HOW VIRGINIA WORKPLACES CAN IMPROVE THE MENTAL HEALTH OF THEIR EMPLOYEES

Take the Time To Understand How Mental Health Impacts Your Employees

Workplace mental wellness starts with leadership. Company leaders need to be trained in recognizing signs of mental health concerns.

Organizations should do what they can, including identifying outcome measures and assessing impact over time, and using evaluation methods that maximize workplace and individual wellness.

Include Mental Health Services in Your Health Care Plan

Health insurance providers are required to provide mental health care services that are comparable to their medical services.

Ensure that the plan options available to your employees cover at least basic mental health services and consider providing more options.

Establish an Employee Assistance Program (EAP)

EAP services help employees and their families resolve issues that are impacting their wellbeing, including mental and/or substance use disorders.

EAPs also provide help with a wide range of issues that might be impacting someone's mental health, like financial problems or struggles with weight loss or quitting smoking.

Offer Flexible Work Options

The ability work remotely gives an employee greater control over work schedule, making it easier to combine and balance work commitments with other activities - i.e. appointments, family obligations, domestic chores, and socializing/recreation

Many employees find that simply having the option to work remotely gives them the flexibility they need to achieve a better work-life balance.

Cultivate a Culture of Wellbeing

All of these factors are important when it comes to your employees' mental health, **but creating (and continuing to grow) a workplace culture of wellbeing is what will really allow you to foster mental wellness in your organization.** Show your employees that everyone in the company matters. Get involved and actively promote wellbeing at every level of the organization.

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