



Mental Health Awareness Month

Together in Well-Being

MIND • HEART • BODY • SPIRIT

2026 Campaign

Presenters:

Carrie Beshears, Well-Being Manager

Douglas Cyr, Senior Employee Assistance Counselor

Erin Meloty-Kapella, Well-Being Coordinator

Lisa Ocampo, Well-Being Coordinator



Agenda

1. Well-Being@Work Updates
2. EAP Presentation: “The 4 Pillars of Mental Health: Stepping Up to the Mental Health Awareness Month Challenge” – Douglas Cyr, Senior EAP Counselor
 - Introductory Questions
 - Define *Mental Health*
 - Recognize the *Impact of Mental Health in the Workplace*
 - Review *The 4 Pillars of Mental Health*
 - Explore Activities that Support the *Mental Health Awareness Month Challenge*
3. Mental Health Awareness Month Campaign
 - Campaign details and Resources
4. Next Steps
5. Post-Survey



Well-Being@Work Updates

Limited availability on Group Exercise for the remaining FY

Upcoming Activities and reminders:

- Mental Health Awareness Month-May 2026
- Submit Spotlights
- CredibleMind is ending on June 30th, 2026
- Keep up with your Annual Plan (Year 1 is almost done)
- Kayaking – Summer dates available:
 - June 8, 9, 10, 22, 23, 24, 29
 - July 2, 13, 14, 15, 16, 17, 27, 28, 29, 30, 31
- *Coming Soon* – Physical Activity Challenge



The 4 Pillars of Mental Health: Stepping Up to the Mental Health Awareness Month Challenge

Bio:

Douglas Cyr is a California-licensed Marriage and Family Therapist and Certified Employee Assistance Professional. For over 17 years, he has provided a range of EAP services for agencies throughout northern California, Arizona, and Florida. He serves as the Education Chair for the San Francisco Bay Area Chapter of the Employee Assistance Professionals Association and was awarded the *Fellow* credential from the American Academy of Experts in Traumatic Stress in 2024.



Mental Health
Awareness Month

- What is *Mental Health*?
- How do we know when we're "in a good place" with our mental health?



Mental Health Defined:

According to the Centers for Disease Control and Prevention, *“Mental health affects how we think, feel, act, handle stress, and relate to others. It is a state of balance that allows people to manage life’s challenges, realize their abilities, and contribute to their community.”*

Does this seem like a good definition?

Why or why not?

Source: [cdc.gov/mental-health/about/index.html](https://www.cdc.gov/mental-health/about/index.html)



Situations that Can Make Us Feel Worse

The Past:

- Adverse Childhood Experiences ([ACEs](#))
- Acutely stressful events in adulthood
- Chronic workplace stress
- Physical health issues
- Relationship conflicts

Source: Multidisciplinary Digital Publishing Institute (2026).



Situations that Can *Keep Us* Feeling Bad

Current Situations:

- Negative thoughts or behaviors
- Environmental factors (chronic poverty, lack of social supports)
- Lack of treatment, poor quality treatment, or limited access to care
- Issues related to physical health such as illness, disease, or sleep difficulties

Source: Multidisciplinary Digital Publishing Institute (2026).



The Costs of *Chronic* Mental Health Challenges

Workplace Costs:

- Lost productivity
- Unemployment
- Employer costs

Individual Costs:

- Reduced quality of life
- Financial distress
- Unstable or fractured relationships
- Reduced self-esteem
- Premature mortality

2026 sources: www.chess.health; Otsuka (OAPI); Meharry School of Global Health



**Mental Health
Awareness Month**

“The purpose of life, after all, is to live it, to taste experience to the utmost, to reach out eagerly and without fear for newer and richer experience.”




Eleanor Roosevelt





Mental Health
Awareness Month

Four Pillars of Mental Health

-  **1** Reflect and Do – *Mind*
-  **2** Talk and Feel – *Heart*
-  **3** Move and Be – *Body*
-  **4** Choose Your Own Adventure – *Spirit*



1

Reflect and Do

“The present moment is filled with joy and happiness. If you are attentive, you will see it.”

Thích Nhất Hạnh





Reflect and Do *Activities*

Mindfulness and Meditation

- Reflect through journaling
- Unplug for a reset
- Take a mindful pause
- Try a 1-minute meditation

Other Activities

- Write a note of gratitude
- Read and reflect
- *What else?*



2

Talk and Feel

“Just watch this moment, without trying to change it at all. What is happening? What do you feel? What do you see? What do you hear?”

Jon Kabat-Zinn





Talk and Feel *Activities*

Communication

- Start a small conversation
- Strengthen a work connection
- Express gratitude
- Practice active listening
- Share something about yourself

Other Activities

- Ask for support
- Offer to help someone

- *What else?*



3

Move and Be

“If you want to conquer the anxiety of life, live in the moment, live in the breath.”

Amit Ray





Move and Be *Activities*

Activities

- Take a short walk
- Stretch and reset
- Step outside for fresh air
- Do a workstation movement break
- Take a screen break
- Practice mindful breathing
- Prioritize restful sleep

Other Activities

- *What else?*



4

Choose Your Own

"Our goal should be to live life in radical amazement—Get up every morning and look at the world in a way that takes nothing for granted."

Rabbi Abraham Joshua Heschel





Choose Your Own Adventure *Activities*

Communication

- Connect in your own way
- *What else?*

Other Activities

- Try something new
- Do something that brings you joy
- Revisit a favorite
- Choose what supports you
- Rest and recharge
- Create your own well-being moment



Mental Health
Awareness Month

May 2026 Campaign

Together in Well-Being

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City-Wide Emails

- **Kickoff Email – April 29**
 - Upcoming: Mental Health Awareness Campaign

The 4 Pillars of Mental Health Weekly Emails:

- **Email Week 1 – May 4**
 - **Pillar 1:** Reflect and Do (*Mind*)
- **Email Week 2 – May 11**
 - **Pillar 2:** Talk and Feel (*Heart*)
- **Email Week 3 – May 18**
 - **Pillar 3:** Move and Be (*Body*)
- **Email Week 4 – May 25**
 - **Pillar 4:** Choose Your Own Adventure (*Spirit*)

May is Mental Health Awareness Month

Together in Well-Being
MIND • HEART • BODY • SPIRIT

At SFHSS, our goal is to empower members to explore meaningful ways to support their well-being. This May, for Mental Health Awareness Month, we are highlighting resources and simple strategies to help nourish your mind, heart, body, and spirit!

Whether you're trying something new or strengthening habits that already work for you, this year's campaign encourages reflection, connection, movement, and curiosity so you can discover what supports your best self.

Throughout May, we'll focus on the Four Pillars of Mental Health and provide weekly strategies and resources related to each pillar. We also invite you to participate in the *Together in Well-Being Mental Health Challenge* by engaging in weekly activities designed to support each pillar.

Challenge Details:

Dates: May 4 - 31, 2026

Weekly Emails:

- **Week 1 – Pillar 1:** Reflect and Do (*Mind*)
- **Week 2 – Pillar 2:** Talk and Feel (*Heart*)
- **Week 3 – Pillar 3:** Move and Be (*Body*)
- **Week 4 – Pillar 4:** Choose Your Own Adventure (*Spirit*)

How to Participate:

1. Read the weekly "Together in Well-Being" emails for inspiration and upcoming activities.
2. Explore the May events calendar at <https://sfhss.org/events> and participate in the activities that work for you.
3. Complete at least 3 activities each week.
4. Log your participation by using the link provided in the weekly emails, and you will be entered into a weekly raffle drawing!

Start with one small step—your well-being matters.

Mental Health Awareness Month Resources

 Guidance Resources	 CredibleMind	 We're Here for You	 Navigating Your Mental Health Benefits
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Access additional EAP resources and tools. Register and use the Org ID: SFHSS

Don't know where to start? [Take an assessment.](#)

This May, learn more about Mental Health Awareness Month.

Discover different pathways to resources and support for your mental health.

Using Your Benefits

Your health plan provides a number of free apps such as Calm, Unwinding, Headspace, and more. To learn more about what your health plan offers, click on the link that best applies to you below.

Better Every Day SAN FRANCISCO HEALTH SERVICE SYSTEM

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Department-Wide Email


Help raise awareness:

Send a department-wide email the week of April 27.

[Download email template](#)

Department Email Template

Send Date: Wednesday, April 29
Email Subject: Together in Well-Being: Mind, Heart, Body, Spirit



Dear Colleagues,

This May, in recognition of Mental Health Awareness Month, SFHSS is launching the **Together in Well-Being: Mind, Heart, Body, Spirit** campaign to support employee well-being.

Throughout the month, you will have the opportunity to explore simple strategies and resources to help nourish your mind, heart, body, and spirit. There will be plenty of activities to try something new or continue healthy habits that already support your well-being. This campaign encourages reflection, connection, movement, and curiosity to help you discover what works best for you.

We also invite you to participate in the **Together in Well-Being Challenge** by engaging in weekly activities designed to support each of the **4 Pillars**:

Pillar 1: Reflect and Do – Pause, reflect, and take small actions to support your well-being
Pillar 2: Talk and Feel – Connect with others and check in on how you're doing
Pillar 3: Move and Be – Incorporate movement and mindful awareness into your day
Pillar 4: Choose Your Own Adventure – Explore new or favorite activities that help you feel your best

Challenge details and how to participate:

1. Starting in May, you will receive weekly emails highlighting 1 of the 4 pillars
2. Read the weekly "Together in Well-Being" emails for inspiration and a list of activities
3. Explore the May events calendar and register for activities at sfhss.org/events
4. Complete at least 3 activities each week
5. Log your participation using the link provided in the weekly emails to be entered into raffle drawings

We encourage you to take part in a way that feels right for you. Even small steps can make a meaningful difference.

Warm regards,
[INSERT Signature]



We're Here for You Website

Campaign Website

sfhss.org/were-here-for-you



Together in Well-Being Challenge

Challenge details and how to participate:

1. Starting in May, employees will receive weekly emails highlighting 1 of the 4 pillars
2. Read the weekly “Together in Well-Being” emails for inspiration and a list of activities
3. Explore the May events calendar and register for activities at sfhss.org/events
4. Complete at least **3 activities** each week
5. Log your participation using the link provided in the weekly emails to be entered into raffle drawings
6. Winners will be notified in June

4. Select the week:

Week 1: Pillar 1 - Reflect and Do

Week 2: Pillar 2 - Talk and Feel

Week 3: Pillar 3 - Move and Be

Week 4: Pillar 4 - Choose Your Own Adventure

Submit

5. Select the **Reflect and Do** activities you completed this week:

Reflect through journaling: Spend a few minutes writing down your thoughts or a small win from today.

Unplug for a reset: Take a short break from screens and notice how your mind and body feel.

Take a mindful pause: Pause for a few minutes and ask yourself: How am I feeling right now?

Try a 1-minute meditation: Listen to a short meditation and reflect on how you feel afterward.

Write a note of gratitude: Write a thank-you note and take a moment to appreciate someone.

Read and reflect: Read for a few minutes and note one idea or thought that stood out to you.

Other: _____

6. Which Mental Health Awareness Month activities did you participate in? (Select all that apply)

Webinar: Healthy Habits - 5/1

Webinar: Connecting Mind and Body for Healthy Living - 5/5

Webinar: Walking for Mental Health - 5/6

Webinar: Laughter as Medicine - 5/6

Webinar: Mental Health Awareness - 5/7

Webinar: Women's Health Latest Updates - 5/7

Class: Yoga at City Hall

Virtual Class: Bootcamp 6 PM



**Mental Health
Awareness Month**

Campaign Resources

Learn and share available resources with employees



Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is free and confidential.

Services include:

- Short term solution-focused counseling for individuals and couples.
- Critical Incident Response.
- Workshops and Trainings.

Guidance Resource Consultants are available 24/7 for confidential assessment and referral.

Call (628) 652 - 4600

For more resources and tools visit: <https://www.guidanceresources.com>. Register and use Organization Web ID: **SFHSS**



CredibleMind

Available through June 30, 2026

Many individuals do not know where to get started.

Get started by:

1. Taking the Mental Health Assessment:

<https://sfhss.crediblemind.com/assessments/whats-your-mental-health-profile/page1>

2. Explore Learning Labs available: <https://sfhss.crediblemind.com/learning-lab>





Mental Health Awareness Toolkit

For Leaders, Managers, and Supervisors

Mental health is a key part of well-being, and employers play an important role in supporting their teams.

This toolkit helps departments build a workplace that supports mental health through communication, learning, modeling, and compassion.

The toolkit focuses on three key areas:



[Download and share the toolkit](#)



Mental Health Awareness Month Visual Reminder - Bookmark

MHAM Promo Items

- Our team designed a bookmark as a reminder of the 4 pillars of MH
- You can order them for your teams.
- We also have a flyer with the same information.
- [Order Here](#) – by Friday, April 24

Mental Health Awareness Month
Together in Well-Being
MIND • HEART • BODY • SPIRIT

The 4 Pillars of Mental Health

MIND **Pillar 1**
Reflect and Do

Even brief moments of positive reflection can help us live with greater intention, ease stress, and bring a sense of calm to our busy days.

HEART **Pillar 2**
Talk and Feel

Talking with a trusted colleague, friend, or family member can help lighten the load of stress, worries, or uncertainty.

BODY **Pillar 3**
Move and Be

Taking time to listen to your body is important, and when we pause and practice mindfulness, our bodies often tell us what it needs.

SPIRIT **Pillar 4**
Choose Your Own Adventure

Try something new—explore a creative activity, attend a class, visit a new place, or finally pick up that project you've been meaning to finish.

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EMPLOYEE ASSISTANCE PROGRAM

Emotional stress and mental health challenges can affect your physical health, relationships, and overall well-being—at work and at home.

The Employee Assistance Program (EAP) is free and confidential. Services include:

- Short term solution-focused counseling for individuals and couples.
- Critical Incident Response.
- Workshops and Trainings.

Guidance Resource Consultants are available 24/7 for confidential assessment and referral.

Your mental health is as important as your physical health.

If you think you need help, call (628) 652-4600.

For more resources and tools visit:
<https://www.guidanceresources.com>

Register and use Organization Web ID: SFHSS

WE'RE HERE For You

SAN FRANCISCO HEALTH SERVICE SYSTEM sfhss.org



4-Pillars of Mental Health Flyer

The 4 Pillars of Mental Health

MIND **Pillar 1**
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HEART **Pillar 2**
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SPIRIT **Pillar 4**
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Try something new—explore a creative activity, attend a class, visit a new place, or finally pick up that project you've been meaning to finish.

SAN FRANCISCO HEALTH SERVICE SYSTEM sfhss.org

Educational flyer about the 4-pillars.

[Download and post](#)



Promote & Attend: Trainings

Title	Date/Time	Description	Registration
Mental Health First Aid Introduction	Anytime (Self-Paced Program)	2-hour self-paced eLearning course that introduces you to workplace well-being practices and teaches ways to understand and reduce stigma in the workplace, to recognize and help a colleague who may be experiencing a noncrisis mental health or substance use challenge and to build a resilient mindset and implement best practices for self-care. After taking MHFA at Work Intro, you will have the knowledge to enhance the overall culture of mental health and wellness within your organization.	https://forms.cloud.microsoft/g/nb2U0Yrm1H
Mental Health First Aid 2.0	May 20: 1:00 – 5:00pm May 28: 8:00 – 12:00pm	During this 4-hour Instructor-led course, you will practice the skills needed to recognize and respond to a coworker who may be experiencing a noncrisis or crisis mental health or substance use challenge — and connect them with the appropriate resources in accordance with company policies.	May 20 May 28



Promote & Attend: Meditation Series

Title	Date/Time	Description	Join
Session 1: Mental Health Is a Nervous System State	May 7: 3:00 – 3:15pm	Mental health isn't a mindset problem — it's a nervous system state shaped by stress, safety, and overload. This session helps you recognize survival mode and practice a grounding tool that brings the body back into regulation.	https://teams.microsoft.com/meet/21422557061644?p=WPZKX8eqPytC2s7rt0
Session 2: Anxiety Is Information, Not Failure	May 14: 3:00 – 3:15pm	Anxiety isn't the enemy; it's a signal your system is trying to keep you safe. We'll learn how to work with anxiety instead of fighting it, using a technique that reduces internal pressure without forcing calm.	Dial in by phone +1 415-906-4659 , 476558177# United States, San Francisco Find a local number Phone conference ID: 476 558 177#
Session 3: Burnout, Numbness, and Shutdown	May 21: 3:00 – 3:15pm	Not all mental health struggles are loud — some show up as exhaustion, detachment, or brain fog. This session focuses on gently re-engaging the nervous system without pushing or overstimulating it.	
Session 4: Regulation Over Optimization	May 28: 3:00 – 3:15pm	Mental health improves through regulation, not constant self-fixing or performance. You'll learn a simple, sustainable regulation rhythm that supports emotional steadiness in daily life.	



Request: Workshops and Trainings

There are over 200 different trainings to choose from consider the following focus areas:

- Personal Development
- Resilience
- Family and Relationships
- Behavioral Health and Wellness

Next Steps:

- Download the [Activities Description List](#)
 - Activities take between 8 weeks - 90-day lead time
 - Visit [Requesting an Event](#) for more information



Implement: Department Led Activities

Use tools to create engagement opportunities that focus on well-being with an emphasis on mental health in the workplace. Reach out to your Coordinator for support.

- [Recess Break](#)
- 1-Minute mental well-being break
- Small group support
- Scavenger hunt
- Pop-up Wellness Space
- Dedicated [RECHARGE Space](#)
- Community / Department Art Project
- Teambuilding activities
- [Recognize and Appreciate](#)
- Mental Health Passport

For more ideas, go to [Department Spotlights](#).

Consider [downloading toolkits](#) to support you.



Recognize & Celebrate: Order Incentives

Request Mental Health Awareness themed incentives to help support your activities throughout the month.

- All items must be tied into a well-being activity.
- Work with other Champions in your department/location and submit one order.
- Limited quantities available.
- Contact your coordinator to discuss how you will tie in giveaways with your well-being activities.





Mental Health
Awareness Month

Next Steps After Training

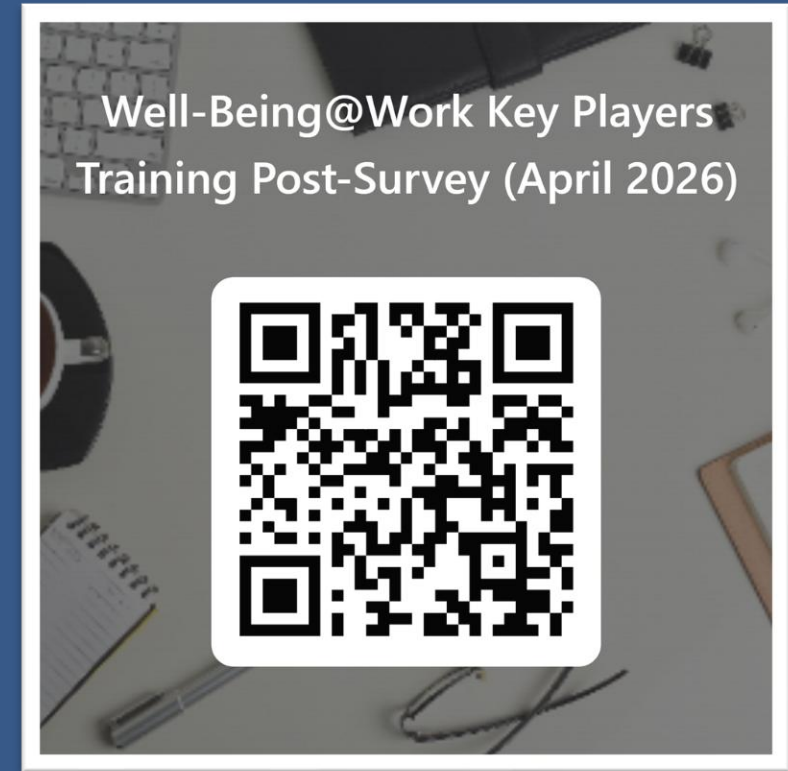
1. Spread the word about the Mental Health Awareness Month (MHAM) campaign
 - [Order Bookmarks by Friday, 4/24](#)
 - Print flyers to post at your sites.
2. Send a department-wide email the week of 4/27 to promote the MHAM campaign details and the *Together in Well-Being Challenge*.
3. Consider hosting your own department-led MHAM campaign events and activities.
 - Share and promote the upcoming May citywide activities
4. Register for SFHSS-sponsored events (<https://sfhss.org/events>)
 - If you would like to request SFHSS activities, please allow for an 8-week lead time.
5. Submit spotlights highlighting your department's MHAM efforts.



**Mental Health
Awareness Month**

Let us know how we're doing

[Click here to complete the survey](#)



Thank you for your time today!