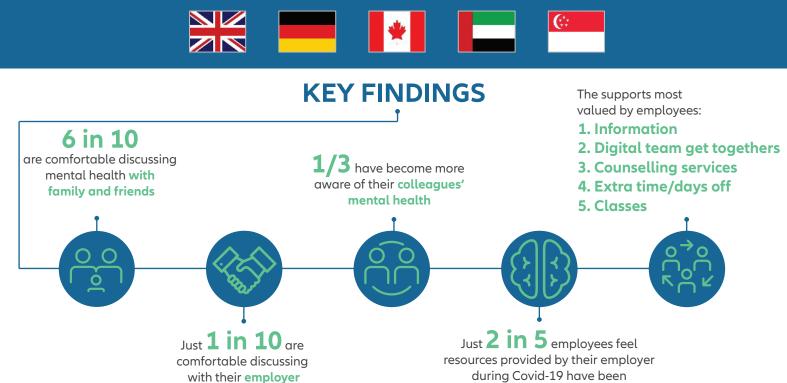
# SUPPORTING MENTAL HEALTH IN THE WORKPLACE

Disconnect between awareness of mental health and willingness to use support services

## Allianz (II) Partners

### **Overview**

Supporting Mental Health in the Workplace surveyed 1,535 employees to measure the impact of Covid-19 on respondents' mental health to help employers understand how best to support the mental health of their teams.



What can employers do to support their workforce?

Support needs to be:

#### Visible

- Regular awareness and education on available support
- Leaders share their experiences of needing help and using support services
- Specific team meetings to discuss what's available
- Dedicated pages on internal intranet portals
- External expert talks
- Emphasise confidentiality

#### Accessible

- · Make support easy to find
- Acknowledge workforce accessibility issues
- Support should be online/digital as well as in-person
- Classes need to cater to all levels
- Mix of evening, lunch and weekend classes
- Record talks so they can be accessed later

#### **Varied**

sufficient to support their mental health

- Survey team to understand needs
- Wide variety of support should be offered, e.g. counselling, information sessions, physical exercise, subscriptions to digital apps, social meetups, expert advice and insights, time off, volunteer time
- Encourage employees to watch out for each other
- Provide physical health support i.e. healthy food options, fitness classes and apps