



# Workplace Mental Well-being Strategies



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A quick-read guide on approaches to support employee mental health.





## 5 workplace mental well-being strategies

Many adults report the worry and stress over COVID-19 has negatively impacted their mental well-being. We're seeing increased social isolation, loneliness and burnout - and individuals are reporting difficulty sleeping or eating, increased alcohol consumption or substance use, and worsening chronic conditions. Poor mental well-being can contribute to diminished productivity and increased risk for chronic conditions, burnout, absenteeism and health care costs. Implementing workplace initiatives that foster resilience can help employees handle stress better and increase happiness.

1

### **Raise awareness about the importance of mental well-being and destigmatize behavioral health conditions**

Education is key. When employees are knowledgeable about behavioral health conditions, they feel more empowered to take action for their own well-being. Mental well-being literacy also increases compassion for others - which helps to destigmatize - so folks are comfortable asking for the support they need.

- + Encourage leaders to talk about mental health openly and back up that talk with significant action.
- + Offer leaders training on how to recognize and address mental health and stress-related issues in the workplace.
- + Use digital and print communications to educate employees about the mental health resources that are available. Create an easily accessible place that contains information on all well-being resources.
- + Survey employees to understand mental wellness interests and needs.



2

### Equip employees with tools and resources to manage their mental well-being

It's important to recognize that different employee groups may benefit from different mental well-being services. Offering a variety of resources ensures equitable access and allows employees to get the care they need, at the right time and place.

- + Promote health insurance benefits, such as in-network behavioral health providers, virtual visits, and health coaching.
- + Offer an employee assistance program or consider expanding your EAP offerings.
- + Encourage utilization of digital offerings, such as sleep and meditation apps.

3

### Manage mental health risks related to the workplace environment and culture

Identifying and addressing risks in the workplace that lead to stress, anxiety and depression allows your employees to work productively and promotes a culture of well-being – better for your population and your business.

- + Provide opportunities for employees to participate in decision making for the organization. Create employee committees or task forces that foster continuous improvement.
- + Allow work-life integration through flexible scheduling, child and elder care assistance, financial well-being resources, and flexible leave options.
- + Foster growth and development through mentoring, continuing education, skills training, and tuition reimbursement.
- + Promote health and safety by offering health insurance, health screenings, programs that encourage healthy habits, and programs that address life challenges. Create policies that address workplace safety and security issues.
- + Create a diverse, equitable, and inclusive culture through policies and collaboration.
- + Recognize employee contributions and milestones. Offer competitive benefit packages.
- + Design a work environment that promotes well-being by including collaborative spaces and quiet spaces.



Check out our [employer well-being resources and toolkits](#) to learn more about implementing relevant strategies for your workforce.

**4****Encourage healthy habits**

Your employees are diverse – in age, ethnic background, gender identity, and more – which means their well-being interests and needs vary greatly as well. By taking a whole self-care approach, you can address underlying issues affecting the mental well-being of your workforce, which may concurrently promote improved health outcomes.

- + Implement activities that support physical, financial, purpose, social, and community well-being, such as:
  - + Fitness and/or cooking classes
  - + Financial advisor sessions
  - + Professional development courses
  - + Organizational events
  - + Wellness challenges
- + Incorporate a mix of programs, policies, environmental supports, and other perks that support your goals and objectives, such as:
  - + Mental health days
  - + Flexible schedule policy
  - + Smoke-free campus
  - + Tuition reimbursement policy
  - + Peer groups, like a diversity council, wellness champions, or a running club

**5****Develop partnerships with local and national mental health organizations**

Engaging with local and national organizations allows employees easy access to trusted information on topics that matter to them. This also provides new opportunities to collaborate and be part of the solution.

- + Leverage resources available through local health departments and parks and recreational agencies.
- + Encourage volunteering and allow paid time off for events during the workday.
- + Promote resources from trusted mental and health well-being organizations, such as Mental Health America or National Alliance on Mental Illness.





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**Because everyone's well-being matters.**

Want support for your employee well-being program? Contact your Health Management Consultant or Account Manager - or, email our team at [workplacewellness@providence.com](mailto:workplacewellness@providence.com)

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