

Breaking Habits, Building Better Ones

Breaking a bad habit isn't about willpower alone, it's about understanding patterns and making small intentional changes. Habits form because our brains like routines, but with the right approach, those routines can be reshaped.

1. **Be aware**
   Notice when and why the habit shows up. Is it triggered by stress, boredom, or time of day? Identifying the trigger is the first step toward change.

2. **Swap, don't stop**
   Instead of trying to eliminate a habit entirely, replace it with a healthier alternative. This gives your brain a new routine to follow while keeping the same trigger and reward.

3. **Make it harder to repeat**
   Add small obstacles that interrupt the habit—like removing cues from your environment or creating a pause before acting. Even brief interruptions can weaken automatic behavior over time.

4. **Focus on progress, not perfection**
   Slips happen. What matters is consistency over time, not getting it right every day. Each small win helps reinforce the new habit.

Lasting change comes from small, repeatable actions. With patience and intention, even long-standing habits can be broken and replaced with better ones.



Embracing Diversity and Inclusion for Mental Health

Embracing diversity and inclusion in the workplace and beyond is critical to fostering an environment that champions mental health and well-being. Celebrating diversity allows us to honor and value the differences in each person's human experience, whether it's race, ethnicity, physical ability, religious beliefs, and in this case, mental health. Inclusion is the is the act of valuing and respecting what makes us diverse and creating environments where everyone can thrive.

Creating a space where individuals with mental health differences feel respected and valued - and see the same opportunities for their peers and colleagues - can create happier, healthier communities and workplaces that foster a greater sense of belonging.

Here are some ways to promote diversity and inclusion in mental health in the workplace:

- Education – Use training programs that focus on cultural competence sensitivity and awareness of mental health initiatives to help provide more empathetic and effective care.
- Inclusive Practices – At an organizational level, policies should promote inclusion for all differences, including mental health. Ensure hiring practices, workplace procedures and more are accessible to all
- Mental health benefits – including mental wellness in benefits provides employees with resources to be their best selves at work and beyond.
- Measure success and refine practices – DEI initiatives are not a set it and forget it program – by tracking engagement and participation in mental health programs, conducting surveys and maintaining an open dialogue around the subject, employees feel seen and heard to help evolve mental health initiatives around their unique needs.

If needed, consult with a mental health professional to understand and accommodate the nuances of mental health diversity.