

Leading with Mental Health in the Workplace



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SOLUTIONS

Mental health has become a major concern for companies as the COVID-19 pandemic continues to spread. The stress and isolation from remote working have created an increased need in mental wellness among workers, which is why many leaders are acting, now that they understand how important it can be!

With the rise of awareness about this challenge, many companies are finding themselves in difficult situations.

What positive changes do they foresee for the way businesses will tackle the issue of mental health at work? And what is their best piece of advice on how to make that change happen?





Creating a Successful Hybrid Workforce

Businesses need to start by listening, and they should make sure that their employees are happy. Managers can take advantage of surveys designed for this purpose because data-driven insights will help them understand what is important in order to create solutions tailored just for their employees' needs.

Leading by Example

Employers have a duty to provide colleagues with opportunities for open communication about their mental health and the support they or family members may need. They must continue working hard at lifting that stigma, which in some cases exists because employers are vocal advocates themselves.

Leadership Culture is Key to Creating a Mentally Healthy Workplace

Mental health in the workplace is a constant reality for every person, not just an organizational risk. This fact has been exacerbated by COVID-19 and other events that have highlighted how mental illnesses can impact organizations negatively, if left unchecked or not addressed properly.

By including mental wellbeing questions in regular employee engagement surveys, we can begin to understand how our teams are feeling. We know that this will lead us towards powerful actions and approaches for physical health & safety across the board!

Show Your Support Through Words and Actions

The pandemic has changed everything, including how businesses approach employee mental health. Compassion and empathy aren't just nice benefits anymore; they're essential for business success because of the way it changes dynamics within an organization to focus on caring about their people rather than solely putting all attention elsewhere when faced with a challenge such as this one in recent years.

Future leaders will need to engage with staff in more than just a transactional manner. They should focus on the following areas: understanding that there is difference between urgency and importance; being compassionate while driving employees towards action by channeling their feelings of frustration or despair, and ultimately trusting transparency within organizations as well as outside ones.



Importance of Communication Within the Workplace

By working together, we can build a culture that prioritizes the needs of our employees and their families. When people feel like they're taken care of, not just professionally but personally, it helps them be better for both short-term personal goals and long-term wellness, too!

Mental Health is a Spectrum - There is No One-Size-Fits-All Definition

Figuring out what aspects of mental health you want to focus on is important. If it's mindfulness training, make sure your company offers those services and benefits from them. Everyone is different and responds to different ways to they address their mental health. For some, meditation may work wonders and for others, they may needs something more stimulating to feel better. It's all about checks and balances.

