



Mental Health Awareness

Common Misconceptions and the Facts

Mental health challenges are common, yet misunderstandings can create stigma and discourage people from seeking help. Learning the facts helps build a supportive, informed, and compassionate workplace. The following are common misconceptions and the realities behind them.

Misconception: “Mental illness is rare.”

Reality: Mental health conditions are common and can affect anyone. Many people experience anxiety, depression, trauma, or stress at some point. Seeking support is a normal and healthy step.

Misconception: “Mental illness means someone is weak.”

Reality: Mental health conditions are not a sign of weakness. They are influenced by many factors, including stress, trauma, and physical health. Asking for help reflects strength and self-awareness.

Misconception: “People with mental illness can’t function or succeed.”

Reality: People with mental health conditions contribute to their families, workplaces, and communities every day. With the right support, individuals can manage symptoms and achieve their goals.

Misconception: “You can always tell if someone has a mental illness.”

Reality: Mental health challenges are often invisible. Someone may appear fine outwardly while struggling internally. Empathy and understanding help create a safe environment for seeking support.

Misconception: “Talking about mental health makes things worse.”

Reality: Open conversations reduce stigma and help people feel less alone. Talking with someone trusted or with a professional can be an important part of healing.

Mental Health Affects Everyone

Mental health challenges can affect anyone, regardless of age or background. A new employee may face workplace stress, a parent may feel overwhelmed, a veteran may be processing trauma, and an older adult may be coping with loss or major life changes. For those from cultures where mental health is rarely discussed, reaching out can feel even harder. Everyone deserves understanding—and access to support.

Seeking Support Is Normal and Helpful

Just as we seek care for physical health concerns, it’s healthy to get help for mental health challenges. Support can come from talking with someone you trust, meeting with a counselor or mental health professional, or using workplace or community wellness resources. If you or someone you know is struggling, the Employee Assistance Program (EAP) is here to help. Reaching out is a positive step toward well-being.