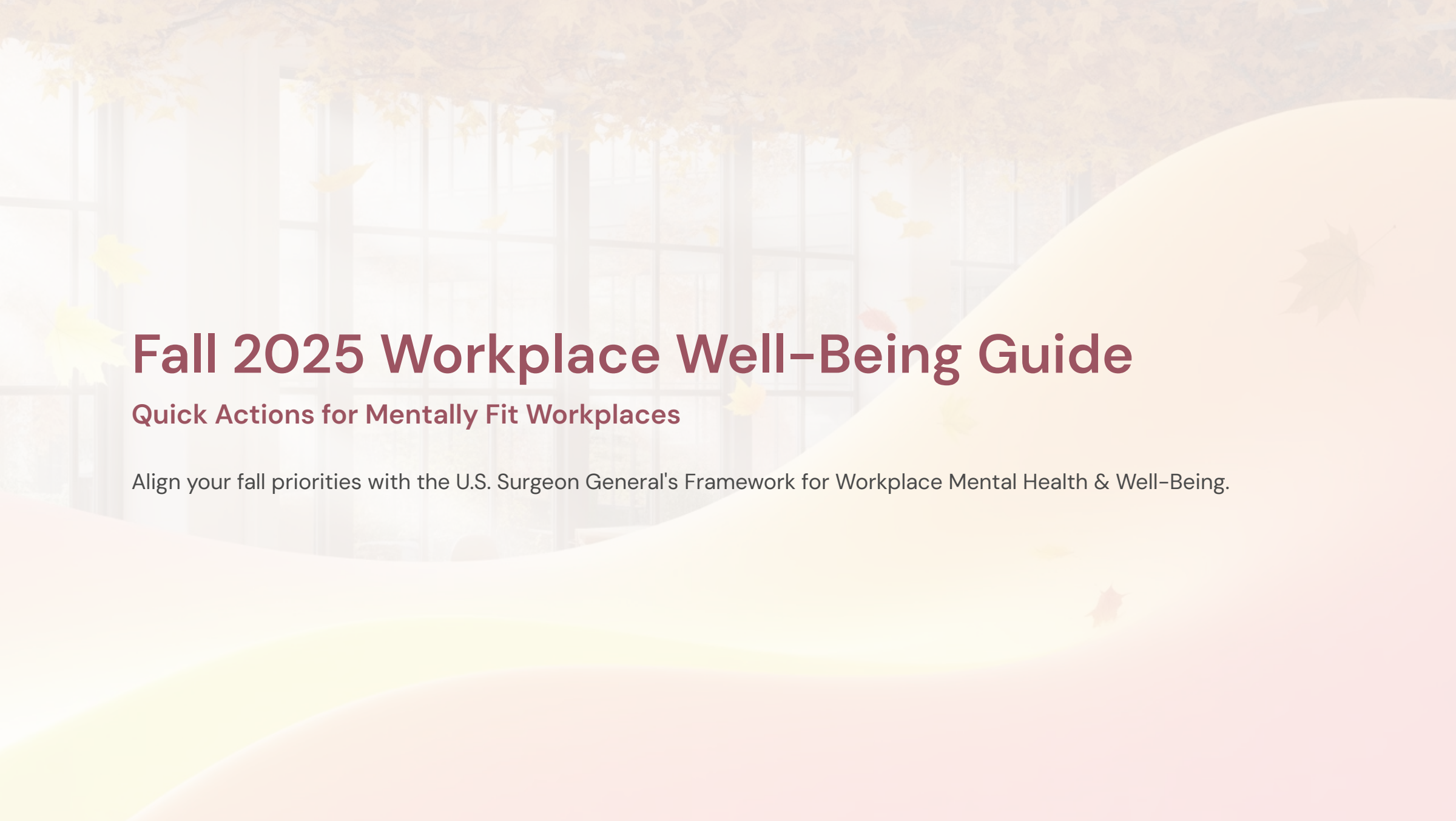




Fall 2025 Workplace Well-Being Guide

Quick Actions for Mentally Fit Workplaces

Align your fall priorities with the U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being.



Protection from Harm

Creating a safe and supportive workplace environment is the foundation of mental health and well-being. This fall, take concrete steps to ensure every team member feels protected and valued.

Mental Health Safety Moments

Add a brief Mental Health Safety Moment to all-staff or team meetings.

Policy Review

Review your anti-harassment and DEIA policy for inclusive language and accessibility.

Model Boundaries

Encourage leaders to model boundaries—no emails after 6 p.m.

Connection & Community

Strong connections at work create resilience and joy. This fall season is the perfect time to strengthen bonds and build community within your organization.

Reconnect Week

Host a "Reconnect Week" in-person or virtual lunches, gratitude boards, or walk-and-talk meetings.

Team Connection Map

Create a Team Connection Map list three colleagues each person can reach out to for support.

Recognize Milestones

Recognize employee milestones publicly.



Work-Life Harmony

As the seasons change and the year winds down, it's essential to help your team find balance between their professional and personal lives. These fall initiatives can make a meaningful difference.

Focus Friday

Allow one "Focus Friday" or early-dismissal day per month this fall.

Promote PTO

Promote use of PTO and mental-health days before the holidays.



Audit Workloads

Audit workloads ask, "What can wait until 2026?"

Mattering at Work

Every employee needs to feel that their contributions matter and that they are valued members of the team. This pillar focuses on creating a culture where people feel seen and appreciated.



You Matter Moments Board

Launch a "You Matter Moments" board where peers post appreciation notes.



Meaningful Work Check-In

Ask in one-on-ones: "What part of your work feels most meaningful right now?"



Mission Connection

Tie fall goals to the company's broader mission statement.

Opportunity for Growth

Professional development and personal growth opportunities are essential for employee engagement and satisfaction. As fall brings new beginnings, invest in your team's future.

01

Micro-Learning Sessions

Offer micro-learning sessions on stress management, AI literacy, or leadership.

02

Personal Growth Goals

Encourage every employee to set one personal-growth goal for 2026.

03

Mentor Matching

Mentor-match new hires or returning interns before year-end.

Quick Reflection Check

Before moving forward with your fall initiatives, take a moment to assess where your organization currently stands on workplace mental health and well-being.

Resource Awareness

Does every employee know where to get mental-health resources?

Leadership Modeling

Do leaders model healthy boundaries?

Culture of Support

Do people feel seen, safe, and supported?

The Five Pillars Framework

The U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being provides a comprehensive approach to creating mentally fit workplaces. Each pillar builds upon the others to create a holistic support system.

Protection from Harm

Ensure psychological safety and reduce risk

Work-Life Harmony

Enable balance through flexible policies



Connection & Community

Foster belonging and supportive relationships

Mattering at Work

Recognize contributions and purpose



Your Fall Action Plan

Transform these ideas into action with a clear plan for the fall season. Start with small, manageable steps that can create meaningful change in your workplace culture.

This Month

- Schedule Mental Health Safety Moments
- Launch Reconnect Week activities
- Review and update policies
- Set up You Matter Moments board

Before Year-End

- Implement Focus Friday program
- Complete workload audits
- Match mentors with mentees
- Schedule micro-learning sessions





Download Your Free Fall 2025 Toolkit

Get everything you need to implement these workplace well-being initiatives this fall. Our comprehensive toolkit includes practical templates and assessments to help you get started right away.



Harmony Health Check Quiz

Assess your organization's current well-being status



Team Connection Map

Build stronger relationships across your team



You Matter Moments Template

Create a culture of appreciation and recognition

→ Visit: www.mentallyfitworkplaces.com

