



Upskilling the RIGHT People: *The Importance of the Middle Manager*

Supporting Mental Health

Veterans agree overwhelmingly that they hear leadership supporting taking care of your mental health, yet vets operate from additional messages that reaching out for help is a sign of weakness that can impact their success on the job.

Modeling Culture

Support from their direct supervisors, often middle managers, is imperative to change the culture of addressing workplace mental health. These direct supervisors must model and talk openly about taking care of their own mental health needs and companies must invest the resources to make sure they are culture and skill leaders in the efforts to make the workplace a safe space.

The Veteran Workforce Toolkit drives this home with supporting HR to not only create a culture of wellness, but to identify key culture drivers so that veterans can be empowered to succeed.

How it Looks:

- **Assessment**
- **Evaluation**
- **Upskilling**

of middle management staff through virtual coaching both in groups and individually.

Nearly two-thirds of active or non-active members have sought professional counseling. And for those who have not sought out professional counseling, at least one-third of active or non-active military did not do so because they did not want to be perceived as weak.

Statistic from the University of Phoenix

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