



# Why emotional wellbeing matters in The workplace

The Quick-Start Guide to prioritizing emotional wellbeing for your team





**Emotional wellness plays a huge role in both personal and professional success.**

It's all about how we manage, understand, and express our emotions. All of this directly affects team performance and the company's bottom line.

When you prioritize everyone's emotional health, you create a positive and energized workplace where individuals and teams can truly thrive.

It's not just about feeling good—it's about a culture where everyone has the support they need to succeed.

# How does emotional wellbeing affect the workday?

76% of U.S. workers reported at least one symptom of a mental health condition. 84% of respondents said their workplace conditions had contributed to at least one mental health challenge. 81% of workers reported that they will be looking for workplaces that support mental health in the future.

– [2024 Report by Department of Health & Human Services](#)



## Productivity and performance

When employees feel emotionally healthy, they're more focused, better at handling stress, and quick on their feet with problem-solving. It all adds up to higher productivity and stronger job performance.



## Workplace relationships

Emotional wellbeing makes for better communication and teamwork. When people feel valued and understood, it creates a more supportive, collaborative environment where everyone can thrive together.



## Work-life balance

Focusing on emotional wellness helps employees keep that all-important work-life balance. It's a big step toward long-term job satisfaction and personal happiness.



**Adaptability and resilience** Emotional wellness builds resilience, making it easier for employees to adapt to changes and tackle challenges head-on—especially in today's fast-paced work environments.



## Decision-making

Clear thinking and sound decision-making come from a healthy emotional state. Employees with good emotional health make more thoughtful choices, which benefits both problem-solving and planning.

# Questions for L&D Leaders

- ▶ How does our organizational culture support or hinder the emotional wellbeing of our employees?
- ▶ Does your organization budget for employee health and wellbeing?
- ▶ Do our policies and practices (such as leave policies, work hours, remote work options) support a healthy work-life balance? How could they be better?
- ▶ Are there aspects of our work environment that could be contributing to stress or burnout?

## Steps to Promoting Emotional Well-being

**Step 1: Assess employee needs** - Get input directly from your team. Use surveys, focus groups, or one-on-one chats to understand what they need and want. This not only helps shape meaningful wellness initiatives but also encourages them to be active participants.

**Step 2: Offer workplace support** - Make sure employees feel supported by providing resources that make a difference—think career development, mentorship programs, OpenSesame online training courses and Employee Assistance Programs (EAPs) that are there when they need them.

**Step 3: Recognize achievements** - Find out how your team likes to be recognized. Whether it's a promotion, a bonus, or a simple thank-you, meaningful recognition goes a long way in showing appreciation for their hard work.

**Step 4: Encourage stress management** - Support a healthy work-life balance with flexible work options, time off, social events, and encouraging regular breaks. Little steps like these can help make work less stressful and more enjoyable.

**Step 5: Monitor and improve** - Keep an eye on how your programs are doing. Use follow-up surveys and feedback sessions to ensure your wellness efforts continue to meet employee needs and evolve with best practices.

# Ideas to nurture emotional wellness in your teams



**Quarterly collaborative projects:** Encourage different departments to team up on projects that benefit the company. This boosts social and emotional wellbeing by building connections and teamwork.



**Nominate a colleague program:** Recognizing each other's contributions can do wonders for self-esteem. Create a program where employees can nominate their peers for their hard work and impact.



**Wellness newsletter:** Brighten the mood by sending out a newsletter filled with positive messages, funny videos, or jokes. A little laughter goes a long way in boosting workplace morale.



**Walking meetings:** Break free from the usual office setting with outdoor walking meetings. A change of scenery can calm the mind and spark fresh, creative ideas.



**30-Day unplug challenge:** Encourage employees to disconnect from technology after work and on weekends for 30 days. This simple challenge can help lift moods and reduce stress.



**Social events:** Organize fun events outside of work to help coworkers bond and boost emotional wellness through relaxed, social interaction.



**Weekly meditation or breathing exercises:** Host guided meditation or breathing sessions each week to help reduce stress and improve emotional wellbeing for your team.

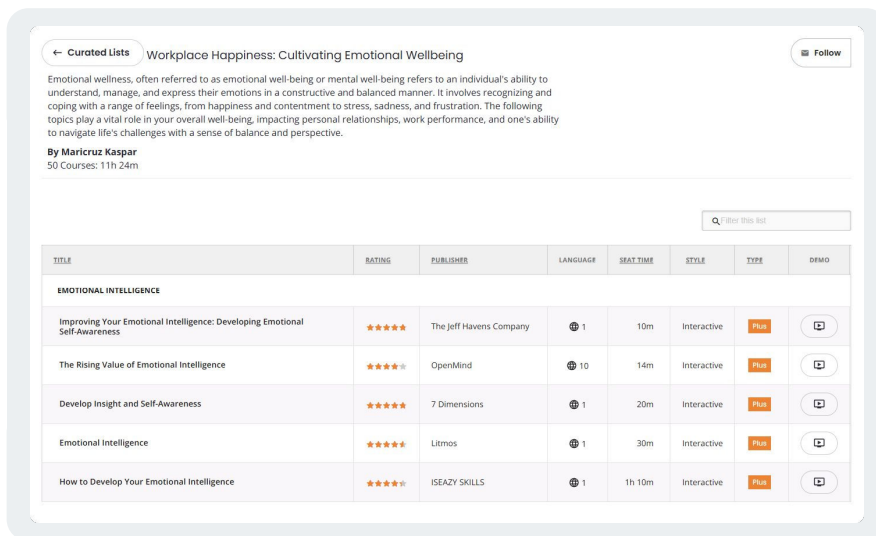
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## Here's our curated list of 23 OpenSesame Select courses to support your team

### Workplace Happiness: Cultivating Emotional Well-being



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Emotional wellness, often referred to as emotional well-being or mental well-being refers to an individual's ability to understand, manage, and express their emotions in a constructive and balanced manner. It involves recognizing and coping with a range of feelings, from happiness and contentment to stress, sadness, and frustration. The following topics play a vital role in your overall well-being, impacting personal relationships, work performance, and one's ability to navigate life's challenges with a sense of balance and perspective.

By Maricruz Kaspar  
50 Courses: 11h 24m

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