

Ways to enhance psychosocial wellbeing at work

With demands on businesses and employees continuing to increase, it is critical that employees feel supported and safe to perform at their best. Whilst support for physical safety and health is sometimes more obvious, many businesses ignore the vital but less tangible risks such as ensuring the work environment is psychologically safe.

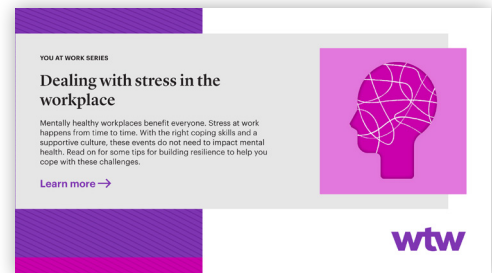
Paying attention to psychosocial wellness is especially important as many employees are already feeling pressure. Recent WTW research* shows that in Australia, more than 46% of employees report suffering from poor mental health such as anxiety or depression, which affects their ability to perform at work.

Downsides of an unsupportive work environment include loss of productivity due to absenteeism, presenteeism and a reduction in engagement.

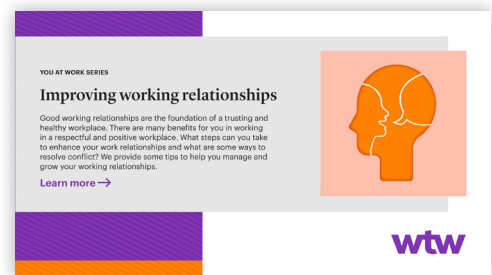
One of the actions that businesses can take to enhance the work environment is to provide education and access to support resources to help employees remain well. Our **You at Work series** provides easy access to information and tips on key topics to reduce workplace stress and help employees locate support.

Week #	Email topic	Email content
1	Teaser/email introduction	To create awareness of campaign and to raise employee interest
2	Dealing with workplace stress	Tips to deal with work-related stress, take charge of your day and stay well
3	Balance when working flexibly	Good habits to help you achieve balance when you work flexibly
4	Improving working relationships	Actions you can take to enhance work relationships and resolve conflict
5	Dealing with harassment and discrimination at work	Understanding harassment and discrimination and some steps to navigate these situations and access support
6	Prevent bullying in the workplace	Understanding what bullying is, what to do if you see it and how to cope if you are bullied at work

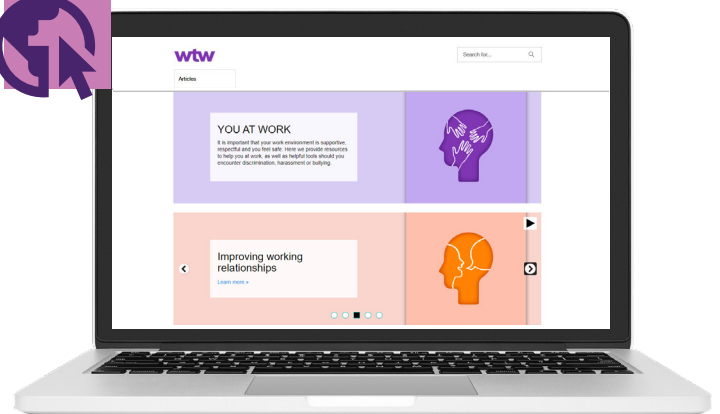
Step 1: Employer sends weekly ecard



Step 2: Employees click on ecard link



Step 3: Employee engages with online content



For further information, please speak with your WTW consultant.

*Source: 2022 Global Benefits Attitudes Survey, Australia