

# Supporting Emotional Wellbeing Throughout an Organization



TIP SHEET



Stress, doubt, and anxiety can be just as contagious as COVID-19 itself. It is important for organizations to help employees with their emotional wellbeing during this time of crisis, as the present and future ramifications of COVID-19 generate a mixture of emotions among employees.

**Organizations should realize that employees are riding emotional rollercoasters and can support employees by suggesting ways to reduce anxiety and alleviate larger concerns during times of crisis.**



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## 1. Accept a Mix of Emotions

Anger, anxiety, fear, and stress will appear and disappear and then reappear, and there's nothing wrong with that. It's just being human. How people cope with those emotions will help them to think more clearly and to respond to the ever-changing environment.

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## 2. Take Comfort that COVID-19 is not Forever

China's recent success in slowing the spread of the virus can give other countries hope that similar approaches can work.

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## 3. Realize that Emotional Wellbeing is Important, Yet Different, for Everyone

Executives, line workers, remote employees, spouses, laborers...they all deal with stress differently. There's no wrong way to feel. Embracing and learning from each other's feelings will make everyone stronger.

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## 4. Be Informed

Communicate truth and don't feed the rumor machine. Read science-based sources such as the [World Health Organization](#) and the [Centers for Disease Control and Prevention](#) to learn accurate facts and guidelines instead of being frozen by media fear.

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## 5. Build Social Connections, Even if they are Virtual

Don't let stress consume you, so reach out to family members, friends, and colleagues. Practice social distancing by using coaching and EAP programs that provide professional support.

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## 6. Build Daily Routines

Feeling as though your life has been thrown into disarray, is normal for all of us when these types of global precautionary measures are being set into place. As an example, if you are parents with children who are suddenly home from school for several weeks, you might benefit from having some structure in this new environment. Blocking out time for eating, cleaning, exercising, etc. will go a long way in terms of getting everyone back to normalcy. Everyone can benefit from this kind of structure.

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## 7. Don't Neglect the Other Aspects of Health

A healthy diet, regular exercise, meditation, and sleep will benefit emotional wellbeing. Engage in a digital wellbeing programs that focuses on improving nutrition, sleep quality, mental health resilience, and mindfulness.

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## 8. Do a Good Deed

Call someone who you know might be struggling and offer to be a listening ear. Perhaps you could exchange daily inspirational quotes with one another and focus on something positive that happened that day. Give a Shout Out to a colleague that is not just going above and beyond, but also for being strong and persevering.

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### MOST IMPORTANTLY

**Have fun. Laugh. Play games. COVID-19 is certainly top of mind for many people, but it shouldn't be the only thing on people's minds**

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