

Are Your Employees Experiencing Mental Health Issues?

It has been more than *six months* since COVID-19 changed the work environment and caused employers to re-think how the workplace will look going forward. Employees are now collaborating via Zoom, Microsoft Teams, or other virtual platforms, instead of in person. Some employees see the adjustment as a nice change and easy transition---no commuting times, casual attire and more time for family are the positives. Other employees are showing the strain of working at home experiencing problems with social isolation and normal routines out of sync.

According to the Substance Abuse and Mental Health Services Administration (SAMHSA), everyone reacts to stress differently during an infectious disaster outbreak and common feelings may be anxiety, worry, or fear related to;

- Employees health status
- Time taken off from work
- Potential loss of income and job security
- Loneliness
- Uncertainty about the situation

To help employees during this time, employers should;

- Be aware that employees may be struggling with mental health issues
- Communicate resources available
- Ensure managers stay in contact with employees
- Keep employees updated on changes, expectations, and plans
- Encourage “**fun time**” such as sharing pet pictures or setting up exercise challenges

Check your medical plan to see what resources, such as an Employee Assistance Program, are available. Medical providers are a great resource for information about mental health. Since everyone reacts differently, promoting a variety of available resources is key.

For more ideas and information, feel free to contact us at info@humanresourcesolutionsllc.com