

emotional wellness in the workplace

Emotional Wellness in the Workplace: A Guide to a Happier, Healthier Team

Feeling stressed, overwhelmed, or just plain burnt out at work? You're not alone. More and more, businesses are recognizing that emotional wellness in the workplace isn't just a nice-to-have – it's a crucial ingredient for a productive, engaged, and successful team. This comprehensive guide will delve into the importance of prioritizing emotional well-being, explore practical strategies for cultivating a supportive work environment, and offer actionable steps you can take to improve your own emotional health at work. We'll cover everything from recognizing the signs of burnout to implementing effective self-care practices and building a culture of empathy and understanding. Get ready to transform your workplace into a haven of happiness and high performance.

Understanding the Importance of Emotional Wellness in the Workplace

Before we dive into solutions, let's understand why emotional wellness in the workplace matters so much. Ignoring the emotional health of employees has significant consequences:

Increased absenteeism and presenteeism: Stressed-out employees are more likely to call in sick or show up but be unproductive due to their mental state. This impacts productivity and costs the company money.

Higher turnover rates: Employees who feel unsupported and emotionally drained are more likely to seek employment elsewhere. The cost of replacing employees is substantial.

Reduced productivity and creativity: A stressed mind isn't a creative mind. Emotional distress hinders problem-solving abilities and innovative thinking.

Increased risk of accidents and errors: Burnout and emotional exhaustion can lead to impaired judgment and increased risk-taking, resulting in accidents and mistakes.

Negative impact on company culture: A workplace riddled with stress and negativity creates a toxic environment that impacts everyone.

Investing in emotional wellness in the workplace is an investment in your company's future. A healthy and happy workforce is a more productive and profitable one.

Recognizing the Signs of Emotional Distress in

Yourself and Others

Identifying the signs of emotional distress is crucial for both individuals and employers. Look out for these common indicators:

Increased irritability and anger: Frequent outbursts or easily triggered frustration.

Withdrawal and isolation: Avoiding social interaction and becoming less engaged with work.

Changes in sleep patterns: Insomnia, excessive sleeping, or disrupted sleep cycles.

Changes in appetite: Significant weight loss or gain.

Physical symptoms: Headaches, stomach aches, muscle tension, and fatigue.

Decreased productivity and motivation: Procrastination, difficulty concentrating, and lack of enthusiasm.

Increased cynicism and negativity: A pessimistic outlook and a tendency to complain.

If you or a colleague are experiencing several of these symptoms, it's crucial to seek support. Early intervention is key to preventing burnout and other serious mental health issues.

Strategies for Promoting Emotional Wellness in the Workplace

Creating a supportive work environment requires a multifaceted approach. Here are some practical strategies:

Implement a comprehensive wellness program: Offer resources such as employee assistance programs (EAPs), mindfulness workshops, yoga classes, or mental health awareness training.

Promote work-life balance: Encourage employees to set boundaries between work and personal life, offering flexible work arrangements where possible.

Discourage working excessive overtime.

Foster open communication: Create a safe space where employees feel comfortable expressing their concerns and seeking support without fear of judgment.

Encourage teamwork and collaboration: Strong social connections at work can buffer against stress and improve overall well-being.

Recognize and reward achievements: Acknowledge employees' hard work and contributions to boost morale and motivation.

Provide opportunities for growth and development: Investing in employees' professional development can increase job satisfaction and reduce feelings of stagnation.

Lead by example: Managers and leaders should prioritize their own emotional well-being and model healthy behaviors for their teams.

Encourage breaks and downtime: Regular breaks throughout the workday can help reduce stress and improve focus.

Create a physically comfortable and aesthetically pleasing workspace: A

comfortable and inviting work environment can contribute to a more positive mood.

Practical Self-Care Strategies for Employees

Individual responsibility plays a significant role in maintaining emotional wellness. Here are some practical self-care strategies employees can implement:

Prioritize sleep: Aim for 7-8 hours of quality sleep each night.

Maintain a healthy diet: Nourish your body with nutritious foods.

Exercise regularly: Physical activity is a powerful stress reliever.

Practice mindfulness and meditation: Regular mindfulness exercises can help reduce stress and improve focus.

Set boundaries: Learn to say "no" to additional tasks when you're already feeling overwhelmed.

Connect with loved ones: Spend time with people who support and care about you.

Engage in hobbies and activities you enjoy: Make time for activities that bring you joy and relaxation.

Seek professional help when needed: Don't hesitate to reach out to a therapist or counselor if you're struggling.

Conclusion

Investing in emotional wellness in the workplace is not just a feel-good initiative; it's a strategic imperative for success. By prioritizing the emotional well-being of employees, companies can create a more productive, engaged, and thriving work environment. The strategies outlined above provide a roadmap for building a culture of care and support, ultimately leading to a happier, healthier, and more successful organization. Remember, a healthy workforce is a productive workforce. Start prioritizing emotional wellness today – both for yourself and your team.

FAQs

1. How can I address emotional wellness concerns with my manager or HR department? Schedule a private meeting to express your concerns calmly and professionally. Clearly explain the impact of your emotional state on your work and suggest specific solutions or support you need.
1. What if my workplace doesn't offer any emotional wellness resources? You can advocate for change by suggesting the implementation of wellness programs or sharing resources with your HR department. Consider joining forces with colleagues who share similar concerns.

1. Is it okay to take mental health days? Absolutely! Taking time off to prioritize your mental health is just as important as taking time off for physical illness. Communicate with your manager in advance, if possible.

1. How can I help a colleague who seems to be struggling emotionally? Offer your support and encouragement. Let them know you're there for them and encourage them to seek professional help if needed. Avoid offering unsolicited advice; simply listening can be incredibly helpful.

1. What are some signs that a workplace culture isn't supportive of emotional wellness? Lack of open communication, constant pressure to overwork, absence of wellness initiatives, and a culture of negativity are all red flags.

emotional wellness in the workplace: *Mental Health and Wellbeing in the Workplace* Gill Hasson, Donna Butler, 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. *Mental Health & Wellbeing in the Workplace* contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments - providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues *Mental Health & Wellbeing in the Workplace* is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

emotional wellness in the workplace: Fostering Wellness in the Workplace Bobbi L. Newman, 2022-01-24 Whether you're an administrator or library leader concerned about the health

and well-being of your team, or a library worker excited to launch a health and wellness movement in your library, you'll find sensible guidance and inspiration in Newman's handbook. As part of their dedication to improving the lives of their patrons, libraries have long offered services, programs, and outreach dedicated to the health and wellness of their communities. There is a growing recognition that library workers themselves are in urgent need of such attention; low morale, and complaints of burnout and a toxic work environment, are only a few of the obvious symptoms. The good news is that by turning inward, libraries can foster wellness in their workplace and make a real difference in the day-to-day lives of their staff. Newman, who has led a popular course on the subject attended by workers from many types of different libraries, here takes a holistic approach to examine why and how libraries should focus on improving the health and wellness of employees. Filled with hands-on advice, examples of successful initiatives, and suggested action steps, in this book readers will learn how to define health and wellness, including its physical, psychological, and social aspects, and why they touch upon nearly everything that happens in the workplace; what a workplace looks like when it strives to ensure the complete physical, mental, and social well-being of workers, and the ways in which this approach to a work environment benefits both the library and the community it serves; the role played by the physical aspects of the workplace, such as the ergonomics of sitting and standing desks, the effects of air quality and smell on worker health and productivity, and noise levels stemming from open plan workspaces; about key policies relating to wages, working schedules, where employees work, and child and elder care; real-world advice on addressing complicated workplace issues like emotional and invisible labor, with a look at the part that burdensome or indifferent policies and practices can play in contributing to compassion fatigue and burnout; ways to make healthy choices for oneself and encourage healthy choices in co-workers and staff; concrete, evidence-based steps that libraries can take to improve workplace wellness; how to make a lasting difference by focusing on one aspect they can change personally and one that they can advocate changing library wide.

emotional wellness in the workplace: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

emotional wellness in the workplace: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your

workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, *Wellbeing at Work* shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, *Wellbeing at Work* explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And *Wellbeing at Work* introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. *Wellbeing at Work* shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? *Wellbeing at Work* includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

emotional wellness in the workplace: *Wellbeing: The Five Essential Elements* Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

emotional wellness in the workplace: *The Psychologically Healthy Workplace* Matthew J. Grawitch, David W. Ballard, 2016 This book examines the complex interplay between employees and management, to determine how a psychologically healthy workplace is constructed and maintained.

emotional wellness in the workplace: *Compassionate Management of Mental Health in the Modern Workplace* John A. Quelch, Carin-Isabel Knoop, 2018-09-06 This proactive guide brings the relationship between work life and mental well-being into sharp focus, surveying common challenges and outlining real-life solutions. The authors' approach posits managers as the chief mental health officers of their teams, offering both a science-based framework for taking stock of their own impact on the workplace and strategies for improvement. Areas for promoting mental wellness include reducing stress and stigma, building a safe climate for talking about mental health issues, recognizing at-risk employees, and embracing diversity and neurodiversity. Emphasizing key questions to which managers should be attuned, the book speaks to its readers—whether in corporate, nonprofit, start-up, or non-business organizations—as a friendly and trusted mentor. Featured in the coverage: · Mind the mind: how am I doing, and how can I do better? · Dare to care: how are my people doing, and how might I help? · Building blocks for mental health: how do I manage my team? · Stress about stressors: what is constantly changing in the environment? · Changing my organization and beyond: how can I have a greater impact? *Compassionate Management of Mental Health in the Modern Workplace* holds timely relevance for managers, human resources staff, chief medical officers, development heads in professional service firms, union or employee organization leaders, legal and financial professionals, and others in leadership and coaching positions. "Workplace mental health: Wow! A subject that frightens most managers. If they read this book, they will strengthen their own skills and transform their workplace and our society." Donna E. Shalala, Trustee Professor of Political Science and Health Policy, University of Miami; former U.S. Secretary of Health and Human Services "Mental health is an underappreciated, and oft-misunderstood challenge that is growing in the modern workplace. This book provides leaders with practical advice to address mental health challenges in their organization and improve productivity and wellbeing. This is a topic that can no longer be ignored by leaders in any field, and a book that will fundamentally change the way we think about and help improve mental health in the workplace." Dominic Barton, Managing Director, McKinsey & Company

emotional wellness in the workplace: *Yes, You Can Talk about Mental Health at Work* Melissa Doman Ma, 2021-10-12 This book is for anyone who wants to understand why we need to talk about mental health at work... and how to have constructive dialogue in the workplace.

emotional wellness in the workplace: Nurses With Disabilities Leslie Neal-Boylan, 2012-10-12 This is the first research-based book to confront workplace issues facing nurses who have disabilities. It not only examines in depth their experiences, roadblocks to successful employment, and misperceptions surrounding them, but also provides viable solutions for creating positive attitudes towards them and a welcoming work environment that fosters hiring and retention. From the perspectives and actual voices of nurses with disabilities, nurse leaders, nurse administrators, and patients, the book identifies nurses with disabilities (including sensory, musculoskeletal, emotional, and mental health issues), discusses why they choose to leave nursing or hide their disabilities, and analyzes how their disabilities may influence career choices.

emotional wellness in the workplace: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

emotional wellness in the workplace: Mental Wellness Programs for Employees R.H. Egdahl, D.C. Walsh, W.B. Goldbeck, 2012-12-06 Address to the Conference on Employee Mental Wellness by Walter B. Wriston, Chairman, Citicorp The mental well-being of employees is a subject of fundamental importance to each of us, our companies, our professions, and the nation. Both the Washington Business Group on Health and Boston University's Center for Industry and Health Care should be commended for the timely initiative this conference represents. I hope it will be come an ongoing effort to improve the mental health services to the nation's private sector workers and their dependents. I have had a deep interest in the delivery of health care for a long time, both from the perspective of a major employer and from my participation in the governance of New York Hospital-Cornell Medical Center. It has also been my privilege to chair the Business Round table's Task Force on Health and to serve on the President's Labor Management Committee which, among other things, has been working on health care problems. This experience obviously does not give me any claim to special expertise on the issue of mental health. It may prove helpful, however, as we work together formulating our thoughts about the nation's health system, the role of industry, and where the mental health issue fits into the picture.

emotional wellness in the workplace: Workplace Wellness Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

emotional wellness in the workplace: Improving Mental Health in the Workplace Navlika Ratangee, 2021-09 This book has been put together by experts in the field of mental health, and associated fields, whom have been carefully chosen to share their insights on a specific knowledge area with you. A golden thread that runs through all these chapters is that each and every contributor is passionate about what they do, and in so doing passionate in sharing their knowledge and experience with you in their unique way. There is much to be done in the field of mental health as yet. Mental Health in the Workplace consists of 3 parts: Part 1: Mental health in the workplace: Understanding the current context and what has given rise to this increasing concern Part 2: Mental health is not an island: Wellbeing is holistic and has multiple dimensions Part 3: Coping mechanisms: Towards a way forward with mental health We cannot ignore the fact the context of the

pandemic has changed our lives as we once knew it to be. The book starts off with a positioning of the current context and why a spotlight has been placed on mental health. Part 1 focuses largely on how the workplace has responded to the mental health pandemic, what trends we are seeing now and what we can expect to see post pandemic, and some of the major contributors to mental health concerns in the workplace. Included are the common manifestations of mental illnesses which is only one component of the mental health topic as positioned in this book. WHAT THEY SAY ABOUT THIS BOOK This book provides a fascinating description of the multiple impacts of the global pandemic on the mental health and wellbeing of the workforce. Andrew Davies, CEO, ICAS International This book could not have been published at a more pertinent time. This must-read will enable you to improve your understanding of mental health in the current context, develop insights into holistic approaches and frameworks to address it, and it provides tips and tools on how to cope with mental health in the context of the future world of work and further unknown complexities that might still lie ahead for us. Dr Shirley Zinn, Chair and Non-Executive Director on multiple Boards

CONTRIBUTORS: Rakhi Beekrum Dr Graeme Codrington Dr Nikki Connellan Dr Jopie de Beer Dr Karina de Bruin Ingra Du Buisson Narsai Dr Angela Whitford du Plessis Dr Vanessa Govender Joanna Kleovoulou Val Leeming Dr Frank Magwegwe Kim Martin Zanele Njapha Dr Ashika Pillay Dr Renate Scherrer Namhla Tambatamba Dr Rinet van Lill Dr Xander van Lill Radhi Vandayar

emotional wellness in the workplace: The ROI of Mental Wellness in the Workplace

Mike Veny, 2022-01-26 Companies with mentally healthy cultures are more PRODUCTIVE and PROFITABLE. For every dollar your company invests toward mental health initiatives, it can expect a double, triple, or even quadruple return on the investment through savings. When employees suffer from poor mental health the following results follow: Lost productivity Employee performance issues Recruitment and rehiring costs Higher healthcare costs Yet the main reasons given for organizations not having a mental health strategy in place include poor buy-in from senior leadership and a lack of budget. When it comes to focusing on mental health in the workplace, leadership may need to be convinced to take action before they get on board. The ROI of Mental Health in the Workplace is a simple and easy-to-follow workbook that drives progress in educating leadership on the importance of employee mental health and wellness initiatives. The workbook covers: Key arguments to encourage leadership buy-in The ripple effect mental health challenges have on a business and personal level Examples of mental health initiatives to implement in the workplace Certified Corporate Wellness Specialist(R) and best-selling author on mental health, Mike Veny's mission is to support individuals and organizations in receiving the gift of emotional wellness through unique learning experiences designed to empower their personal and professional growth. He has worked with companies like Merck, T-Mobile, Microsoft, CVS Health, Heineken, Ford, Wounded Warrior Project, and more to make mental wellness a priority in their workplaces. The ROI of Mental Health in the Workplace shows why developing a mentally healthy culture in the workplace is not only important for employees but for the financial health of a company as well.

emotional wellness in the workplace: *Leading with Gratitude* Adrian Gostick, Chester Elton, 2020-03-03 The influential New York Times bestselling authors—the “apostles of appreciation” Chester Elton and Adrian Gostick—provide managers and executives with easy ways to add more gratitude to the everyday work environment to help bolster moral, efficiency, and profitability. Workers want and need to know their work is appreciated. Showing gratitude to employees is the easiest, fastest, most inexpensive way to boost performance. New research shows that gratitude boosts employee engagement, reduces turnover, and leads team members to express more gratitude to one another—strengthening team bonds. Studies have also shown that gratitude is beneficial for those expressing it and is one of the most powerful variables in predicting a person’s overall well-being—above money, health, and optimism. The WD-40 Company knows this firsthand. When the leadership gave thousands of managers training in expressing gratitude to their employees, the company saw record increases in revenue. Despite these benefits, few executives effectively utilize this simple tool. In fact, new research reveals “people are less likely to express gratitude at work than anywhere else.” What accounts for the staggering chasm between awareness of gratitude’s

benefits and the failure of so many leaders to do it—or do it well? Adrian Gostick and Chester Elton call this the gratitude gap. In this invaluable guide, they identify the widespread and pernicious myths about managing others that cause leaders to withhold thanks. Gostick and Elton also introduce eight simple ways managers can show employees they are valued. They supplement their insights and advice with stories of how many of today's most successful leaders—such as Alan Mulally of Ford and Hubert Joly of Best Buy—successfully incorporated gratitude into their leadership styles. Showing gratitude isn't just about being nice, it's about being smart—really smart—and it's a skill that everyone can easily learn.

emotional wellness in the workplace: Emotional Intelligence in the Workplace Mark Craemer, 2020-12-01 Practical strategies to develop your emotional intelligence for career success Emotional intelligence refers to your skill at identifying and effectively responding to what you, and the people around you, are thinking and feeling—and it's especially important in professional settings. Emotional Intelligence in the Workplace is your guide to developing your emotional intelligence, with actionable advice and exercises that help you make empathetic decisions, manage stress, resolve conflict, and maintain productive working relationships. Emotional Intelligence in the Workplace includes: The power of connection—Learn why emotional intelligence is so critical for collaboration and success, along with easy ways to practice self-awareness, develop flexibility, read a room, and more. Real-world examples—Find anecdotes and example scenarios that show you the techniques in action and explain how they help build reputation and trust. Ways to grow and thrive—Discover how increased emotional intelligence opens doors for new opportunities and career advancement. Explore what it means to be emotionally intelligent and actionable ways to apply it for professional success.

emotional wellness in the workplace: A Design Thinking, Systems Approach to Well-Being Within Education and Practice National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Global Health, Global Forum on Innovation in Health Professional Education, 2019-04-04 The mental health and well-being of health professionals is a topic that is broad, exceptionally relevant, and urgent to address. It is both a local and a global issue, and affects professionals in all stages of their careers. To explore this topic, the Global Forum on Innovation in Health Professional Education held a 1.5 day workshop. This publication summarizes the presentations and discussions from the workshop.

emotional wellness in the workplace: Research in Personnel and Human Resources Management Joseph Martocchio, Hui Laio, Aparna Joshi, 2011-07-12 Presents the papers that promote theory and research on important substantive and methodological topics in the field of human resources management. This title collects papers on important issues in the field of human resources management, including insights on employment branding, family owned firms, virtual global teams and intrinsic motivation.

emotional wellness in the workplace: Integrating Employee Health Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

emotional wellness in the workplace: The Work Wellness Deck Landra Bickley Eliopoulos,

2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. BURNOUT IS COMMON: Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. PERFECT FOR COMPANIES: Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. LITTLE-PUBLISHED SLICE OF WELLNESS: Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

emotional wellness in the workplace: Why I'm No Longer Talking to White People

About Race Reni Eddo-Lodge, 2020-11-12 'Every voice raised against racism chips away at its power. We can't afford to stay silent. This book is an attempt to speak' The book that sparked a national conversation. Exploring everything from eradicated black history to the inextricable link between class and race, Why I'm No Longer Talking to White People About Race is the essential handbook for anyone who wants to understand race relations in Britain today. THE NO.1 SUNDAY TIMES BESTSELLER WINNER OF THE BRITISH BOOK AWARDS NON-FICTION NARRATIVE BOOK OF THE YEAR 2018 FOYLES NON-FICTION BOOK OF THE YEAR BLACKWELL'S NON-FICTION BOOK OF THE YEAR WINNER OF THE JHALAK PRIZE LONGLISTED FOR THE BAILLIE GIFFORD PRIZE FOR NON-FICTION LONGLISTED FOR THE ORWELL PRIZE SHORTLISTED FOR A BOOKS ARE MY BAG READERS AWARD

emotional wellness in the workplace: Social Emotional Well-Being for Educators

Michelle L. Trujillo, 2021-12-22 Teachers' ability to be resilient and concentrate on social-emotional learning has been challenged, and they deserve relief without the pressure of having more to do. This book's framework empowers the practice of self-care through thoughts and actions that are within one's control, enhancing well-being without more responsibilities. Includes checklists, questions, activities, self-assessment techniques, guidance for distance or hybrid education, and strategies for students.

emotional wellness in the workplace: Is Work Good for Your Health and Well-being?

Gordon Waddell, Great Britain: Department for Work and Pensions, A. Kim Burton, 2006-09-06 Increasing employment and supporting people into work are key elements of the Government's public health and welfare reform agendas. This independent review, commissioned by the Department for Work and Pensions, examines scientific evidence on the health benefits of work, focusing on adults of working age and the common health problems that account for two-thirds of sickness absence and long-term incapacity. The study finds that there is a strong evidence base

showing that work is generally good for physical and mental health and well-being, taking into account the nature and quality of work and its social context, and that worklessness is associated with poorer physical and mental health. Work can be therapeutic and can reverse the adverse health effects of unemployment, in relation to healthy people of working age, for many disabled people, for most people with common health problems and for social security beneficiaries.

emotional wellness in the workplace: Mental Health Policies and Programmes in the Workplace World Health Organization, 2005 Work substantially contributes to one's identity. It provides income for an individual and their family and gives the feeling of playing a useful role in society. However, the nature of work is changing rapidly and factors such as the globalization of markets, urbanization and migration, and the advancements in information technology are impacting on the nature of work and the health and mental health of employees. This module outlines the types of mental health problems encountered in the workplace, their causes and impact. Importantly, it provides guidance to workplaces on how to develop and implement a workplace mental health policy and strategies to improve the mental health of employees. Also available: WHO Mental Health Policy and Service Guidance Package--14 modules Other modules included in the package: Improving Access and Use of Psychotropic Medicines Child and Adolescent Mental Health Policies and Plans Mental Health Policy, Plans and Programmes. Updated version Mental Health Context Mental Health Financing Advocacy for Mental Health Quality Improvement for Mental Health Organization of Services for Mental Health Planning and Budgeting to Deliver Services for Mental Health Mental Health Legislation and Human Rights Mental Health Information Systems Human Resources and Training in Mental Health Monitoring and Evaluation of Mental Health Policies and Plans

emotional wellness in the workplace: The Palgrave Handbook of Workplace Well-Being Satinder K. Dhiman, 2021-03-22 This handbook proposes to present best practices in managing and leading the 21st century workforce. It offers strategies and tools to cultivate well-being in the present day boundary-less work environment. Research shows that organizations with higher levels of employee engagement routinely out-perform those with lower employee engagement. This handbook provides valuable insights into why employee well-being is such a powerful driver of employee performance and engagement and what organizations can do to enhance workplace well-being and fulfillment. It brings the research on workplace well-being up-to-date while precisely mapping its terrain and extending the scope and boundaries of this field in an inclusive and egalitarian manner.

emotional wellness in the workplace: Connectivity and Conversations Mike Veny, 2021-11-25

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emotional wellness in the workplace: Emotional Agility Susan David, 2016-09-06 #1 Wall Street Journal Best Seller USA Today Best Seller Amazon Best Book of the Year TED Talk sensation - over 3 million views! The counterintuitive approach to achieving your true potential, heralded by the Harvard Business Review as a groundbreaking idea of the year. The path to personal and professional fulfillment is rarely straight. Ask anyone who has achieved his or her biggest goals or whose relationships thrive and you'll hear stories of many unexpected detours along the way. What

separates those who master these challenges and those who get derailed? The answer is agility—emotional agility. Emotional agility is a revolutionary, science-based approach that allows us to navigate life's twists and turns with self-acceptance, clear-sightedness, and an open mind. Renowned psychologist Susan David developed this concept after studying emotions, happiness, and achievement for more than twenty years. She found that no matter how intelligent or creative people are, or what type of personality they have, it is how they navigate their inner world—their thoughts, feelings, and self-talk—that ultimately determines how successful they will become. The way we respond to these internal experiences drives our actions, careers, relationships, happiness, health—everything that matters in our lives. As humans, we are all prone to common hooks—things like self-doubt, shame, sadness, fear, or anger—that can too easily steer us in the wrong direction. Emotionally agile people are not immune to stresses and setbacks. The key difference is that they know how to adapt, aligning their actions with their values and making small but powerful changes that lead to a lifetime of growth. Emotional agility is not about ignoring difficult emotions and thoughts; it's about holding them loosely, facing them courageously and compassionately, and then moving past them to bring the best of yourself forward. Drawing on her deep research, decades of international consulting, and her own experience overcoming adversity after losing her father at a young age, David shows how anyone can thrive in an uncertain world by becoming more emotionally agile. To guide us, she shares four key concepts that allow us to acknowledge uncomfortable experiences while simultaneously detaching from them, thereby allowing us to embrace our core values and adjust our actions so they can move us where we truly want to go. Written with authority, wit, and empathy, Emotional Agility serves as a road map for real behavioral change—a new way of acting that will help you reach your full potential, whoever you are and whatever you face.

emotional wellness in the workplace: Dealing with Difficult People in the Library Mark R. Willis, 1999 This text offers practical strategies for managing problems posed by patrons and other staff. It is a hands-on guide to solving problems through communication, preventive measures and clear and concise patron behaviour policies.

emotional wellness in the workplace: Educator Wellness Timothy D. Kanold, Tina H. Boogren, 2021-09-24 Educator and teacher wellness is a personal journey. And like all journeys, there are starts, stops, and bumps in the road. The question becomes, how do we bring our best selves to our students and colleagues each day? Designed as a reflective journal and guidebook, Educator Wellness by Timothy D. Kanold and Tina H. Boogren will take you on a deep exploration where you will uncover profound answers that ring true for you. Rely on this book of ideas for self-care for educators and develop ongoing habits for wellness: Use this resource on your own or as a book study to guide staff through a reflective, goal-setting process. Observe the importance of self-care for teachers and other educators and how a commitment to daily self-care and well-being leads to a more fulfilling, successful life in and outside of the school setting. Review the four dimensions of educator self-care and wellness--(1) physical, (2) mental, (3) emotional, and (4) social--and 12 corresponding routines. Explore self-care activities for teachers and educators to sustain well-being in the face of workplace overload and potential burnout. Use the My Wellness Action journaling spaces designed to encourage thoughtful reflection to wellness and self-care plans for teachers and educators. Learn how to monitor your self-care progress and design an actionable wellness plan for next steps. View videos that highlight the authors' personal experiences with the four dimensions of educator or teacher well-being. Access the Educator Wellness--Rating, Reflecting, Planning, and Goal-Setting protocol. Contents: About the Authors Introduction Chapter 1: The Physical Wellness Dimension Chapter 2: The Mental Wellness Dimension Chapter 3: The Emotional Wellness Dimension Chapter 4: The Social Wellness Dimension

emotional wellness in the workplace: Mental Health and Wellbeing in the Workplace Gill Hasson, Donna Butler, 2020-04-09 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public

awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. *Mental Health & Wellbeing in the Workplace* contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments - providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues *Mental Health & Wellbeing in the Workplace* is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

emotional wellness in the workplace: *Burnout* Emily Nagoski, PhD, Amelia Nagoski, DMA, 2019-03-26 NEW YORK TIMES BESTSELLER • “This book is a gift! I’ve been practicing their strategies, and it’s a total game changer.”—Brené Brown, PhD, author of *Dare to Lead* “A primer on how to stop letting the world dictate how you live and what we think of ourselves, *Burnout* is essential reading [and] . . . excels in its intersectionality.”—*Bustle* This groundbreaking book explains why women experience burnout differently than men—and provides a roadmap to minimizing stress, managing emotions, and living more joyfully. *Burnout*. You, like most American women, have probably experienced it. What’s expected of women and what it’s really like to exist as a woman in today’s world are two different things—and we exhaust ourselves trying to close the gap. *Sisters* Emily Nagoski, PhD, and Amelia Nagoski, DMA, are here to help end the all-too-familiar cycle of feeling overwhelmed and exhausted. They compassionately explain the obstacles and societal pressures we face—and how we can fight back. You’ll learn • what you can do to complete the biological stress cycle • how to manage the “monitor” in your brain that regulates the emotion of frustration • how the Bikini Industrial Complex makes it difficult for women to love their bodies—and how to defend yourself against it • why rest, human connection, and befriending your inner critic are keys to recovering from and preventing burnout With the help of eye-opening science, prescriptive advice, and helpful worksheets and exercises, all women will find something transformative in *Burnout*—and will be empowered to create positive change. A BOOKRIOT BEST BOOK OF THE YEAR

emotional wellness in the workplace: Handbook of Mental Health in the Workplace Jay C. Thomas, Michel Hersen, 2002-08-15 Organizations need to contend with issues related to disruptive psychopathological behavior that in years past may have been swept under the rug. Also, clinicians are more aware that their clients’ mental health concerns are influenced by the workplace and that treatment without regard to what happens at work is not apt to be successful. The *Handbook of Mental Health in the Workplace* explores how psychological disorders impact the ability to work and recommends treatments and their likely side effects. It is designed to give the mental health clinician, I/O psychologist, and human resources manager the information they need to determine the employee’s fitness for work and what, if any, accommodations may be needed. The handbook is divided into five parts: Part I: General Issues Presents an overview of the field and outlines the legal rights and responsibilities for employees and employers. Part II: Working Conditions, Life Stressors, and Mental Health Presents the current research on job stress and its effects on mental health, the effects of work-family conflicts, women’s health issues, and organizational interventions for reducing stress and conflict. Part III: Effects of Psychopathology on

Work Provides detailed descriptions of the most common forms of psychopathology that may affect the workplace. Part IV: Effects of Disruptive Behavior at Work Explores behavior that may not relate to standard diagnostic categories but has clear mental health implications. This includes anger and violence, poor social skills, the effects of abuse, exposure to traumatic events, passive-aggressive behavior, and grieving. Part V: Organizational Practice and Mental Health Presents the mental health considerations for designing organizational policy, job analysis, and accommodations for the disabled. This handbook should prove beneficial to human resources professionals, mental health practitioners, I/O psychologists, and administrators of employee assistance programs (EAPs). Graduate students and professors in psychology and management will also find this a valuable reference.

emotional wellness in the workplace: Mental Health, Substance Use, and Wellbeing in Higher Education National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Policy and Global Affairs, Board on Health Sciences Policy, Board on Higher Education and Workforce, Committee on Mental Health, Substance Use, and Wellbeing in STEMM Undergraduate and Graduate Education, 2021-03-05 Student wellbeing is foundational to academic success. One recent survey of postsecondary educators found that nearly 80 percent believed emotional wellbeing is a very or extremely important factor in student success. Studies have found the dropout rates for students with a diagnosed mental health problem range from 43 percent to as high as 86 percent. While dealing with stress is a normal part of life, for some students, stress can adversely affect their physical, emotional, and psychological health, particularly given that adolescence and early adulthood are when most mental illnesses are first manifested. In addition to students who may develop mental health challenges during their time in postsecondary education, many students arrive on campus with a mental health problem or having experienced significant trauma in their lives, which can also negatively affect physical, emotional, and psychological wellbeing. The nation's institutions of higher education are seeing increasing levels of mental illness, substance use and other forms of emotional distress among their students. Some of the problematic trends have been ongoing for decades. Some have been exacerbated by the COVID-19 pandemic and resulting economic consequences. Some are the result of long-festering systemic racism in almost every sphere of American life that are becoming more widely acknowledged throughout society and must, at last, be addressed. Mental Health, Substance Use, and Wellbeing in Higher Education lays out a variety of possible strategies and approaches to meet increasing demand for mental health and substance use services, based on the available evidence on the nature of the issues and what works in various situations. The recommendations of this report will support the delivery of mental health and wellness services by the nation's institutions of higher education.

emotional wellness in the workplace: Well-Being in the Workplace: Governance and Sustainability Insights to Promote Workplace Health Nicole Cvenkel, 2020-05-02 This book is intended for human resources management academics, researchers, students, organizational leaders and managers, HR Practitioners, and those responsible for helping support employees in the 21st-century workplace. It offers a path forward to create an environment that will not only build a healthier workplace by providing appropriate and effective well-being interventions but also offers solutions to manage multi-generational and 'holistic' employees within the employment relationship. The book describes the factors that promote healthy and WELL organizations and introduces concepts and strategies to reduce workplace stress and mental health issues and improve workplace well-being toward sustained organizational success. Employers that embrace the corporate responsibility of promoting the health and well-being of multi-generational, holistic employees will reap cost savings, employee engagement, and productivity advantages, as well as a healthier and more productive workforce.

emotional wellness in the workplace: Thrive Arianna Huffington, 2014-03-25 In Thrive, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by

exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're losing our connection to what truly matters. Our current definition of success is, as Thrive shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in Thrive, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

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emotional wellness in the workplace: Building a Resilient Workforce Institute of Medicine, Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete

listing of the speakers, panelists, and planning committee members.

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emotional wellness in the workplace: Mental Health and Productivity in the Workplace Jeffrey P. Kahn, M.D., Alan M. Langlieb, M.D., M.B.A., 2002-11-29 Mental Health and Productivity in the Workplace is a comprehensive and practical guide to identifying, understanding, preventing, and resolving individual and organizational mental health problems in the workplace. Originally published as Mental Health in the Workplace (Van Nostrand/Wiley, 1993), this completely revised, updated, and expanded edition represents the most current thinking in the field and contains contributions from an expert panel of organizational and occupational psychiatrists. With fifty percent more chapters, this new edition adds essential material on creating systems and cultures that encourage organizational productivity and employee mental health and on finding cost-effective, quality mental health care. The book focuses on problems that start at the top (executive dysfunction) as well as on the effects of organizational structure, office politics, chronic change, downsizing and employment uncertainty, office wide emotional crises, and aspects of organizational development. In addition, this helpful resource includes information about such basic issues as anxiety, stress, burnout, depression, drug and alcohol abuse, violence, and psychosis.

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