Supporting Employee Mental, Emotional, and Social Health in the Next Phase of COVID

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Your people are your most valuable asset.

You have the opportunity to help them succeed.
Key Learning Objectives for Today’s Presentation

01 A clear understanding of how your employees have been impacted mentally, emotionally & socially by the COVID crisis

02 How to identify the warning signs of an employee who is experiencing trauma, along with tips on how to approach that employee with empathy & care

03 How you can ensure employees feel supported based on real programs implemented by employers across the state

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Poll Question:
What’s the biggest challenge you think your employees are facing right now?

a) Inability to afford basic needs like housing, food, transportation, or child care

b) Mental health concerns (stress, anxiety, depression)

c) Lack of social support

d) Inability to access adequate health care
Returning to Work with Increased Distractions

01 Increase in the need for financial assistance

02 Increase in utilization of WorkLife’s Health Benefits Navigator service

03 Increase in those seeking mental health resources

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Social Distancing Comes at a Cost

Social distancing has changed the ways in which we maintain and grow our social capital.

Virtual vs. in-person communication
Why we fall short: false beliefs & a lack of social norms

Foundational elements of human connection incite fear
Handshakes, an embrace, a smile
The Tax to Our Mental Health

01 Our brains on stress
02 The stress cycle
03 Tunneling

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Poll Question:
On a scale of 1 to 5, how well do you think you're supporting your employees right now?
How to Approach Employees with Empathy & Care

01 Place an emphasis on whole-person wellness

02 Use a non-judgmental stance & observational statements

03 Recognize that challenges may not be resolved

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Tangible Steps You Can Take to Support Your Workforce

01 Practice proactive empathy

02 Utilize community grants

03 Create peer support groups

04 Dedicate a space for self-care

05 Transition team members into new roles

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Tangible Steps You Can Take to Support Your Workforce

06  Continue benefits coverage

07  Establish emergency financial relief funds

08  Partner with local vendors

09  Coordinate staff appreciation

10  What are your thoughts?

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One-on-one support for employees when life gets tough

First, Navigators help employees address any immediate concerns. Then, they develop a plan so employees are better prepared to handle similar situations in the future.

WorkLife's Resource Navigators work side-by-side with employees to help them find long-term solutions to life's toughest challenges including:

- Affording energy & housing & expenses
- Accessing reliable transportation
- Establishing a household budget & plan for managing debt
- Finding resources for mental & behavioral health
- Avoiding costly medical expenses
- Affording food