



Adult Mental Health First Aid (MHFA) USA Certification – WRMC 2025

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Objective: Increase mental health literacy and decrease stigma. Use the ALGEE Action plan as a toolkit to guide you on how to respond to clients and colleagues with confidence. Know the common signs and symptoms. Create space for honest conversations, even when — especially when — they might be challenging. Meet the person within the backgrounds and experiences that they occupy, not the space you occupy. *Build hope. Move towards recovery. Save lives!*

Action Steps:

1. Resources

- Edit the mental health [resources one-pager](#) for your organization.
- Then distribute over email to your staff, post in shared areas, and continually update and increase awareness.

2. Culture

- Don't accept "okay" as an answer to "how are you" without follow-up.
- Change hourly/ daily expectations to protect downtime/ non-work time.
- Be proactive to reduce burnout. Connect colleagues during early intervention (rather than waiting for a crisis/burnout).
- Encourage & support [self-care while in the field](#).

3. Safety

- Include mental health as part of your organization's safety checks and [safety discussions post-incident/ crisis](#).
- Whether an incident is physical or mental in nature, it is going to affect the guide, and that guide should be well taken care of.

For guidance on these action steps, join the upcoming virtual/blended class:

Upcoming MHFA Certifications with Dirt & Tears for WRMC attendees and their colleagues:

- [Adult MFHA for WRMC](#) with/ Bonus Content: Eight hours of instructor-led training, January 8th - 22nd, 2026, over Zoom/Video. [Register here by Thurs, 11/20, for 25% off.](#)

Helpful articles to read and share with your team:

- [Use Person-First Language to Reduce Stigma](#) (MHFA.org blog)
- [5 Ways Employee Vacations Have Bottom-line Benefits](#) (MHFA.org blog)