



Why mental wellbeing matters in the workplace

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



Mental wellness: The the key to a thriving workplace

Mental wellness isn't just about feeling good—it's the driving force behind a productive and innovative team.



When employees are supported mentally, they're more creative, engaged, and ready to take on challenges. Work-life balance isn't just a perk; it's essential. Tackling constant connectivity and heavy workloads with simple fixes like flexible hours and clear after-hours boundaries can make a world of difference.



Stress will always be part of the equation, but how your company handles it sets you apart. By creating a culture that prioritizes healthy stress management, you build a happier, more energized workforce. It's not about eliminating stress but giving employees the tools to manage it effectively, boosting morale, mental health, and overall productivity

Steps to Promoting Mental Wellbeing

Step 1: Understand your team's needs:

Start by assessing the current work-life balance in your company. Use surveys, focus groups, or one-on-one chats to gather feedback on employees' challenges and needs.

Step 2: Create a flexible work policy

Based on the feedback, develop a flexible work policy that includes options like flexible hours, remote work, or compressed workweeks. Make sure it's inclusive and get leadership on board.

Step 3: Encourage taking leave

Promote the importance of taking time off for mental and physical health. Train managers to encourage their teams to use their leave and lead by example. Review your leave policies to make sure they're fair and supportive.

Step 4: Set boundaries for after-hours work:

Establish clear guidelines for after-hours communication. Encourage managers to model good behavior by avoiding non-urgent emails or calls outside of working hours. You could even introduce 'email-free' periods.

Step 5: Roll out the changes:

Implement the new policies in phases if needed, and communicate clearly with the team about why these changes matter.

Step 6: Train managers to support:

Give managers training on how to respect and support these new work-life balance policies, while still leading their teams effectively.

Step 7: Monitor and adapt:

Keep an eye on how the policies are working by gathering feedback and tracking metrics like employee satisfaction, productivity, and turnover. Make tweaks as needed.

Step 8: Keep it fresh:

Regularly review and update your policies to stay aligned with your team's needs and industry best practices.



Questions for L&D Leaders

- ▶ How flexible are your working arrangements? Can employees adjust their schedules to accommodate personal responsibilities?
- ▶ What is the attitude towards vacations and personal days in your organization? Are employees encouraged to take time off to recharge?
- ▶ Is your culture one of constant connectivity? Do people feel obligated to be available at all times?
- ▶ What resources and training do we currently offer to help employees cope with stress, and are there gaps in what we provide?

A study by the World Health Organization found that for **every \$1 invested in mental health, there's a return of \$4 in improved health and productivity.**

– [World Health Organization](#)

Questions for L&D Leaders

- ▶ Do I regularly solicit and attentively respond to employee feedback regarding their comfort and safety in the workplace, and how have I acted upon this feedback to make tangible improvements?
- ▶ Have I assessed and addressed the various ergonomic, environmental, and psychological factors in the workplace that could affect the physical and mental health of my employees?
- ▶ How effectively do our current policies, workplace culture, and available resources support not only the physical safety but also the overall comfort and wellbeing of every employee?

DID YOU KNOW

stress can also come from your physical space?

Creating a safe, comfortable environment plays a huge role in supporting employee mental wellbeing and can even lead to significant productivity gains. In fact, improving air quality alone can boost productivity by 8-11%, according to the World Green Building Council.

How can you help? Focus on designing ergonomic, visually appealing workspaces that prioritize both comfort and safety. Having clear, constructive policies for conflict resolution is also key. These small changes can reduce stress, increase job satisfaction, and help attract and retain top talent—while driving productivity and protecting your organization's reputation.

Tips for creating a more safe and comfortable work environment



Ergonomic workspace design:

Help your team work comfortably by offering ergonomic furniture like adjustable chairs and desks. Make sure lighting is just right and reduce screen glare to avoid eye strain. Conduct workstation assessments to personalize setups for each employee. If your team is remote, consider a stipend for home office essentials.



Safety protocols & training:

Regular safety training is a must. Make sure protocols for emergencies are clear and accessible. Keep safety equipment up to date, and provide accommodations like ramps and accessible restrooms. Set up an easy system for employees to report maintenance issues. For remote teams, help employees create home safety protocols during onboarding.



Clean & healthy environment:

A clean workspace equals a happy workspace! Keep hygiene standards high and consider hosting a declutter day with your team. Good air quality matters too—ventilation and a few plants can work wonders for both air and aesthetics.



Noise management:

Reduce distractions by soundproofing noisy areas and designating 'quiet zones' for focused work. For remote employees, offer noise-canceling headphones to help keep their work environment calm.

Additional ideas for supporting general stress management



Host a stress management workshop or webinar

Kick-start stress management by helping employees recognize its impact. Think about whether a webinar, workshop, or both would reach more people, and consider bringing in an expert to make it engaging. For virtual sessions, aim for about 45 minutes, leaving 15 minutes for Q&A to keep it interactive.



Offer access to [OpenSesame online training courses](#) focused on mental well being

Giving employees the option to engage in personal development tools on their own timeline, is key to building trust and security.



Boost physical wellness

Looking for ways to support physical health? Check out Dimension 1 for ideas!



Set up an Employee Assistance Program (EAP)

Give your team access to EAPs that provide confidential counseling, financial guidance, legal support, and more. Look for providers with solid reputations and tailor their offerings to your organization's needs. Many employees may not know about these resources, so promote them regularly and incorporate them into your wellness programs.



Encourage regular breaks and downtime

Make space for mindfulness or meditation sessions to help employees manage stress. Bring in a coach or let a passionate team member lead, and schedule these sessions to show you value rest. Not into mindfulness? That's okay! Simply encourage regular short breaks so employees can step away and recharge. You can even use our [brain break activity booklet](#) to get started!



Create peer support groups or ERGs

Building community? See Dimension 6 for more tips on fostering social wellness, and [explore these ERG ideas](#) as a guide.

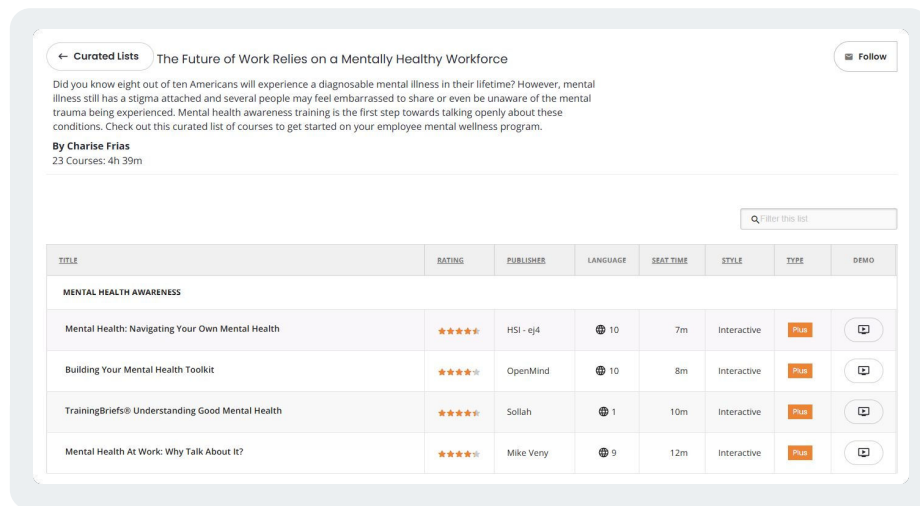
All this and ongoing support for your team with OpenSesame

Have questions about this guide or our resources? Want to collaborate with the curation team on a custom Wellness training plan using the OpenSesame catalog?

We're here for you! Reach out to your Customer Success Manager today <LINK TO CHARISE>.

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

The Future of Work Relies on a Mentally Healthy Workforce



← Curated Lists The Future of Work Relies on a Mentally Healthy Workforce Follow

Did you know eight out of ten Americans will experience a diagnosable mental illness in their lifetime? However, mental illness still has a stigma attached and several people may feel embarrassed to share or even be unaware of the mental trauma being experienced. Mental health awareness training is the first step towards talking openly about these conditions. Check out this curated list of courses to get started on your employee mental wellness program.

By Charise Frias
23 Courses: 4h 39m

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TrainingBriefs® Understanding Good Mental Health	★★★★★	Sollah	🌐 1	10m	Interactive	Plus	📺
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