

For Leaders:

Supporting Employee Well-Being

To create a healthy workplace, employees and managers must actively contribute to the working environment by promoting the safety and well-being of all employees. A recent guide from the World Economic Forum suggests that interventions should take a three-pronged approach:

- Protect mental health by reducing work-related risk factors
- Promote mental health by developing the positive aspects of work and the strengths of employees
- Address mental health problems regardless of cause

The guide highlights steps organisations can take to create a healthy workplace, including:

- Awareness of the workplace environment and how it can be adapted to promote better mental health for different employees
- Learning from other leaders, employees and organisations that promote workplace well-being

Including employees in efforts to develop better policies for workplace mental health

- Increasing awareness of mental health and well-being resources, such as your Employee Assistance Programme

Six Workplace Risk Factors to Watch For

Did you know that a negative work environment is often a root cause of employee mental health problems, harmful use of substances or alcohol, absenteeism and lost productivity? On the other hand, workplaces that promote mental health and well-being are more likely to reduce absenteeism, increase productivity and benefit from the associated economic gains.

So, what are the work-related risk factors for health and well-being? Generally, they fall into a few categories:

- Inadequate health and safety policies
- Poor communication and management practises
- Limited employee participation in decision-making or low control over their area of work
- Low levels of support for employees
- Inflexible working hours
- Unclear tasks or organisational objectives
- Bullying and harassment from peers or supervisors

Remember, your Employee Assistance Programme is available to managers, too. Whether you need counselling, work-life support, or any other resources, we're here to help you be your best, at work and at home.

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