

Support the Well-Being of Veterans in the Workplace

Veterans have made great sacrifices for our country and put their mental and physical health at risk. When including veterans in your workforce, keep in mind that needs and disabilities differ from veteran to veteran.

Veterans bring diverse, valuable skills to the team.

- Leadership
- Ability to work under pressure
- Discipline and motivation
- Loyalty
- Teamwork
- Resilience
- Critical thinking

We're Available When You Need Us

Call or text 800.456.6327

Appointments are available in-person, through video counseling or by phone.

Use the "Live Chat" feature

on your Perspectives Online Portal to instant message with a counselor 7 a.m.-9 p.m. CST Monday-Friday.

Log in to your WorkLife

Online Portal for access to online resources and information. Go to perspectivesltd.com and click "INDIVIDUAL AND FAMILY LOGIN"

800.456.6327
perspectivesltd.com



A CHECKLIST TO BEST SERVE THOSE WHO SERVED

Create a culture of inclusiveness.

Identify biases and stereotypes. Consider doing a cultural assessment to identify areas of your organization that will be more or less welcoming to veterans. Include veterans and non-veterans in your assessment. Veteran workplace preferences will differ depending on personal needs or disability. Also, engage veterans in workplace groups that can make them feel more connected. Some changes might have to be made to create a more inclusive environment.

Train your managers to be sensitive to issues that veterans face.

Treat this like another important diversity training. The military culture has its own nuances that need to be understood. For example, structure and stability can be particularly important factors for veterans who are used to these elements during their years of active duty. Additionally, specific anniversaries or holidays may be triggering for some veterans.

Honor military and veterans and celebrate their contributions.

This helps your team to understand and develop a sense of camaraderie. Consider ideas such as giving veterans the day off for a holiday like Veterans Day, letters of recognition, sending an internal email thanking veterans for their service, or providing a free meal to your veteran employees.

Put veterans to work in meaningful ways.

Offer mentorship programs and encourage veterans to meet with a team leader regularly to help them stay connected to your organization's mission. Recognize their unique value and invest in their individual successes. Establish open and honest, two-way communication. Have clear and direct training and lay out the key goals and metrics that are expected of each veteran.

Turn to your Employee Assistance Program.

Military service impacts many people, not just the person who served. Veterans' family, friends and co-workers may need support as well. Perspectives provides counseling services and work/life resources to help, from emotional support and communication strategies to legal and financial services.



Access a library of veteran's resources via your [Perspectives WorkLife Online](#). Simply type "Veteran" in the search box.