Tackling Stress, Anxiety & Depression in the Workplace

Tackling stress, anxiety and depression is tough, especially when you fail to recognise the signs. Still, the issue remains vitally important all year round, at all levels of employment. Here are our 10 top tips for recognising and tackling poor mental health in the workplace:

01 Develop a stress management policy
It should set out the actions that your company will take and who will maintain responsibility.
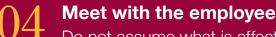
02 Understand the causes
Whether it is workload, long hours, poor communication, job uncertainty, isolation from colleagues, or personal issues.

03 Identify the signs
Common signs include:
- Becoming withdrawn or isolated
- Poor time keeping
- Suffering from persistent headaches, nausea, tiredness or palpitations

04 Meet with the employee
Do not assume what is affecting the employee until you have had a chance to speak to them.

05 Consider additional workplace support
Work with the employee to explore what it is about the workplace that is causing their condition, or making it worse.

06 Provide additional support through an Employee Assistance Programme

EAPs can offer confidential assistance and advice on the phone, online and face-to-face.

07 Know how to manage related absences

Speak to absent employees regularly, consider a phased return to work and examine adjustments to their working environment.

08 Support the employee on their return to work

Hold a return to work meeting, reaffirm your ongoing support and brief them on key company developments they may have missed.

09 Ensure staff are aware of the support available to them

Encourage staff to be familiar with all policies, provide constructive feedback, and attend any courses you offer.

10 Promote a positive work/life balance

Ensure staff have their entitled holidays and rest breaks, if possible allow for flexible hours and/or home working.

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