

Mental Health Ally Badge

Target population: All IBM'ers

Estimated duration : 3 hours



A **Mental Health Ally** is an **IBMer** who understands the importance of **promoting** mental health in the workplace and who wants to **positively contribute** to the **well-being** of their colleagues. They have **awareness** of their own mental health, and if a colleague reaches out to them to learn more they are trained to **respond with empathy** and **refer to resources**.

3 Modules:

Recognize

a change in behavior in yourself and others

Respond

to others with a supportive conversation

Guide

yourself or others to appropriate resources and support



1. Mental Health Fundamentals

Learn what mental health is, why it matters in the workplace, and how to promote positive mental health

2. Self-care

Learn how to practice self-care and how to look after yourself

3. Workplace stress

Identify signals of stress and distress in and around you, and learn how to handle it

4. A stigma-free workplace

Learn how to behave without stigmas or prejudices that can prevent empathetic listening and inclusive behaviors toward anyone having mental health challenges

5. Empathetic listening

Learn how to listen and communicate with empathy

6. Inclusive behaviors

Identify inclusive behavior and learn how to incorporate and promote it for better mental health

7. Support yourself and others

Learn why workplace mental health matters, how IBM commits to ensuring employee health and well-being and what you can do to support yourself and others

8. Resources

Explore IBM health and safety, well-being and mental health resources

9. Next steps

Learn how to contribute to building a workplace where mental health is everyday health, everywhere at IBM

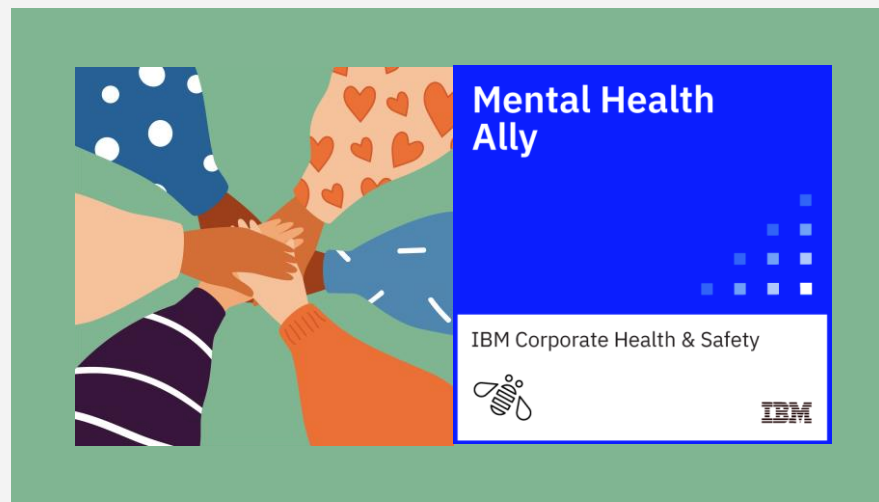
Since soft launch Oct. '21

11,774 have started the training

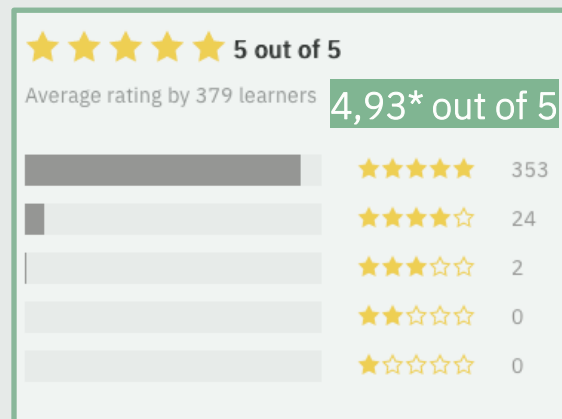
7,559 completed the training

2,464 badge applications started

2,161 badges issued



“Also - just wanted to say to the team that put this training together how excellent it is. I've done many training courses at IBM through YL but felt the content and approach on this one were really top quality. It's on a par with (and in some cases even better) than some of the accredited external mental health training I've seen and I think this is going to be so so valuable to so many IBMers and our company as a whole - big kudos to the team and much gratitude!”



What are the benefits?

- ★ Increased awareness on ones own mental health and resources available
Feedback: Feel more confident, empowered and in control around mental health
- ★ Global community of IBMers supporting others IBMers
Awareness, inclusion and engagement
- ★ A group of ambassadors to amplify IBM's wellbeing agenda
Launch of new programs: myIBM, MeQ etc.
- ★ Top management commitment around mental health
CEO mentioned it in a global session. Leaders share internally and externally