

The Workplace Mental, Physical, and Financial Health Assault



Introduction

The mental health of workers is under constant bombardment. From layoffs to the fear of being replaced by robots or artificial intelligence, to looming layoffs, end of the economic shift, we are seeing the psychological effects of job insecurity on people's lives.

Employers are finding it challenging to find ways to protect their employees from this bombardment without infringing upon their freedom to make

decisions about how they choose to stay satisfied in their work. It's important to understand mental, physical, and financial health issues within the workplace and what can be done about it.

Although higher wages are an attractive offer, there were 4.4 million U.S. employees quit their jobs called the [Great Resignation](#). This mass exodus of employees is fueled by many shifting factors. Since then we see [Quiet Quitting](#) expanding. Quiet quitting is all about doing exactly what the job requires, nothing more or less. Its practice is to prevent workplace burnout. Collapsing under the weight of an acute culture shock, we take refuge behind walls of silence and denial, trying to seek self-care.

There are many factors that are continually creating workplace stress:

- Demanding managers who have unrealistic expectations of productivity
- The great political and cultural divide showing up at work
- Lack of adopting diversity, equity, and inclusion
- Stress at home with a lack of resources or empathy from the employer
- Continuous low employee morale where the individual doesn't really matter
- Fear of job insecurity, being replaced by AI, or becoming totally computerized
- Media, social media, fake news, and other trends that upend entire industries
- Payroll trimming of perks, bonuses, benefits, and layoffs
- Employee financial and emotional pressure
- Employee awareness of self-care--mentally, physically, emotionally, and financially--and expecting employers to help out
- Employee expectations to fully enjoy the fruits of their labor with work-life balance, shorter work hours, or fewer workdays

- Employees are leaving their jobs to start a small business, enjoy the variety of gigs, freelance, or become an entrepreneur

Consequences of mental, physical, and financial health issues

- Increased stress and anxiety
- Bankruptcy, bad credit, scarcity of food
- Homelessness, lack of transportation
- Substance abuse, alcohol abuse, and other disorders
- Depression, anxiety, stress
- Violent crimes (inside and outside of the workplace)
- Work-related disability
- Physical issues such as diabetes, being overweight, smoking
- Social, emotional, and avoidance behavior issues

“Dealing with a global health crisis has made employers see even more clearly just how important it is to have healthy employees – and the responsibility they have to look after their people’s wellbeing.”

Richard Branson - Founder of the Virgin Group

What employers must do to assist with these health issues

- **Let employees know it's ok to talk about their mental health issues and ask for professional help.** Employers and employees must be open and encourage recognition. Also, employers must ensure discussions are confidential with those suffering from mental health issues. Employers should ensure that their employees are comfortable talking about mental health at work. Some people may feel more comfortable speaking to a manager or human resources professional in person, while others might prefer an anonymous online survey or anonymous email address.
- **Offer employees a holistic approach to physical, financial, and mental well-being.** Offer health and wellness programs, flexible work arrangements, and access to mental, financial, and physical care resources in your benefits package. Flexible work arrangements include the option to work from home, flexible hours (including working shorter hours), telecommuting, job sharing, and compressed work weeks.

- **Offer employees workshops, speakers, and health fairs to discuss mental health, financial health, and physical health.** Support brown bag programs, workshops with subject-matter-experts, and other programs that encourage employees to learn about self-care.
- **Connect employees with licensed professional counseling services.**
When it comes to mental health, employers can play a role in the well-being of their employees by connecting them with licensed professionals through insurance benefits. Mental health issues are not just personal issues; they affect the workplace and should be addressed accordingly. The employer can still provide this service without creating any negative connotations about the company culture or making it seem like your employees are weak in some way by offering free counseling services for people experiencing mental health problems at work or home.
- **Create flexibility in scheduling, including letting employees take time off for medical appointments.** Flexible scheduling is an important tool for those with mental health issues, as they often have trouble keeping to a regular routine. This includes letting employees

take time off for medical appointments and offering flexible hours so people can work around their natural rhythms.

- **Develop clear policies regarding workplace issues such as bullying, harassment, and discrimination.** Workers will then know where they stand when dealing with these problems at the office or on social media sites or outside of work hours.



- **Encourage teamwork, but allow for alone time when needed.**

Encouraging teamwork is important, but it's also important to allow workers the space they need to recharge and refocus. Keep it simple like asking a coworker if they want to go for lunch or encouraging them to take their lunch break in their own office instead of with everyone else in the break room.

When employees are stressed, working alone can help them calm down and think about what they want out of life. A worker who is feeling overwhelmed by stress may find that spending some time away from work meditating or exercising gives them a sense of clarity and peace on how they wish to proceed at work and how they want their career path going forward.

The benefits of this approach are numerous

- You'll be able to retain more employees who are dealing with mental health, financial health, and physical health issues
- Employees are less likely to leave due to stress or burnout, or other more serious issues

- Your employees will feel less stressed about their jobs, which means higher productivity overall



Conclusion

Mental, physical, and financial health are serious issues that affect millions of employees every year. Responsible employers must help employees with these concerns. We can do this by encouraging them to take time off for medical appointments, attending financial workshops, health fairs, implementing flexible work arrangements, connecting employees with licensed professionals through insurance benefit counseling services, and offering support when needed. When an employee feels cared for, included, and provided resources for self-care, the barriers to productivity, morale, and stress can be resolved with dignity, respect, and trust.