

# Mental Health and Wellness

## Support and Accessibility

For City of Duluth Employees and Family  
Members

Human Resources, City of Duluth, 2026



# Identifying Your Mental Health

Know key differences between thriving and okay headspaces.

## THRIVING



### Feeling Content and Happy

Generally in a good state of mind.



### Natural Mood Changes

Natural changes in mood due to life or current events.



### Ideal Performance

No changes in work performance and able to meet challenges as they arise.

At this stage, it is key to continue practicing in self-care and wellness to maintain your health.

## OKAY

### Feeling Extra Stressed

Generally more anxious or stressed than usual for multiple days.



### Consistent Mood Variability

Continuous mood swings for a longer period of time.



### Slower Performance

Minor disruptions in performance or trouble concentrating.



### Challenges Meeting Challenges

Having some issues getting around certain problems without assistance.



At this stage, in addition to self-care, continue making sure you're getting positive support and consider possibly looking at some provided resources.

# Identifying Your Mental Health

Know key differences between struggling and distressed headspaces.

## STRUGGLING



### Feeling Anxious

Feeling increasingly more anxious at work or talking with co-workers.



### Low Mood

In a consistent bad mood without reason.



### Difficulty in Daily Functioning

Difficulties begin to disrupt appearance, social interactions, and work performance.



### Difficulty Navigating Challenges

Difficulties begin to impact meeting deadlines at work and navigating small challenges that pop up.

If you or someone you care about is at this stage, it is important to connect with professionals who can help.

## DISTRESSED

### Experiencing Intense Emotions

Distressing and intense emotions that cannot be ignored.



### Feeling Hopeless

Very little motivation, heavily impacting performance and personal life.



### Unable to Cope

Feeling hopeless to the point of being unable to cope with life's demands anymore.



If you or someone you care about is at this stage, it is crucial to connect with a professional for support as soon as possible. **If you or someone you know is in a crisis, please connect with 988 immediately for support.**

# Resources For When You're Thriving

Free services for city employees



## Bridge to Wellness

Our Bridge to Wellness Program supports your goals by encouraging participation in activities, programs, lifestyle choices, and preventative care that will help you lead a healthier life, and you will even make some extra cash!

These healthier choices will accumulate through a points system, allowing you to earn up to **\$500!** This is done through using the Personify Health App.

Access Personify Health here: <http://join.personifyhealth.com/bridgetowellness>

### Rules for the Program:

- Complete your annual health assessment.
- Complete annual preventative exam and email our Wellness Coordinator, Angel, at [ahohenstein@duluthmn.gov](mailto:ahohenstein@duluthmn.gov)
- Registering and participating in one health challenge per quarter.

### Easy ways to get points:

- Step count
- Doctor's visits
- Short healthy habits check-ins
- Tracking your sleep
- Group challenges
- Complete a Launch my Health nutrition course

To learn more about the Quarterly Health Challenges and events you can participate in, check out the **“Events Calendar”** option under the **“Social”** tab in Personify Health.

Launch my Health is now an assisting platform to Personify Health, where you can get additional points from participating in nutrition and cooking courses. These courses are on how to better your nutrition to better fit your lifestyle while staying healthy. Enroll and complete one of these courses and you will receive easy points toward your goal!

Access Launch my Health here: <https://launchmyhealth.com/city-of-duluth/>



## Calm Health App - Free with Medica Insurance

Help to Stress less, sleep better, and live mindfully.

### Provided in App:

- Take short needs-based screenings.
- Ways to improve sleep and mindfulness.
- Guided meditation and stress management.
- Access recommended programs, written by psychologists.
- Find support for mind, body, and more.

### How to Access:

- **Download the Calm Health App in the App Store.**
- When creating an account enter access code **“medica”** while also entering member information.



## Medica My Health Rewards

Additionally get up to **\$225 extra** for participating in our Bridge to Wellness Program. Just make sure to log in to Personify Health under Medica insurance!

# Resources For When You're Thriving

Activities and events around Duluth to participate in



## Parks and Recreation

Our parks and recreation division covers a wide variety of local outdoor activities anyone is able to participate in or use to help you continue thriving! These include 162 parks, local sports leagues, a wide variety of community programs (from youth to 55+!), and other necessary resources (rental information, natural resources, etc.).

Access parks and recreation here: <https://duluthmn.gov/parks/parks-calendar/>



## Duluth Public Library

The Duluth Public Library is a crucial resource for books, digital items, and critical programs for our community to help keep us thriving. Check out the website to gain access to printing services, digital content, events around the community, meeting rooms, and many more useful resources!

Access library resources here: <https://duluthlibrary.org/>



## Community Education

Our community education options continue to support lifelong learning through providing opportunities for all ages to participate in classes and activities that serve to offer anyone an opportunity to learn a new skill, explore new interests or hobbies, or just to help enrich your life.

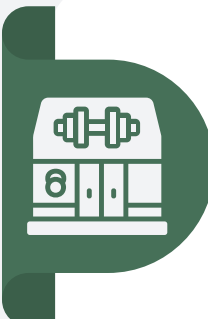
Access local resources here: <https://www.isd709.org/community/community-education>



## Duluth Folk School Events

The Duluth Folk school is a great community resource for connecting you to events or skills workshops where people come together to share their skills, knowledge, and life experiences with one another.

Access folk school resources here: <https://duluthfolkschool.com/music-events/>



## The Lake Superior YMCA

The Duluth YMCA is a vibrant hub for health, fitness, and social connection to help you thrive. It includes community events, some of which are offered through other local Y's, with some free options to help promote important topics and connection.

Access events at local YMCA's here: <https://www.lakesuperiorymca.org/schedules-events>



## Local Event Calendars

Stay connected with others through local Duluth events and activities by using the local Duluth News Tribune and Destination Duluth calendars!

Access Destination Duluth here: <https://visitduluth.com/events/calendar/>

Access Duluth News Tribune here:

<https://www.duluthnewstribune.com/calendar#/>

# Resources For When You're Okay

Free services for city employees



## AllOne Health EAP

Our ALLONE Health Employee Assistance Program (EAP) brings support towards your goals, not just mental health. There is a plethora of resources available, ranging from articles to assessments that can help you reduce stress, improve mental health, and make life easier.

When in doubt, check into our EAP to assist you! You can access your benefits 24/7/365 and you can get assistance in anything from:

- Personal Assistant
- Life Coaching
- Financial Consultation
- Legal Referrals and 30-Minute Consultation
- Work-Life Resources and Referrals
- Medical Advocacy
- Mental Health Assessments
- Short Term Mental Health Counseling
- Self-Guided Cognitive Behavioral Therapy

Our EAP's Cognitive Behavioral Therapy resources are multi-media tools used to improve your emotional and behavioral self-regulation skills in your day-to-day life by working on challenges such as time management, communication, anxiety, and many more.

Access our EAP here: <https://portal.allonehealth.com>  
Company Code: [duluthmn](#)  
Contact or call our EAP here: [800-451-1834](tel:800-451-1834)



## Live and Work Well - Free with Medica Insurance

If you are in need of extra support, you can find health resources and personalized support services to help you and your family.

This service is available 24/7 for confidential access to professional care, this includes:

- Personalized assistance for big events
- Useful Information, resources and referrals
- Answers to questions about your behavioral health, mental health or medical concerns

Access Live and Work Well: <https://www.liveandworkwell.com/en/public>

When creating an account enter access code "[medica](#)" while also entering member information



## Medica Behavioral Health Resources - Free with Medica Insurance

Care options outlined for Medica healthcare members, connecting you to local providers, virtual care, behavioral help or treatment, and many more in network options, just by clicking which service you need and by entering your zip code.

Access Medica's resources: <https://www.medica.com/find-care/select-employer-provided-plan/medica-choice-passport-with-united-healthcare-options-ppo>

# Resources For When You're Struggling

Free services for city employees



## NAMI (National Alliance on Mental Illness)

NAMI MN is dedicated to improving the lives of children and adults with mental illnesses and their families. They offer a wide range of classes (typically online), events, and resources to increase public and professional understanding of mental illness and challenges. **They also have crisis resources leading to 988.**

Access NAMI MN: <https://namimn.org/>

Call [1-800-950-6264](tel:1-800-950-6264) or text [62640](tel:62640) to receive more support from their Helpline.



## Free Resources for Anyone

Free resources to use if you or someone you know is struggling after trauma, these include coping strategies and warning signs to watch for.

Access the Suicide Loss & Grief Support Packet here: <https://www.save.org/wp-content/uploads/2026/02/Suicide-Loss-Grief-Support-Packet-2026.pdf>

Access the Supervisors and Trauma Handout here:

<https://duluthmn.gov/media/4c0gtr0t/supervisors-and-trauma.pdf>

Below is another **free** resource connecting struggling individuals with ample **local** or **in-person** resources and assistance, from housing, mental health, food, and many more.

Access findhelp here: <https://findhelp.org/>



## Medica's Warmline

Talk to a trained peer who can help you navigate feelings, thoughts, and experiences and direct you to in network help.

Call [1-800-342-6892](tel:1-800-342-6892) for Support Line for Community



## Mental Health America (MHA)

Mental Health America is a free resource advocating for people's mental health, wellbeing, and prevention. You can take mental health assessments while being shown severity and resources to help you understand and improve your mental health.

Access MHA here: <https://mhanational.org/about-us/>

# Resources For When You're in Distress

Free services for anyone in distress



## 988 Suicide & Crisis Lifeline

This provides 24/7/365 free and confidential support to anyone experiencing a suicidal crisis or mental health relating distress.

Online resources are available here:

[www.988lifeline.org/chat](http://www.988lifeline.org/chat)

988 frequently asked questions available here:

[www.samhsa.gov/find-help/988/faqs](http://www.samhsa.gov/find-help/988/faqs)

After receiving crisis support, it is important to get involved with on-going care through your medical plan.



## Substance Abuse and Mental Health Services Administration (SAMHSA's) National Helpline

This provides 24/7/365 free and confidential support to anyone needing treatment or support relating to mental health or substance use disorders.

- Call [1-800-622-4357](tel:1-800-622-4357) for 24/7 support.
- Online resources available here: <https://www.samhsa.gov/find-help/helplines/national-helpline>



## Additional Specific Crisis Lines

This provides free resources directing you to any crisis line available for specific populations and situations, not just 988.

Online resources are available here:

<https://www.apa.org/topics/crisis-hotlines>

After receiving crisis support, it is important to get involved with on-going care through your medical plan.



## How to Help Someone Who Feels Suicidal

In-depth free resource on how to best support someone you care about that is exhibiting warning signs of suicide.

Online resources are available here:

<https://duluthmn.gov/media/5i0cfnbe/how-to-help-someone-who-feels-suicidal.pdf>

<https://www.save.org/find-help/for-someone-else/>

# How to Help?

Tips to best help when someone you know is feeling suicidal.

## Listen Non-Judgmentally

Take anything someone confides in you seriously, avoid minimizing their feelings and create a safe space without feeling judged.



## Involve Trusted Individuals

If you feel like this person needs more support, involve other trusted friends or family members.

## WHEN SOMEONE IS IN DISTRESS

## Ask Directly

“Have you had thoughts of suicide?” This is to give support while acknowledging the severity of the issue. Even if it is uncomfortable to ask about in the moment.



## Know Crisis Helplines (988 and 741-741)

Be aware of the main crisis helplines in your area, such as the 988 Suicide and Crisis Lifeline or the Crisis Text Line (text HELLO to 741-741).

## Encourage Professional Help

Encourage the person struggling to seek out professional help, offer to help them find these resources or to accompany them to appointments.



## Stay Connected

Follow up within the first 24-48 hours to support transitions from crisis to recovery.

# Extra Resources

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## You Are Not Alone

Our mental health is never stagnant, ranging from thriving to knowing you are **not** alone. There are benefits, tools, and resources available to you and your loved ones. Make sure to look at the self-assessment charts to see various ways of getting professional help supported by the City of Duluth and Medica.

It is important to note whenever you or a loved one receive crisis support, on-going care is necessary to help recovery and coping.

Contact our Wellness Coordinator Angel at [ahohenstein@duluthmn.gov](mailto:ahohenstein@duluthmn.gov) or Human Resources at [hrinformation@duluthmn.gov](mailto:hrinformation@duluthmn.gov)



## Minnesota Association for Children's Mental Health

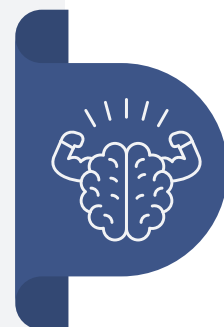
This website provides resources and information for family members centering around children's mental health and challenges.

Access here: <https://macmh.org/resources/>



## Dial 211 (United Way)

This number (**211**) is used to connect to 24/7/365 confidential assistance connecting you to local resources to basic needs like shelter, food, or financial help.



## Additional Support Articles

These extra resources are great prevention tools on staying aware of your mental health and how to continue best supporting yourself, along with resources on how to identify and best manage a mental health crisis at work for you or a co-worker.

Online resources are available here:

- <https://lp.springhealth.com/hubfs/DG%20Assets/Spring%20Healths%20Workplace%20Guide-%20How%20to%20Turn%20Mental%20Health%20Awareness%20into%20Action%20Consultant.pdf> (Prevention)
- <https://www.springhealth.com/blog/how-to-manage-a-mental-health-crisis-in-the-workplace> (Managing a crisis)
- <https://ggia.berkeley.edu/#filter-topic=relationships&filter-key=> (Boost your wellbeing through guided practice)



# Additional Trainings

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## Adult Mental Health First Aid Training (MHFA)

This specialized (8 hour) training teaches you how to identify, understand, and respond to signs of mental health challenges or crises in adults in the workplace.



## Suicide Prevention Training (SAVE)

This free 1-hour online training course walks you through how to identify prominent risk factors, protective factors, and warning signs associated with suicide.

Online resources are available here:

<https://www.save.org/programs/education-and-training/one-step-ahead/>



## Applied Suicide Intervention Skills Training (ASIST)

A 2-day interactive workshop helping participants become more ready, willing, and able to intervene with someone who has thoughts of suicide.



## safeTALK: Suicide Alertness for Everyone

This is a half-day (3-4 hours) training in suicide alertness. Suicide-alert people are better prepared to connect struggling individuals with life-affirming help.

Contact our Wellness Coordinator Angel at [ahohenstein@duluthmn.gov](mailto:ahohenstein@duluthmn.gov) for more information on Mental Health trainings.

