

STEPPING UP: SUPPORTING EMPLOYEE'S PSYCHOLOGICAL WELL-BEING

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Everyone is giving significant thought to the topic of mental health in the workplace. Even while our understanding of mental health in the workplace is evolving, as is our knowledge of how pervasive poor mental health is, it is still essential to learn the fundamentals.

It is no longer a desirable but rather an essential practice for employers to provide resources and support for employees' mental health in the workplace. The first stage is for the company to develop wellness programs to assist its staff in thriving.

The American Psychological Association (2020) defined well-being as happiness and contentment, low distress, good physical and mental health and outlook, or good quality of life. Psychologically well-balanced people felt happy, capable, supported, and content (Winefield, Gill, Taylor, & Pilkington, 2012).

Individuals with positive mental health are better able to deal with the successes and failures that occur in their lives, whether at work or at home. This makes positive mental health a vital factor.

Improving the mental health of employees is a talent management issue. It demands innovative financial and time commitments. And the efforts the organization makes to assist employees at work better can enable them to flourish in other aspects of their lives, guaranteeing the long-term health and success of the employees and organization.

Maintaining positive mental health benefits teams' ability to adapt quickly to shifting roles and responsibilities. Not to mention having to deal with challenging obstacles. Employees are better able to thrive in their roles, manage stress, and be more resilient as a result. Ultimately, it makes it possible for each person to achieve their fullest potential.

Given all of these accolades, mental health in the workplace must be a topic of discussion. It is essential to provide a setting where employees of all levels can speak freely and without fear of discrimination. If you do this, you can avoid missing out on important input that could assist you in retaining valued talent.

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