

6 TIPS

For managers to take care
of their employees
mental health

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Don't be ashamed of your emotions.

Real and honest stories, especially from leaders, help to normalise discussion about mental health. When you don't feel okay, share it with your team. Your employees will feel more comfortable with their emotions too.

2

Be an example.

When you take care of your mental health, your people will start to do it too. Share that you're taking a walk in the middle of the day, having a therapy appointment, or prioritising a staycation (and actually turning off email) so that you don't burn out. Model healthy behaviours and your team will follow.

3

Start asking each member of your team: "how are you?".

Short, but regular chats with your employees in the era of remote work are invaluable. Not only you can discover their needs and challenges they face, but it is also a signal to employees that the company is interested their wellbeing.

4

Offer flexibility and a sense of belonging.

The current situation is changing dynamically. Regular conversations with your employees will allow you to react quickly and introduce new work rules that will make their lives easier. Ask your employees to be patient and understanding towards each other.

5

Communicate more often than you think it's necessary.

Keep your people informed about all organisational changes and transitions in the company. Research shows that employees who feel uninformed are more likely to see a decline in their mental wellbeing.



Invest in education and psychological support.

Now, like never before, we need knowledge, tools and preventive actions to protect the mental health of everyone in the company. Every week more and more workers are feeling the effects of the pandemic - we must react wisely and agile.

Looking for support? Let us know.

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