

4. **Take the temperature of your workplace.** Be aware of what's going on in the work environment. Use an anonymous survey or check in with employees about job climate, mental health, and wellbeing issues.
5. **Give employees a voice.** Ask for feedback. Research shows that when employees have a say in company decisions, they're more likely to remain in their jobs.

#### KEEP IN MIND

As a supervisor, you carry a lot of responsibility for the wellbeing of your employees. One of the best ways to serve them is to take care of yourself first. If you don't protect your own wellbeing, you won't be able to help anyone else.



*Promoting Wellbeing in the Workplace:  
A Guide for Supervisors*  
Health & Wellness

## Promoting Wellbeing in the Workplace: A Guide for Supervisors

Clear support for workplace mental health benefits both employees and their organizations.

Mental health issues, including depression and anxiety, have always affected job performance, but no one liked to talk about them for fear of being ostracized or penalized. However, the need for better mental health support in the workplace has become more and more apparent.

#### THE DISADVANTAGES OF AN UNHEALTHY WORK ENVIRONMENT

An unhealthy work environment can lead to mental health concerns, quitting, and low production. Below are some factors (obvious and subtle) that can contribute to an unhealthy work environment and cause stress, anxiety, or depression:

- **Incivility:** negative emails, rude/unacceptable language, gossip, interrupting others, treating others as inferior
- **Bullying:** offensive/mean-spirited humor, intimidation, embarrassment, intentional exclusion, yelling/foul language, interfering with a person's ability to effectively complete their work
- **Unsuitable Job Content:** assigned tasks outside an employee's competency/job description

#### THE ADVANTAGES OF ENCOURAGING EMPLOYEE WELLBEING

According to the American Psychological Association, aligning workplace policies and practices with people's mental health needs promotes wellbeing and growth for employees and employers alike.

Employees and employers agree. Data shows that most job seekers place positive work culture at the top of their list, and employers are acknowledging that supporting the mental health needs of employees reduces costly turnover and makes it easier to recruit top talent.

#### 5 WAYS TO BOOST EMPLOYEE WELLBEING

1. **Support mental health in the workplace.** Offer a range of employee assistance resources and services. Provide time and opportunity for physical activity and breaks. Give volunteer opportunities. Encourage positive relationships, recognition, and informal support groups.
2. **Adopt flexible scheduling and work-from-home options.** Allowing workers to choose when, where, and how they work supports job satisfaction and work/life balance.
3. **Examine your policies for equity, diversity, and inclusion.** Workers who feel held back in promotions and opportunities report higher rates of anxiety and lower job satisfaction.