

### **Focus Group Discussion Questions:**

**Instructions:** Focus Group discussions will revolve around the following key topics. Topics that are not specified on the list below, but are introduced by the focus group participants, may be probed by the focus group moderator.

1. What do you think are the most important mental health and/or substance use issues and/or needs of our employees?
2. What are the barriers for employees to get mental health and/or substance use services?
3. What are some possible solutions to overcome these barriers?
4. If you were to design mental health and/or substance use services here, specifically geared toward our employees, what would that look like?
5. If you, or one of your colleagues, has used mental health and/or substance use services what was your/their experience like?