

Tips on Supporting Your Employees' Mental Well-being

The COVID-19 outbreak has resulted in many workplaces adopting work-from-home arrangements. While this has brought about benefits, such as increased flexibility and time with family, this has also blurred the lines between work and home for some, leading to longer working hours, increased stress and higher risk of burnout. Employers should show more empathy towards employees, and recognise that their role in helping their employees is crucial as this will affect their productivity and mental well-being.

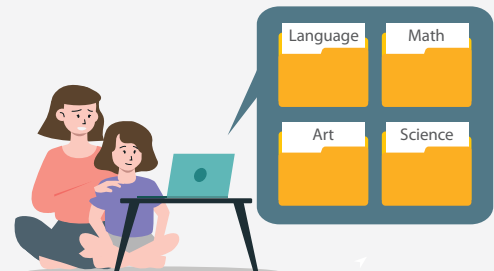
Below is a scenario on how you, as an employer, can support your employees' mental well-being:

When the COVID-19 pandemic struck, Mdm Tan's company could not let its employees work at the office.

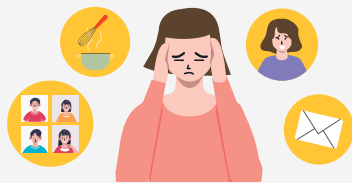
- 1** The company asked Mdm Tan and all her colleagues to work from home.



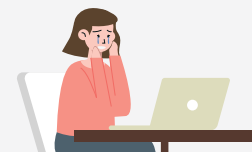
- 2** Her school-going children were also told to switch to Home-Based Learning.



- 3** It was not easy for Mdm Tan, having to juggle multiple roles, such as helping her children navigate online learning, coping with collaborative working via virtual meetings, and preparing meals.



- 4** Soon, Mdm Tan started to exhibit signs of stress. The multiple roles, coupled with expectations to work after office hours, were affecting her work-life balance and she became depressed. During a meeting with her colleagues, she started to cry.



- 5** **If you were Mdm Tan's employer:**
You could have provided more support to her and your other employees while they are working from work and during their gradual transition back to office. Hence you could:

1. Regularly check in with your employees and follow up on their areas of concerns.
2. Conduct a survey to better understand and address the work stressors affecting your employees' mental well-being using the [iWorkHealth Tool](#).
3. Utilise initiatives under the [Total WSH Programme](#), where applicable.



For more information on mental well-being, scan the QR codes below:



Tripartite Advisory on
Mental Well-being at
Workplaces



iWorkHealth



Total WSH
programme