



How Have You Been Feeling?

It's okay to talk about your mental health.

Struggling with emotions is common. In fact, about [one in seven](#) people living in India experience a mental health disorder each year. Going through a deeply stressful situation is no more the exception; it's become the norm.

Throughout the year, we will share resources on how to seek care for yourself and your team and highlight the importance of promoting an environment free of stigma.

Our Caregiver Assistance Program partner, Optum Health & Technologies, provides access to 24/7 counseling support to help you and your team.

- Start by downloading this [Mental Health Awareness MS Teams background](#) to use during your meetings during the month of May.
- Share this *How Have You Been Feeling* flyer with your team and colleagues.
- Get familiar with our [Mental Wellness Resources](#).

"Let's Talk"

How to ensure No One Cares Alone

How do you know when you, a family member, or a team member needs mental wellness support? Feelings and thoughts can be tough to talk about, and, for most people, mental health is a bit of a mystery.

Unfortunately, mental health remains a taboo topic for many people, especially at work. The fear of saying the wrong thing or making someone uncomfortable can deter people from sharing what they are experiencing. And of course, there is the most common barrier: stigma— negative attitudes toward emotional struggle, including the incorrect belief that people experiencing challenges must have some flaws, weakness, or shameful inability to manage their emotions.

Many people also assume that mental health difficulties affect only a small percentage of the population, and that expert support is relevant only if you're diagnosed with a mental illness, like an anxiety disorder or depression. These beliefs can lead people to wait until they are experiencing significant difficulty, or even a crisis, before getting help.

We can all do our part to help eliminate stigma, normalize talking about mental wellness, and ensure that No One Cares Alone.

If you, a family member, or a member of your team is struggling with a life transition or feeling anxious, down, or even hopeless, we have many confidential resources available —without shame or blame.

8 Myths About Mental Health

- **Myth #1: People should be able to handle mental health issues on their own.**
Just as you would seek care from a physician for a physical ailment, you should have the same expectation around receiving treatment for a mental health concern. There are numerous treatment strategies and resources available to help you feel better.
- **Myth #2: People with strong support networks don't need therapy.**
Therapists provide a different kind of support than friends or family. Both contribute to positive mental health, but in different ways. Professional mental health support is confidential, objective, and skilled.
- **Myth #3: Mental health disorders are a sign of weakness or lack of willpower.**
Mental health disorders are medical conditions, just like diabetes, heart disease, and other physical health problems. They are caused by a variety of factors, including genetics, environment, and life experiences like trauma. Managing a mental health condition requires strength and resilience.
- **Myth #4: Mental health treatments don't work.**
Research has disproven this myth about mental health. Therapies like Cognitive Behavioral Therapy (CBT), Dialectical Behavior Therapy (DBT), and Interpersonal Therapy have undergone extensive research and proven effective in helping people improve and ultimately recover from mental health conditions. Research has shown that, by itself, therapy can be more effective than medication, and the combination of both is most effective in the treatment of certain mental health concerns.



Stigma can be deeply harmful. Continued stigma causes people to needlessly suffer in silence. Knowing the facts and sharing this information with your team helps to address and reduce stigma.

- Stigma is an important factor in underreporting and seeking help for mental health disorders.
- Due to stigma, only [10-12%](#) of people who need help will seek it.

[Read](#) for more information on how India views mental health.

- **Myth #5: People with mental illness are dangerous.**
Sensationalized stories in the media contribute to this mental health myth. But research shows most people with mental health disorders are not violent. In fact, people with severe mental illnesses are 10 times more likely to be victimized than the rest of the population, rather than be perpetrators.
- **Myth #6: Mental health care is only for people with severe problems.**
Everyone has mental health; that is—psychological, social and behavioral well-being— even if they don't have a diagnosable mental health condition. For those who have been diagnosed with severe conditions, there is no substitute for treatment from a licensed care provider. But even if you're experiencing milder struggles, you can still benefit from mental health support. If therapy isn't the right fit for you, there are many ways to bolster your mental health, such as mental health coaching, self-care apps, and healthy lifestyle habits (like sleep patterns, exercise, and social support).
- **Myth #7: People with mental health conditions can't be successful at work.**
While people with severe mental illnesses are less likely to work than those with milder forms of illness, most people with mental health concerns are in fact employed. More than 1/3 of people with serious mental health conditions also work. Most people with mental health conditions want to work, and research shows doing so can improve their health and quality of life.
- **Myth #8: Children and teens don't have mental health needs.**
Mental health disorders are easy to overlook in children and teens, but even young kids can show symptoms. Getting help early on may reduce the severity of the illness and minimize the risk of secondary problems like substance abuse and trouble in school.



Mental health struggles are a common part of the human condition, and inevitable. Although it's human to struggle at times, you don't have to suffer. If what you're experiencing is keeping you from fulfilling your goals or functioning in daily life, there are effective solutions.

For some, professional mental health care is part of the solution.

For others, self-care and coping skills can be equally effective.

3 Things You Can Do to Reduce Stigma in the Workplace

- **It starts with empathy-driven leadership.**

Caregivers, especially Core Leaders, can demonstrate empathy and reduce stigma by recognizing that productivity is impacted by distressing circumstances—and that's okay. Respond compassionately by offering flexibility to meet personal obligations. Encourage caregivers to attend mental health awareness workshops and seek support when they need it. Such actions signal that vulnerability is a strength and helps combat beliefs people may have about mental health as unknown or scary.

- **It's important to model healthy behaviors, too.**

By doing so, caregivers can create a space where each individual feels comfortable and more willing to disclose their struggle, which can ultimately help them get connected to help sooner. This kind of sharing isn't about disclosing intimate or personal details, but more about letting people know it's okay to prioritize their well-being. For example, you might consider emphasizing what you've done to ensure good self-care.

- **Keep conversations open, transparent, and shame-free.**

When leaders talk openly about their mental well-being, they send a powerful message to caregivers that they are welcome to discuss their own challenges. Research shows that this type of authentic leadership builds trust and improves performance.

Below are a few ways to remove shame from conversations:

- Talk about the full range of mental health challenges.
- If you are a Core Leader, check in with your team regularly.
- Avoid phrases that reinforce stigma.
- Respond quickly to inappropriate remarks.



Core Leaders can be a powerful force in overcoming mental health stigma, and the rewards for doing so are great.

Caregiver Assistance Program at Providence India

Caregiver Assistance Programme (CAP) through Optum provides access to 24/7 counseling support, Mental health therapy and coaching at no charge to caregivers and their family members.

Caregivers can seek help for stress and anxiety, depression, relationship problems, workplace conflicts and changes, and parenting and family issues.

Call for personal support:

+91 80 676 9900

1800 102 7293

1800 209 8424

[Read more](#) about the CAP on Caregiver Hub

About the Caregiver Toolkit for Mental Health Awareness

This toolkit is designed for caregivers to receive education, DE stigmatization and awareness of resources for themselves as well as serve as a resource for core leaders to share with caregivers.

While specifically designed for Mental Health Awareness Month and promoting awareness of that month, the information included can be used at any point to learn more about mental health and also share that information with whoever needs it.

Let us all do our part to ensure that No One Cares Alone.

About Mental Health Awareness

When thinking about mental health, it is important to understand the difference between normal fluctuations and challenges in life, versus mental health conditions that might warrant seeking professional help. While there are many things that can be helpful with both, it is important to have an idea of when you or someone you care about should seek additional help to address their mental health. The following information will hopefully provide some guidance on when to reach out. Most importantly, if at any point you feel like your mental health is making you feel unsafe or feel unsafe toward others, please reach out for help immediately.

Duration of low mood or decline in mental health.

Low mood or decline in mental health typically only last for a short period of time and usually, although not always, respond well to changes you might make. Low moods that last for longer periods of time and do not seem to be responding to your attempts to improve it, could be an indicator that you might want to reach out for additional help.

Difficult life events can understandably create low moods; however, sometimes it is possible to feel down for other reasons. It is important to consider anything that has changed in your life recently, whether it is good or bad and any impact that it might be having on your mental health.

Response to attempts to improve.

As was mentioned above, a decline in mental health will typically respond relatively quickly to the changes you make; however, if your situation isn't responding, is getting worse, or isn't improving as quickly as you'd like it to, you may want to reach out for additional help.

Impact on functioning.

Declines in your mental health may impact your ability to live your life as fully as you'd like to, whether it's being able to concentrate on something you enjoy, feeling as energized by work or family or other consequences.

Those typically aren't severe, are short lived and/or respond to changes you make. However, if your mental health condition is impacting your ability to live your life fully and isn't responding to your attempts to fix it, it may be time to seek additional help.

Types of help:

- **Self-help:** Whether you have a mental health condition, or your mental health is not going as well as you'd like it to, there are a number of things you can try. Ensuring you are allowing your body to get its basic needs is a good place to start. Getting a regular good night's sleep, eating a healthy diet, getting regular exercise, or reducing your alcohol or caffeine intake can all be helpful. Practicing other techniques such as mindfulness, spending time outdoors or learning new ways to think about things can also be helpful.
- **Social support:** Reaching out to others you care about and who care about you can be a very important and helpful part of improving your mental health. Sometimes, when you aren't feeling your best, you may not feel like reaching out to friends, family or other people who can support you; however, this is exactly the time you should consider reaching out.
- **Professional help:** If your mental health is not improving, is becoming too much to cope with and/or is impacting your ability to carry on with your life as you would like to, seeking professional help may be the right next step.

There are several options for assistance located on the [My Mental Health Matters](#) page including accessing talk therapies, medications and crisis resources amongst many others that could be helpful in improving your mental health.