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GUEST ARTICLE: IBH



SUPPORTING EMPLOYEES: WORKPLACE TRANSITION AND COVID-19

In a recent survey by the American Psychological Association 50% of respondents said they feel uncomfortable discussing mental health issues at work.



While workforce reentry certainly includes logical and operational planning, it is not just physical wellbeing that employers must take into account in the workplace. Just as important is how organizations will respond to employees' emotional and psychological health. As an employer you might be wondering how you should best respond to and stay proactive and aware of your employees' mental wellbeing.

Don't be afraid to ask: With so much stigma surrounding mental health issues in the workplace, managers and colleagues are often afraid of asking how someone is doing. Yet, noticing small warning signs and checking in with the employee shows caring and concern. It may open the door for the employee to share stressors they are experiencing at home or with workplace transitioning during COVID.

Ask your employees what they need: Companies should acknowledge that their employees have unprecedented demands during this time. Leadership and managers need to be compassionate and responsive. Bolster the offerings in your employee wellness program and reach out to the EAP for guidance.

Tips to Boost Resilience and Manage Reentry Stress: The following strategies have been shown to boost resilience and combat symptoms of chronic stress, burnout, depression, or anxiety in employees:

- Creating an end of the workday daily rituals that allow employees to “turn off” work mode.
- Scheduling short breaks throughout the day to talk or take a brief, brisk walk, or stretch.
- Reserving time every morning before starting the workday to write in a gratitude journal or focus on something or someone that gives a sense of joy.
- Promote healthy lifestyle habits like encouraging employees to carve out time during the workday to have a proper mid-day meal.
- Create opportunities for connection in the workplace.

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Our affiliation with these national organizations is a value-added benefit for our members.



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