



American Heart Association.  
Well-being Works Better™

# TIPS FOR WORKPLACE WELL-BEING



Your business is only as healthy as your employees.



## PROTECTION FROM HARM

- Ensure physical and psychological safety.
- Allow adequate rest.
- Provide mental health support and policies that promote well-being for all.



## WORK-LIFE HARMONY

- Provide more autonomy on how work is done.
- Make schedules as flexible and predictable as possible.
- Increase access to paid leave.
- Respect boundaries between work and nonwork time.



## OPPORTUNITIES FOR GROWTH

- Offer training, education and mentoring.
- Create clear, accessible pathways for advancement.
- Ensure relevant, reciprocal feedback.



## DID YOU KNOW ...

- A healthier workplace makes for healthier people and communities
- Half of U.S. workers report moderate to severe levels of burnout, depression or anxiety.
- 90% of U.S. workers reported at least minor levels of one mental health challenge.



## CONNECTION AND COMMUNITY

- Encourage a sense of belonging.
- Cultivate trusted relationships.
- Promote collaboration and teamwork.



## MATTERING AT WORK

- Pay a living wage.
- Engage workers in decision-making.
- Build a culture of gratitude and recognition.
- Connect individual work to organizational mission.

Sources: [2025 Mental Health at Work Report](#),  
[Workplace Mental Health & Well-Being | HHS.gov](#)

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