# Let's Talk Mental Health

## TIPS & CONVERSATION STARTERS

It's more important than ever to talk about mental health. However, it can be hard to know where to start. Here are some tips for sparking discussions with your teammates:

### GROUP DISCUSSIONS

Group conversations help teams create an open dialogue and trust.

**Create a Relaxed, Safe Space**

Ease into it. Acknowledge the stigma against talking about mental health. Set ground rules and share your intentions before you start.

**Make Discussions Opt-In**

Mental health isn’t a one-time conversation. Give your team the chance to share ideas and experiences, but don’t pressure them.

**Questions to Get Started**

- Why do you think mental health has a stigma?
- What happens when you talk about mental health at work? Is it getting better?
- Does burnout have a stigma?
- What does wellbeing mean to you?
- How can we make it easier to talk about mental health?

### ONE-ON-ONES

Private conversations create spaces for personal reflection and support.

**Don’t Single Anyone Out**

Preface the conversation by sharing your intentions. Assure them that you’re having this conversation with everyone as a group effort.

**Stay Curious**

Everyone’s journey is different. It can help to share your experiences, but ask questions and don’t assume you know the answer.

**Questions to Get Started**

- When you think about mental health, what comes to mind?
- What do you do to avoid burnout?
- How can I better support you?
- Over the past few months, have you been bothered by low feelings, stress, or sadness?
- What worries you the most?

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**Make Wellbeing A Daily Habit**

Kona makes emotional wellbeing a daily team habit. Build psychological safety right into Slack with 10-second check-ins. Starting this month, teams can [start with Kona free forever](#).