



BEEZY GUIDE

How to care for the health & wellbeing of employees



Advocating for employee mental health

According to the Business Group on Health, one in four employees wants more mental health support from their employer. In fact, recent WHO-led study estimated that depression and anxiety disorders cost the global economy \$1 trillion US dollars each year in lost productivity.

Today's leaders no longer have a choice about whether or not to advocate for the mental health of employees. In times of crisis, it's especially critical to check-in. Vocally addressing the issue and openly and actively communicating with employees can make a huge difference. Allow your employees to describe their own challenges, support each other and urge them to seek further help if they need it.

Company culture

In times of crisis, leaders should focus on nurturing and promoting a culture of openness and empathy — not only through their own actions but through the actions of their managers. In a growing number of organizations, managers are being given specialized training in recognizing and addressing mental health issues, even virtually. The right training means they are positioned for critical early intervention and able to solve problems and resolve issues efficiently and effectively.

Changing company culture is often a top-down process. It starts with transforming leaders and executives to form a guiding coalition, modeling disclosure and vulnerability as strengths, not weaknesses. This goes a long way towards setting the tone for transparency and positivity in the workplace.



A positive culture benefits mental health leading to better business results

Encourage employees to talk about work-induced stress with open lines of communication.

Encourage those employees to take the personal, vacation, and sick time. This can be a good way to display your care and support.

Make sure that you communicate and agree on how employees can support immediate, basic priorities during these times such as ways to juggle family priorities with work demands.

Destigmatize mental health concerns to make employees feel more comfortable and welcomed.

Remember that positive emotions lead to positive attitudes and perceptions about work and others. A positive work-force ultimately leads to an improved customer experience and greater financial results.

Be compassionate

Leaders must also integrate empathy into all their decisions, especially new HR policies. This can include extending sick pay and sick leave to those who are experiencing symptoms, caring for family members or simple directives etc. You should also encourage employees to spend time outside (and away from their screens).

During tough times, listen to your employees, give them time, and encourage them to find a balance that works for them. In other words, it may not matter when or how long employees work, all that matters is that the work gets done and the mental health of your employees is looked after.



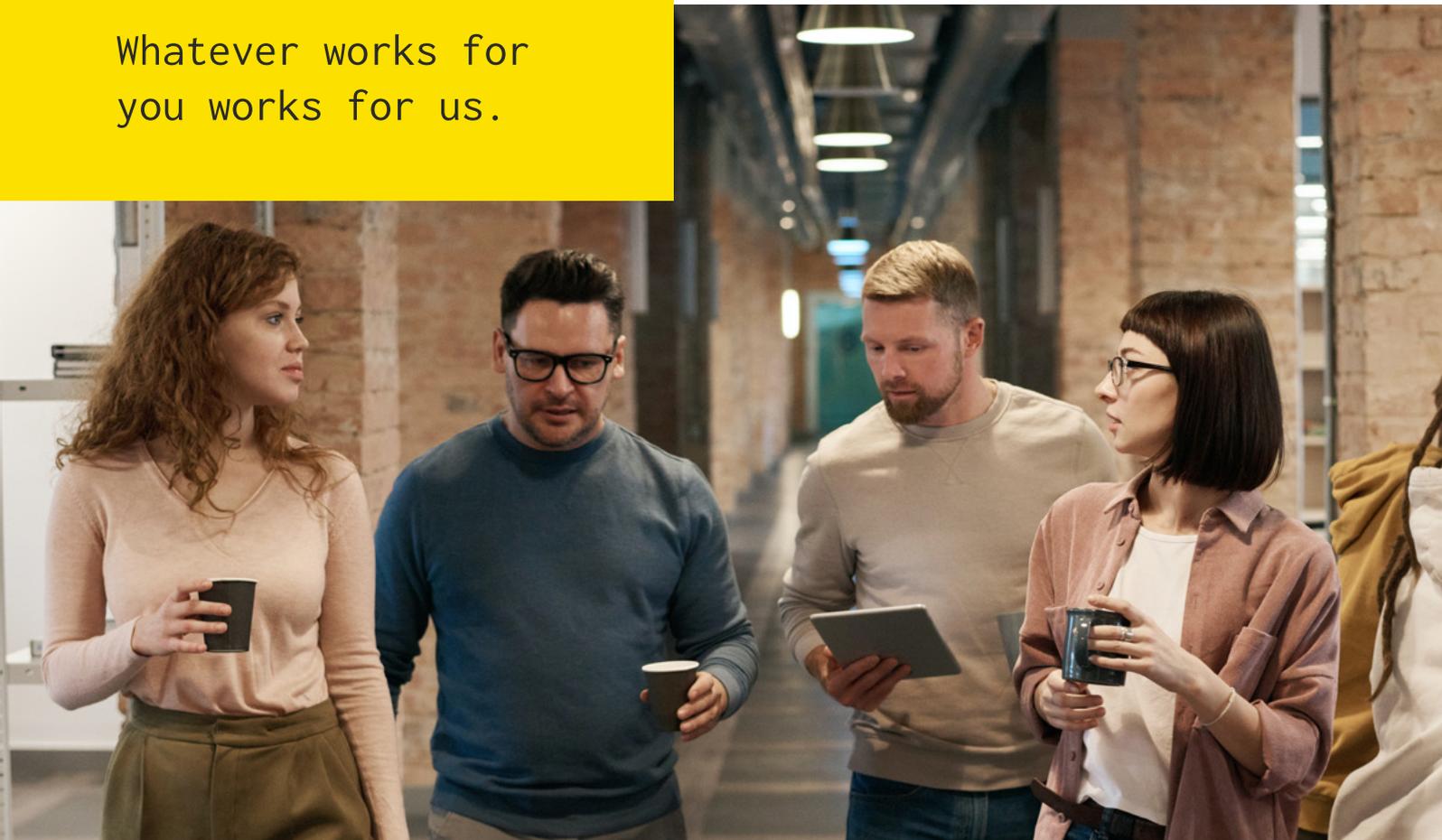
Whatever works for you works for us.

Visible leadership

Employees are likely to want a point of stability when everything else begins to feel unfamiliar, which means you will need to be highly visible and responsive. This takes courage and can be personally exhausting at a time when you have lots of other calls on your attention.

The good news is that you are not expected to have all the answers. During a time of significant uncertainty, you may be facing challenges that are unfamiliar or poorly understood. One strategy is to mobilize your organization by setting clear priorities and then empowering others to discover and implement solutions that serve those priorities.

Empowering people to find solutions to real business problems will help them feel that they are part of the solution and the long-term success of the organization. This is also likely to have a profound effect on their mental health.





Employee Assistance Programs (EAP)

An Employee Assistance Program, or EAP, is a great option for employers who want to address mental health in the workplace. EAPs are work-based intervention programs designed to assist employees in resolving personal problems that may be adversely affecting the employee's performance. They offer a wide range of valuable services that help with everything from finding childcare to legal assistance to negotiating medical bills. In addition to these services, many top EAPs offer mental health benefits as well.

Mental Health Benefits

At a minimum, all companies should consider solid mental health benefits for their employees. If you already offer mental health benefits, make sure you communicate them clearly — as well as their confidential nature so your employees can get the help they need without feeling uncomfortable or inconvenienced.

Believe it or not, many employees are either unaware of the mental health resources offered at their organizations, or they are afraid to use them. Be sure to include all relevant website links and phone numbers for both the EAP and health plans when communicating these to employees. Make sure your employees are aware of their options.



How to promote employee wellbeing

Stay connected with digital communication tools

Remote workplaces can benefit from using virtual meeting options with video conferencing for regular check-ins and to allow teams to connect with one another “face-to-face.” Likewise, a digital workplace makes it easy to work and stay connected from anywhere. As a leader you need to join in and be part of the conversation, don’t leave it to others.

Re-prioritize efforts regularly

Understand that employees are likely feeling overwhelmed and anxious about circumstances related to the coronavirus. Make yourself available to your staff to talk about their fears, answer questions and reassure them about work and anything else that may come up.

Recognize the impact of mental health

Be aware of significant changes you may see in someone’s personality or work productivity, it could be a sign that a person is struggling. You should also make sure you are encouraging managers to routinely check in with their teams—not only about their work productivity, but also to see how they are doing.

Signpost where to find helpful information

Ensure that people know where to go to seek further help. Utilize both internal and external resources.

About Beezy

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Large customers such as Monster, Bank of England, ZF and many more can now benefit from the full functionality of an intelligent, modern digital workplace that brings together Collaboration, Communication, Knowledge and Processes.

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