

## “Let’s Talk” Making Mental Health the Next Normal

How do you know when you need help from a mental health professional? Our feelings and thoughts can be tough to talk about, and, for most people, mental health is a bit of a mystery.

Unfortunately, mental health remains a taboo topic for many people, especially at work, which can create unhelpful silence around these issues. The fear of saying the wrong thing or making someone uncomfortable can deter people from mentioning what they are experiencing.

And of course, there’s the most common barrier: stigma—negative attitudes toward emotional struggle, including the incorrect belief that people experiencing challenges must have some flaw, weakness, or shameful inability to manage their emotions. In fact, a study by the [National Alliance on Mental Illness](#) found that stigma associated with mental health prevents 80% of workers from accessing the care they need.

Many people also assume that mental health difficulties affect only a small percentage of the population and that expert support is relevant only if you’re diagnosed with a mental illness, like an anxiety disorder or depression. These beliefs can lead people to wait until they are experiencing significant difficulty, or even a crisis, before getting help.

Lyra Health is here to normalize mental health support. Whether you’re struggling with a life transition or feeling anxious, down, or even hopeless, Lyra can provide the sensitive, confidential help you need—without shame or blame.



### Hi! I’m Kendall Brown, PhD

I’m a clinical psychologist and Workforce Transformation Program Manager at Lyra, your mental health benefit. I’m passionate about destigmatizing mental health care and helping you improve your mental health at work and at home.

# How to know when you need support with your mental health

If you find you are experiencing prolonged stress, irritability, anxiety, or depression, you may benefit from mental health support. Similarly, experiencing decreased motivation or difficulty concentrating, or noticing a decline in work performance, can indicate that expert guidance would be helpful. Other signs to watch out for include experiencing difficulties in or withdrawing from your relationships, or noticing that your use of alcohol or other drugs has increased.

## Struggling is common

A 2022 report published by Lyra on the [state of workforce mental health](#) found that one in six employees interviewed said their mental health either “significantly or severely” affected their ability to do their job. What’s more, 31% of respondents said their mental health had declined over the past 12 months.



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Struggling with our emotions is an inevitable and normal part of being human. We will all endure common stressors like the loss of a loved one, the end of a romantic relationship, or financial concerns that can lead to emotional distress. But struggle is a subjective experience—it can look different from person to person, so it’s important to withhold judgment, of ourselves and others, and respond with compassion.

Sometimes life stress can also be from happy occasions, like planning for a wedding, having a baby, moving to a new city, or changing jobs.

No matter the source, if you find that your feelings, thoughts, or behaviors are making it difficult to function in your daily life, and your usual coping strategies aren't working, you might consider professional support. Here are just a few of the common life experiences that mental health providers can effectively address:

**Anxiety**

**Chronic self-criticism**

**Crisis (e.g., death of a loved one)**

**Decreased motivation**

**Difficulty concentrating**

**Excessive alcohol and substance use**

**Feeling hopeless**

**Frequent worry**

**Relationship conflict**

**Stress management**

**Sleep problems**

**Persistent irritability**

## What to expect from a provider

When we have a physical issue—a broken leg or chronic headaches—we go to a medical professional for help. Unfortunately, we sometimes hesitate to seek the same level of professional support when our symptoms are emotional or psychological. Learning more about what therapy or coaching looks like can help demystify the experience.

Lyra's therapists are vetted to ensure they provide evidence-based care. This means their interventions have been rigorously researched and are shown to be effective at improving symptoms and functioning. Once in therapy, you can expect to be an active participant in a care plan that's tailored to your needs.



## Support from Lyra Health is

**Goal directed.** Effective therapy and coaching starts with identifying specific, measurable goals. To identify actionable goals, ask yourself: What would my life look like if I was feeling better? What activities would I be engaged in? How would my interactions with loved ones change?

**Collaborative.** Mental health support should be a joint effort, not a prescriptive experience. You and your provider will work together to develop a care plan that helps you reach your goals and accounts for your unique background and personal values.

**Skills based.** Your therapist or coach will teach you skills to help identify and challenge unhelpful patterns of thinking and behaving. You'll likely receive assignments that encourage you to implement these strategies, to ensure they translate to your everyday life.

**Feedback informed.** Along the way, you'll update your provider on your symptoms via an online assessment that comes to your email inbox. Your provider will use the data from these assessments to adjust your care plan accordingly.

## Don't know where to begin?

Lyra, your mental health benefit, is available for those who are interested in seeking support for their mental health. The Lyra network is made up of expert, compassionate providers of many backgrounds, lived experiences, and identities.

Your mental health matters. Let's talk.

[Get started with Lyra today.](#)