

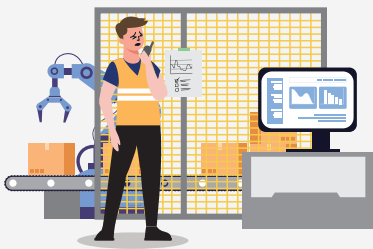
# Tips on Supporting Your Employees' Mental Well-being

Do you know of an employee who is displaying signs of distress or experiencing a breakdown? [International studies](#) have suggested that work stressors were among factors associated with poor mental health. The COVID-19 pandemic has given rise to new work-related practices, which have left some feeling stressed and anxious as they struggle to cope with the change.

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

**When the COVID-19 pandemic struck, Mr Wong's company continued to operate as its services were deemed essential.**

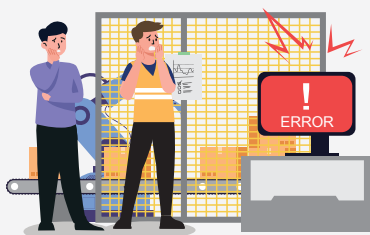
- 1** However, Mr Wong felt stressed by the change in his work processes due to the Safe Management Measures.



- 2** In addition, he experienced a sense of isolation from his colleagues as lunch breaks were staggered and some were working from home.



- 3** He also made some careless mistakes, resulting in some damage to the machines, which was spotted by his supervisor.



- 4** He felt inadequate at work and he eventually voiced his concerns to his supervisor.



- 5** **If you were Mr Wong's supervisor:**  
You may realise that his situation could have happened to any other employee. Hence you could:

1. Create an open culture where employees feel safe voicing their concerns (e.g. through regular feedback sessions with management or direct supervisor, or anonymous feedback to HR); and
2. Provide third-party counselling services and support to affected employees (e.g. [Employee Assistance Programme](#)).



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



Tripartite Advisory on  
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