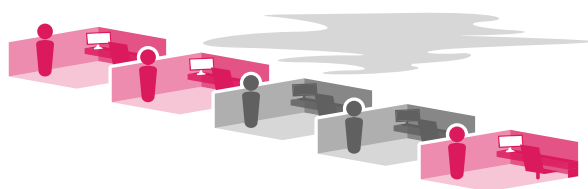


Creating a Mentally Healthy Workplace



Work environments have a significant impact on employees' mental health. Unhealthy workplaces can increase employee stress and worsen mental health. They can also damage workplace communication, productivity, performance and morale.

Did You Know?



According to research from the American Psychological Association, **2 in 5 employees** say work negatively impacts their mental health.

Employees in mentally unhealthy workplaces are **more likely to quit their jobs**.

What Workplace Factors Impact Mental Health?

Numerous workplace factors may impact employee mental health, such as the following:



Understaffing



Inadequate support



Long hours



Lack of work-life boundaries



Harassment, bullying or abuse

How Can Employers Help?

Employers can positively impact employees' mental health with the following practices:



Create psychologically safe workspaces.

Employees are psychologically safe when they can voice opinions without fear of negative consequences, such as humiliation or rejection. Psychologically safe work environments promote creativity, innovation and motivation.



Encourage work-life balance.

Workers are more likely to be happy and productive when they can separate work and personal time. Employers can offer job flexibility when possible, encourage workers to unplug during off hours and require workers to take minimum vacation time.



Provide mental health support.

Employers can positively contribute to employees' mental health by openly discussing mental health resources in the workplace, providing flexible scheduling for workers to seek treatment, and providing relevant in-office training (e.g., stress reduction and time management).



Foster employee wellness.

Healthy eating, good sleep habits and exercise contribute to employees' mental health. Employers can encourage healthy behaviors by offering wellness programs and employee assistance benefits (e.g., free counseling and therapy).

Employers that strive to create psychologically safe and mentally healthy work environments can boost employee mental health, productivity, satisfaction and retention.

Contact us today for more information.