

Combating stress in the workplace

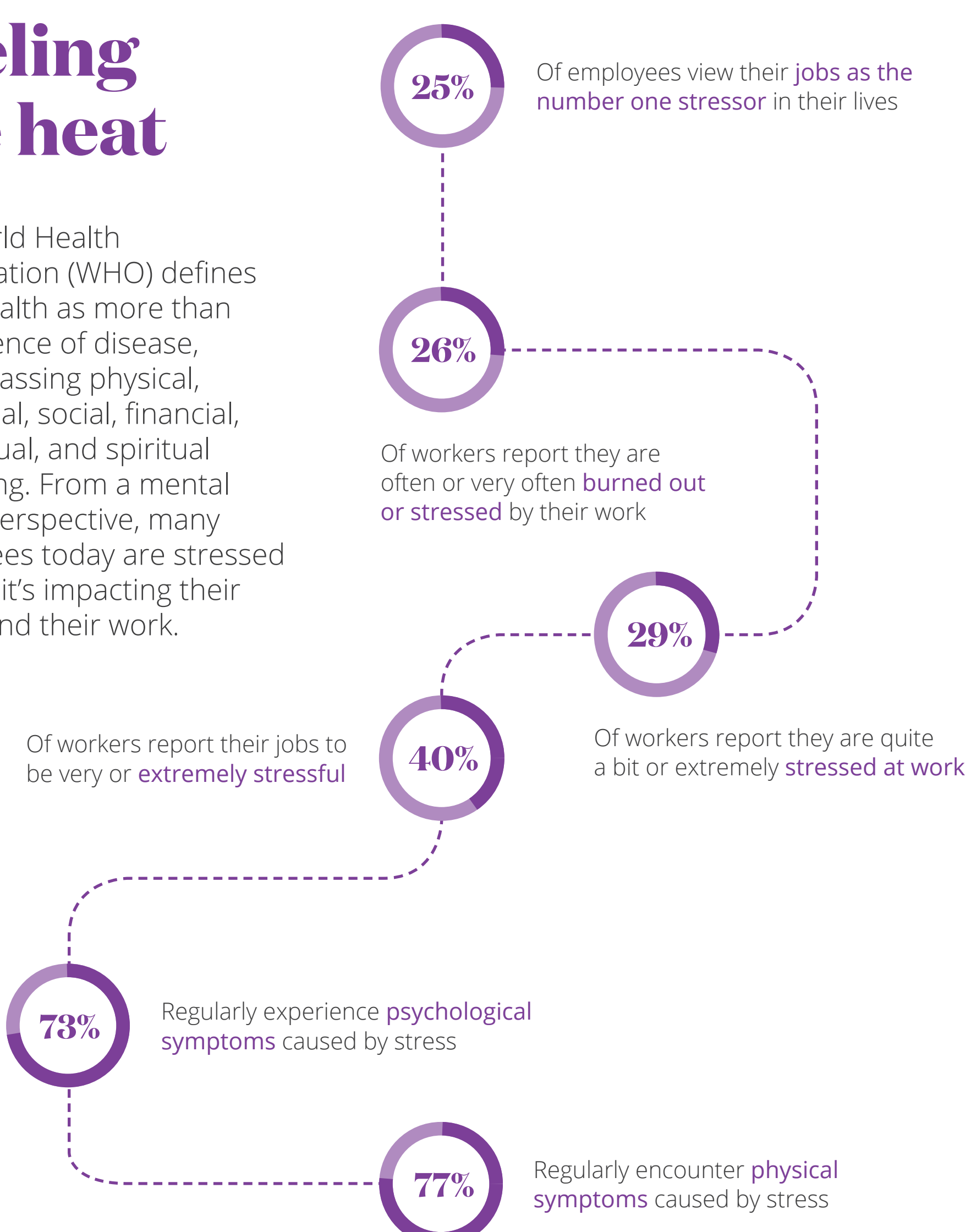
Cultivate workforce wellness with this four-step plan



#LetsTalk

Feeling the heat

The World Health Organization (WHO) defines good health as more than the absence of disease, encompassing physical, emotional, social, financial, intellectual, and spiritual well-being. From a mental health perspective, many employees today are stressed out and it's impacting their health and their work.



Wellness at work

The good news is that there are steps your business can take to help reduce workplace stress. The benefits include:

- Advancing and protecting your employees' health and wellness
- Increase the productivity of your workforce
- Protecting your organisation's bottom line by containing costs

The gateway to a healthier workplace

Many organisations recognise the impact stressed employees have on productivity and the bottom line and they've decided to do something about it. For instance, Business in the Community and Public Health England have developed a process to "proactively incorporate better management of mental health into the everyday working environment."

- Step 1: Make a commitment**
Building and sustaining a workplace culture of health and well-being needs to come from the top. The creation of a healthy company culture begins with support from top leadership and includes every level of management. Many organisations even have a Mental Health Champion to ensure continued commitment.
- Step 2: Develop your approach**
This is where you'll identify and act on any legal requirements while also communicating with your employees about their rights. You'll want to assess the mental health needs of your workforce and identify program objectives and any improvements that may be needed. Lastly, make sure mental health is reflected in all your workplace policies.
- Step 3: Build your culture**
Open, respectful, positive. Those are the watch words for a healthier work environment. Create a workplace culture where job skills and demands are constantly assessed and modified to reduce employee stress and enhance productivity. Workers are more productive when they perceive support from their employer.
- Step 4: Offer support and training**
Make sure your employees know how and where to access help and information. Structure performance reviews in a way that allows employees a safe environment to comment on issues affecting their performance and enables them to get support, training and guidance when it's needed.

Promote wellness in your workplace

From helping to promote employee well-being, to ensuring a successful organisation, driving down workforce stress makes good business sense.

For more information check out [Mental health support resources](#) and [Aetna International's stress-reduction services](#)

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#MentalHealth

#MentalHealthAwareness

#EndTheStigma

Sources:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5891372/>

https://wellbeing.bitc.org.uk/sites/default/files/business_in_the_community_mental_health_toolkit_for_employers.pdf