



TIPS for Supporting Employees

Try these approaches and actions to help employees feel connected and supported.

Check in with employees often.

- Added stress and more remote work make it important to approach team members as people.
- Acknowledge that life still isn't back to "normal" and empathize with employees who are struggling.
- Remind employees to be compassionate with themselves and others.

Ask about and share feelings.

- Share your own feelings and challenges and encourage more personal updates from team members.
- Ask people how they're doing, give them time to talk and make it safe to be open.

Normalize flexibility.

- Recognize that all employees — not just mothers — can benefit from more flexible schedules.
- Check in to make sure that the flexible schedules you offer don't result in employees regularly working late.
- Set realistic expectations for yourself and your team.

Normalize self-care and reduce stigma.

- Let employees know that self-care — including mental well-being — is important and supported.
- Encourage employees to take advantage of wellness benefits — such as meditation or exercise classes — and/or consider offering classes.

Make work more sustainable.

- Re-evaluate productivity and performance expectations as needed.
- Acknowledge that life disruptions (such as remote schooling) create extra challenges.
- Communicate early, openly and often as situations change.

Foster a culture that supports behavioral health.

- Remind employees about employee assistance programs and other resources.
- Train managers to recognize and support employees who are struggling with mental health issues, substance abuse or domestic violence.

Make time to connect and be social.

- Set aside meeting time for personal contact, like joking and sharing.
- Encourage people to talk about things like hobbies or their family.
- Create unstructured time together, such as video coffee chats, virtual lunches or safe in-person events.

For more tips, check out:

[8 Ways Managers Can Support Employees' Mental Health](#)



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