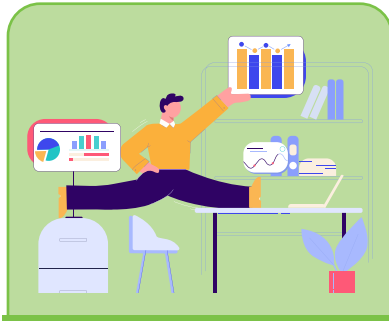# 5 Ways to Support Employee Mental Health

Promote Mental Health Awareness in the Office

Create a workplace that is supportive of employees' mental health by promoting awareness and destigmatizing mental health/illness. When these concepts are talked about openly, employees are more likely to reach out if they need help.

Offer Flexible Scheduling

Work-life balance, or a lack thereof, can affect an employee's mental health. To help employees better balance their work and personal lives, employers are embracing workplace flexibility. Flexible schedules provide employees with job satisfaction, better health, increased work-life balance, and less stress.
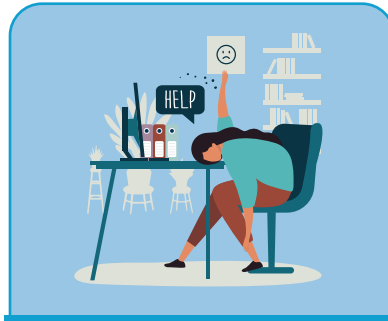
Address Workplace Stress

According to the American Institute of Stress, nearly 80% of Americans consider their jobs stressful. Common job stressors include a heavy workload, intense pressure to perform at high levels, job insecurity, long work hours, excessive travel, office politics, and conflicts with co-workers. Although you cannot eliminate all stress, you can help employees learn how to manage it effectively.
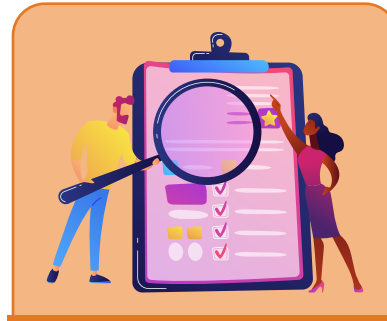
Evaluate Benefit Offerings

Review your benefit offerings to ensure that they provide coverage for mental health services. Many employers are also adding voluntary benefits and services that support mental well-being such as an Employee Assistance Program (EAP), financial planning assistance, and employee discount programs for gym memberships, acupuncture, and massage, etc.

Train Managers

To ensure that no stigma surrounding mental health exists at your organization, it is important that you properly train management in recognizing the signs of mental illness, excessive workplace stress, work-place bullying, and fatigue. An empathetic relationship between managers and their employees is a key success factor in addressing potential mental health issues early and encouraging the use of available mental health resources.