

Working to Improve Mental Health in the Workplace: Leadership Training

T&A Training Consultants

GET STARTED

WELCOME

After this course you will be able to:

- Analyze how leaders can influence a stressful work environment negatively.
- Identify best practices to reduce stress in the work environment.
- Understand the importance of supporting your employees.





Setting the Tone for Mental Health

Good mental health is very important but can be difficult to balance at times. There are many companies that experience high turnover rates because employees' mental health is affected by stress. As a leader, you can set the tone of the work environment, provide additional support, implement strategies, and help improve mental health in the workplace.

Setting the Tone for Mental Wellness

When taking on the role of a manager of your department, you are required to set the tone of the work environment for successful outcomes. Positive environments will allow your team to better handle difficult situations with a healthy perspective.

1. Conduct weekly meetings with your team to check in with them to address their concerns and needs.

2. Create a recognition program that acknowledges employees' accomplishments.

3. Be a leader that is approachable, making employees comfortable enough to come to you as issues arise.

4. Include employees in decision-making process, allowing them to have some creative control over situations that will affect them.

Set Realistic Expectations

Work environments can and will be challenging. But as a manager, your expectations will play integral part in employees' ability to handle difficult situations. **Let's look at an example.**

The company is short staff and Karen needs to multitask. She is working two different department, but the workload has become overwhelming. The managers are frustrated because she cannot meet their deadlines.

How are these managers affecting her mental health?



What should have happened?

In the example, the managers are clearly aware that both departments are short staff. Realistically, they should expect delays, and instead be a support to her to ensure multitask effectively and handle the workload.

- Both managers should have restructured their department to meet the needs of their current situation, instead of choosing to burnout one employee.
- They should have supported her to see how they can help.

In this example, these managers are adding stress to an already stressful situations. Setting realistic expectations and goals keeps the workload balance and reduces stress.

Learning How to Cope with Mental Health at Work

Many employees and leaders do not always understand how to deal with mental health. Even though there is previous job experience handling stressful situations, no stress is the same, and conflict will be different based on environment, who is involved, and cause of the situation.

The company must invest in **mental health by providing training** for leaders, managers and employees to be able to handle and discuss difficult conversations about mental health effectively.

Provide Resources and Tools

- As life happens and things change, so do employees job responsibilities. This can be frustrating and stressful. Management should be working to ensure that employees are equipped with the right resources or tools to deal with daily responsibilities and challenges as they arise.
- Employees need to consistently be trained to update their skills and gain additional knowledge. This can help them work with more ease on the job.
- Support employees with tools that can help them be efficient such as:
 - Having automated systems that can answer basic questions.
 - Develop a small support team where employees that need help know where to go for help
 - Managing your department by getting involved when the department is struggling with workload.



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