

MENTAL WELLNESS IN THE WORKPLACE

STRATEGIES FOR MANAGING EMPLOYEE STRESS AND BURNOUT

Mental wellness in the workplace is a topic that has gained increasing attention in recent years. The World Health Organization (WHO) has identified stress as the “health epidemic of the 21st century” and reports that stress is a leading cause of illness and disability worldwide. Stress and burnout are also major concerns for employees, with one in three workers experiencing chronic stress.

This whitepaper will explore the causes of employee stress and burnout, the impact on mental wellness and productivity, and the importance of creating a supportive and inclusive work environment that promotes emotional wellness. Additionally, this whitepaper will present the benefits of implementing mental wellness support services in the workplace as an effective solution for managing employee stress and burnout.

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WHAT ARE THE CAUSES?

One of the main causes of employee stress and burnout is a lack of work-life balance. In today's fast-paced and competitive work environment, employees often feel pressure to work longer hours, be available at all times and prioritize work over other aspects of their lives. This can lead to feelings of exhaustion, frustration and dissatisfaction, which can ultimately result in burnout.

Another cause of employee stress and burnout is a lack of autonomy. Employees who feel that they have little control over their work or that their opinions and ideas are not valued may become disengaged, demotivated and stressed.

Job insecurity is another major cause of stress and burnout. The uncertain economic environment and the prevalence of layoffs and downsizing can create feelings of anxiety and fear, which can lead to stress and burnout.

WHAT ARE THE SYMPTOMS?

Stress and burnout are common issues faced by employees in today's fast-paced work environment. These conditions can have a significant impact on an individual's mental and physical health, as well as their ability to perform their job effectively.

SYMPTOMS OF STRESS CAN INCLUDE:

- › Constant fatigue or exhaustion
- › Difficulty sleeping or insomnia
- › Headaches or muscle tension
- › Difficulty concentrating or making decisions
- › Irritability or mood swings
- › Loss of appetite or overeating

Burnout, on the other hand, is a more severe form of stress characterized by feelings of emotional and physical exhaustion, cynicism and a reduced sense of personal accomplishment. Symptoms of burnout can include:

- › Chronic fatigue and exhaustion
- › Loss of motivation and engagement in work
- › Feelings of hopelessness and helplessness
- › Difficulty concentrating and making decisions
- › Increased absenteeism and sick leave
- › A tendency to withdraw from social interactions

It's important for employees to recognize the signs of stress and burnout in themselves and seek help if necessary. This can include talking to a counselor or therapist, practicing self-care and making changes to their work environment or schedule.



WHAT CAN YOU DO?

Employers can support their employees by promoting a healthy work-life balance, providing access to mental wellness resources and encouraging open communication about stress and burnout. Not only does it improve the emotional wellness of employees, but it can also lead to increased productivity and a positive work environment. Here are a few strategies that employers can use to manage employee stress and burnout:

PROMOTE A HEALTHY WORK-LIFE BALANCE

Encourage employees to take regular breaks, use vacation time and disconnect from work outside of office hours. Employers can also consider flexible work arrangements, such as telecommuting or flexible schedules, which can help employees manage their personal and professional responsibilities more effectively.

PROVIDE ACCESS TO MENTAL WELLNESS RESOURCES

Offer employee assistance programs (EAPs) that provide advocacy options, wellness advocates or other mental wellness services. Additionally, employers can provide training and resources on stress management and self-care to help employees develop coping strategies.

ENCOURAGE OPEN COMMUNICATION

Create an open and supportive work environment where employees feel comfortable discussing their stress levels and any issues they may be facing. Encourage employees to seek help early on, rather than waiting until the situation becomes critical.

IMPLEMENT STRESS-REDUCING PRACTICES

Encourage employees to take breaks, get up and move around and take time to relax. Employers can also consider providing onsite amenities such as yoga or meditation classes, or even offering a quiet place for employees to rest or nap.

LEAD BY EXAMPLE

Employers should model healthy behaviors and encourage their employees to follow them as well. This includes maintaining a healthy work-life balance, being mindful of stress and burnout and taking steps to prevent and manage these conditions.

RECOGNIZE AND REWARD

Recognize and reward employees who have performed well in their job and have been able to manage their stress effectively. This can help boost employee morale, motivation and engagement and create a positive work environment.

Employers can use these strategies to create a culture where stress and burnout are recognized, understood and effectively managed. By prioritizing employee wellness, employers can improve productivity, reduce absenteeism, and create a more positive and engaged workforce.

Overall, creating a supportive and inclusive work environment is essential for promoting employee wellness and preventing stress and burnout. Employers can foster a supportive work environment by promoting open communication, providing opportunities for employee input and feedback, and creating a culture of respect and appreciation.

Mental Wellness Advocacy Services, like those with Medcor Canada, can be an effective solution for managing employee stress and burnout. Providing employees with the tools and support they need to manage stress can improve their overall emotional wellness.



ABOUT MEDCOR CANADA'S MENTAL WELLNESS ADVOCACY SERVICE

Medcor Canada is committed to normalizing talk of mental wellness. We recognize that mental illness not only affects an individual's wellbeing, but also has a significant economic impact on society, with costs estimated at over \$50 billion per year in Canada alone. To address this issue, Medcor Canada has implemented a Mental Wellness Advocacy Service to empower employees to take care of their mental wellness before reaching a crisis point. This not only helps alleviate the need for time off work, but also increases productivity and morale.

Employers who take advantage of the service enjoy:

- › Ability to see the same Mental Wellness Advocate for follow-up sessions
- › Convenient appointments
- › Easy to book & connect online from anywhere
- › No limit to number of sessions
- › No long wait times

Encouraging employees to take advantage of Medcor Canada's Mental Wellness Advocacy Service benefits everyone in the workplace and ultimately your business overall.

**Our program is designed to work in collaboration with EAPs. Referrals made if necessary.*

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