mn DEPARTMENT OF HEALTH

Workplace Well-being Options during Covid-19

Support the mental/emotional well-being and safety of employees and their families by offering worksite policies and conditions that reduce job stress and/or enhance safety. Work has been identified in several studies as being a major contributor to stress, with significant impacts on employee health and happiness. Keeping all staff protected from chronic stress and poor mental health will benefit both employees and employers.

In order to be successful in reducing or preventing job stress, a multi-faceted approach is needed with a combination of organizational/policy change, employee education, and access to resources. Use your wellness team, management contacts, and employee feedback to plan and implement these strategies.

Step 1. Choose *one* of the options; review the companion resource checklist for that option.

Step 2. Create an action plan

Step 3. Implement and evaluate planned changes

Workplace Well-being Options:

1. **SAFE WORK SPACES:** Create safe workspaces for your employees and reduce employee safety concerns and/or provide resources for remote workers.
2. **REDUCE STIGMA:** Take action against mental health stigma in your workplace.
3. **ASSESS STRESS:** Assess and address primary causes of job stress at work.
4. **CREATE LIFE-FRIENDLY POLICIES:** Develop written policies that addresses employee safety, flexible work schedules, job demands, equitable pay, sick leave, parental leave of absence, teleworking or other employee-friendly needs.
5. **WORK WITH AN EAP:** Contract with an employee assistance program (EAP) to provide free counseling and/or address emotional/mental well-being needs.
6. **INCREASE SKILLS:** Provide resources for employees to increase their resilience and stress management skills
7. **MAKE SPACE FOR QUIET:** Create a "Quiet room" or space for relaxation, meditation or prayer and/or provide resources for remote workers.
8. **CONSIDER REMOTE WORKERS:** Support remote workers through both job and personal transitions as teleworking becomes more standard in workplaces.
9. **GET CONNECTED:** Find ways to increase employee connectedness.
10. **CONNECT EQUITY AND WELLBEING:** Understand how equity and low wages create inequity in health outcomes.
11. **CREATE A PSYCHOLOGICALLY SAFE WORKPLACE:** As we work in difficult circumstances, provide safe spaces to talk, share concerns & support each other.