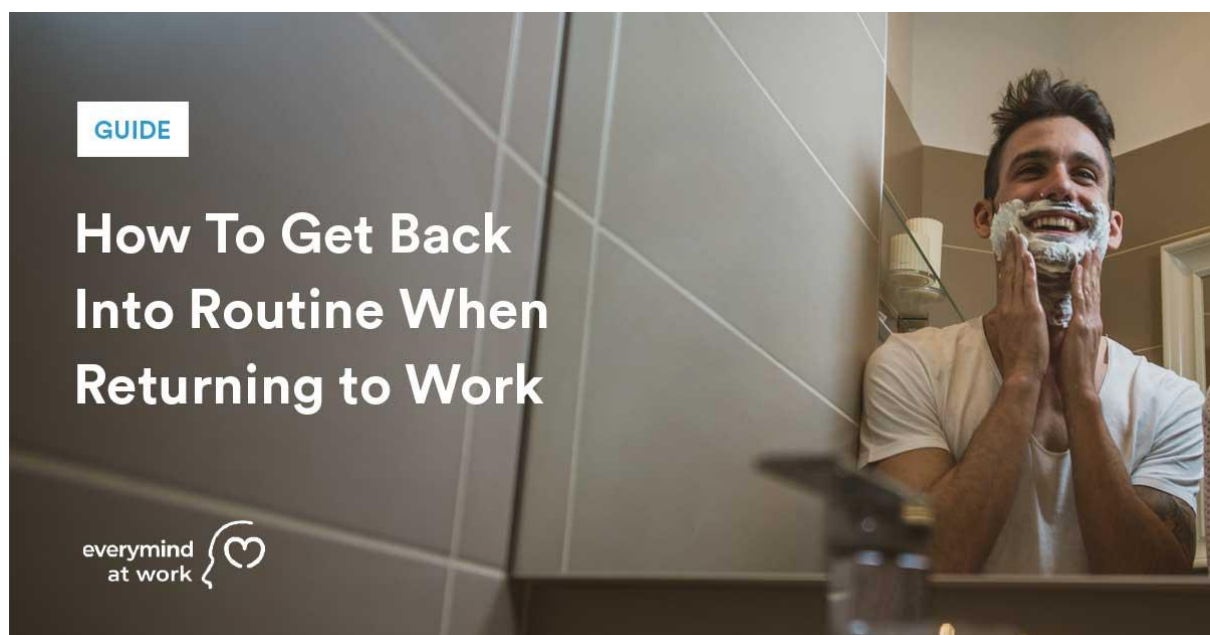


*What specifically do you perceive about **Mental Health In The Workplace Approaches**? Well, feasibly after reading this post, you'll be aware of a lot more.*

In reality, while employers are showing increasing enthusiasm and interest in the values represented by these terms, they're also still grappling with its meaning and impact on employees and business outcomes. If burnout seems inevitable, try to take a complete break from work. Go on vacation, use up your sick days, ask for a temporary leave-of-absence, anything to remove yourself from the situation. Use the time away to recharge your batteries and pursue other methods of recovery. A study done by the World Economic Forum, covering 25 firms with 2 million employees in 125 countries around the world, also shows that firms that champion workplace wellness are reaping significant benefits measured in terms of increased productivity, reduced cost of employee healthcare, and increased employee engagement that lead to reduced turnover. The annual cost of mental health to employers is staggering. The Independent Review of Mental Health and Employers reports that it's as much as £42 billion a year. So if you make an effort to boost individual mental wellbeing, how much would you be set to save per employee, per year? A productive work environment relies on having happy and healthy employees. When teams feel valued and supported in the workplace they are more likely to perform to the best of their abilities. Workplaces can play an essential part in maintaining positive mental health. They can give people the opportunity to feel productive and be a strong contributor to employee wellbeing. Yet it can also be a stressful environment that contributes to the rise of mental health problems and illnesses.



Smart employers know that organisations are only as strong as their people – they depend on having a healthy and productive workforce. The best expert on a person's needs is themselves – if there is one golden rule for supporting a colleague, it is never to assume and always ask. Improving mental health and wellbeing is a global challenge and it's every bit as important inside the workplace as it is outside of it. In fact, it could be affecting more people than you realise; research suggests 77% of employees have experienced symptoms of poor

mental health at some stage in their lives. The call to find a better way of working isn't new. The internet is brimming with prescriptions for building a "happy" workplace. Don't forget to send out proper internal communications around [workplace wellbeing support](#) in your organisation.

Perception Of Colleagues

Healthy employees can physically perform better because they have more energy. They are also more efficient and more focused. Mental ill health is usually caused by a combination of work- and non-work-related factors: for example, the pressure of ongoing change at work and longer or more intense hours may be exacerbated by financial pressures at home, relationship problems and, given the ageing population, greater caring responsibilities. Employees will clearly benefit from workplaces that promote and protect their psychological health and safety. For employers, the business case rests on four main parameters – enhanced cost effectiveness, improved risk management, increased organizational recruitment and retention as well as corporate social responsibility. There has been a lot written about how to tackle mental ill health and promote wellbeing in the workplace. Proactive management of absence is central to the effective management of people with a mental health issue – and again the role of the line manager is critical. Sometimes an employee may be so unwell they need time off work to recover. The way in which organisations manage a period of sickness absence is key to shaping how effectively and how quickly people are able to return to work, and get back to peak performance. Organisations can make sure their employee benefits package provides support for [workplace wellbeing ideas](#) today.

Employees with mental health conditions can be supported to be productive at work by considering the inherent requirements of the job, individual skills, capability and personal circumstances and making reasonable adjustments to support people to perform the role. The rate of workplace discrimination on the grounds of mental ill-health is significant, and some employers are not doing enough to end discriminatory practices. The Equality and Human Rights Commission monitors and enforces equality legislation in England Scotland and Wales, and can take enforcement action in respect to workplace mental health discrimination. Internationally, the impact of mental health awareness-raising initiatives in the workplace is already proving overwhelmingly positive. A 2017 Deloitte study evidenced approaches across Germany, Canada, Australia, France, Belgium and Sweden which are empowering employers to implement interventions. We all work better if we have clear goals that we are working towards, and mental health in the workplace is no different. Identify the key drivers for mental health, and the key indicators; figure out how to measure these and what level the company should achieve; and ensure these are an integral part of your company's performance targets. Technology has fundamentally shifted modern work habits. We are now available 24/7 — a reality that has earned Millennials the title “burnout generation.” Our lack of action isn't only affecting those with chronic conditions, it's hurting employees who have developed mental strain as a byproduct of our new working culture. And we're paying the price. Even though it may not be easy to become an employee-centric company addressing [managing employees with mental health issues](#) it is of utmost importance in this day and age.

Mental Health Is Something We All Have

Encourage employees to make a habit of taking a walk or getting fresh air when they're overwhelmed. Exercise is an excellent remedy for feeling overwhelmed and suffering from stress. A change of scenery can also help produce fresh ideas and lead to efficient problem solving, further reducing stress. The cost of poor mental health to Government is between £24 billion and £27 billion. This includes costs in providing benefits, falls in tax revenue and costs to the NHS. An EAP is a benefit programme intended to help employees deal with personal problems that might adversely impact their job performance, health, and wellbeing. This includes issues such as relationship problems, money worries and other pressures. Support is available 24 hours a day, seven days a week, by telephone, although increasingly EAP providers are also providing their services through the internet. Presenteeism is defined as showing up to work when one is ill, resulting in a loss of productivity and sometimes making an individual's condition worse. Whilst the percentage of days off due to any type of illness is around 25% lower than a decade ago, various studies suggest that presenteeism is increasing year on year. Encourage employees to regularly get some headspace (like a short walk around the block, or it could be as simple as stepping away from their desk to make a cuppa). Subjects such as [employers duty of care mental health](#) can be tackled by getting the appropriate support in place.

Many employees feel uncomfortable opening up about their mental health. Others feel their worries are not serious enough for EAPs or speaking to professionals. Every plan to promote good mental health and tackle mental health problems requires a public facing commitment that people can buy in to and for which organisations can hold themselves responsible for. While burning the midnight oil seems noble and can net short-term results, it often leads to burnout. Challenge your people to regularly rest, recharge and connect with loved ones to help them stay mentally engaged. As a result of decades of ignoring the problem, general understanding of mental health is limited. If employers are unsure of how to approach mental health and avoid the subject completely, employees may feel afraid of opening up to them about their struggles. And, if employees aren't talking about their mental health, employers won't learn how to approach it. Go figure. Communication that emphasizes that leadership cares about concepts such as [Wellbeing for HR](#) should be welcomed in the working environment.

Let's Redefine Mental Health In The Workplace

As the workplace and the workforce changes, so there is the need to do analysis to keep abreast of the implications of those changes, especially among small and medium-sized enterprises, the self-employed and those working in the gig economy. People with high levels of experience activators have less stress and better well-being, engagement and productivity. Unless you've been living on the set of Mad Men for the past decade, you know that workplace wellness has become a hot topic, and you've gained at least a cursory familiarity with some of the major factors that make a workplace a healthy place to be. One can uncover additional info appertaining to Mental Health In The Workplace Approaches at this [Health and Safety Executive](#) page.

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