

# When Home Becomes the Workplace:



Helping Employees Navigate Mental Health and Wellbeing

QUICK READ



As employees find themselves trying to navigate significant situations personally and professionally, including new remote working arrangements due to COVID-19, employers must help employees navigate mental health and wellbeing needs.

**Tangible steps for employers to take to help employees navigate mental health and wellbeing:**

# Establish a Mental Health and Wellbeing Playbook

Everyone reacts differently to remote work; not all homes are ideal workspaces and each employee is likely dealing with different situations.

Establishing a front and center home base for mental health and wellbeing resources can support your employees during times of uncertainty. Give employees complete descriptions and directions on how to utilize, telehealth virtual care and mental health care benefits, employee assistance program (EAP), [coaching programs](#), stress-related resources, financial and wellness benefits for both the employee and their family, as appropriate.

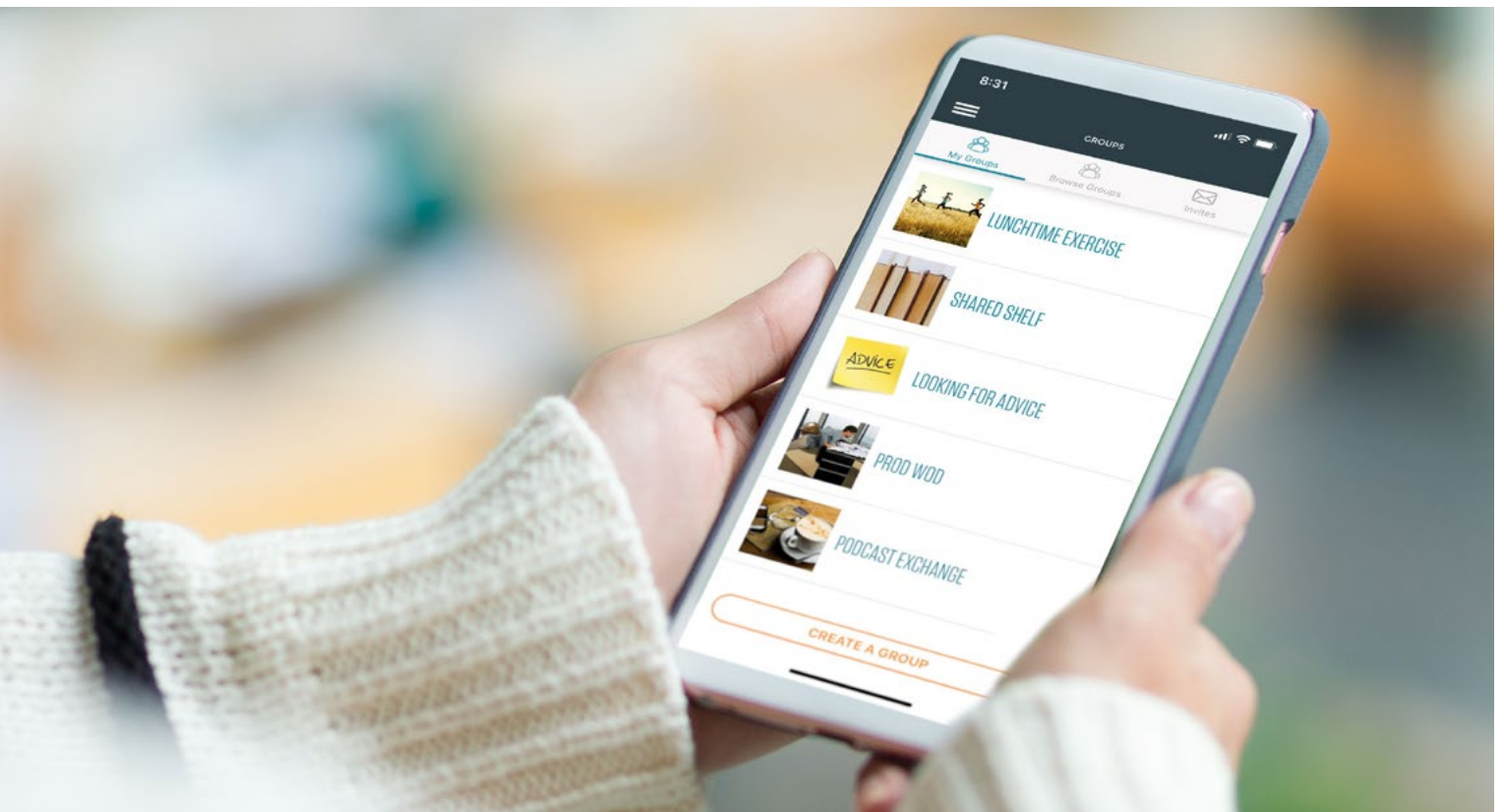


## Quick Tip

**Your employee health and wellbeing program can create connection continuity when your workforce needs it the most. Launch a team-based corporate step challenge or healthy habit challenge to signal to your workforce a commitment to their health and wellbeing.**



## Curate an at Home Learning Resource List



In an office setting, employees have ample opportunities to learn from peers and leaders. As the remote work transition occurs, employees may find difficulty in knowing where to go to continue growth.

Also, they may need more than just work-related resources now that their days include working, parenting and teaching from home. These disruptions can cause new or increased stress and anxiety. Ask your workforce to help curate a list of resources to support learning on a variety of topics. Consider using group functionality in your employee wellness platform or create a shared list of resources with the suggesting team member's name to encourage connectivity points throughout the organization.



## Lead by Example

When employees work remotely, there isn't a signal when to stop work the same way they experience in an office setting. Remote employees may feel the need to be always-on, which can lead to mental health and wellbeing burn-out.

Creating a culture of top-down guidance on how employees can flex their time to navigate home and family needs, create an intentional mindset of unplugging, stay on a sleep routine and define boundaries of work can set the tone for

the organization. Senior leaders can amplify these efforts by sharing their own stories and establish team norms to reinforce messaging.



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