



Emotional wellbeing in a virtual workplace

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If your team's been working from home during the pandemic, you've probably noticed it's different from working together in an office. You may find yourself often talking with your team about work but less about day-to-day life. And that can make it tougher to notice if someone you work with could be struggling with a mental health issue.

Being proactive can help you support your team. See if any of these tips might work for you.

Talk about making emotional wellbeing a priority.

Add it to your team meeting agenda. Share examples of reasons people often reach out for help. These may include:

- Stress and anxiety
- Depression
- Trouble sleeping
- Substance misuse
- Feelings of being overwhelmed or burned out
- Low motivation

Share a link to a self-screening tool such as [MindCheck](#)®.

Taking a reading on emotional wellbeing can help identify times when you can use extra support.

Send information about company benefits. Encourage your team to use any wellness resources they can access. These could include an Employee Assistance Program or other benefits that can help with emotional wellbeing. Send reminders that include easy instructions for them to reach out for support.

Encourage self-care. Share tips for disconnecting from work and finding more joy in life. Remind your team that it's okay to schedule a "mental health day" off if things get to be too much.

Build a sense of connectedness. Make use of video chats, schedule informal check-ins or have colleagues buddy up to spend a few minutes a week chatting on the phone or online. Working at home can feel isolating at times. By building bridges into the work week, you can help your team members give each other a sense of camaraderie.

Ask other teams what they're doing. Talk to other managers in your organization. Try a web search. Keep your eyes open for ideas and keep emotional wellbeing in focus.

You don't have to try to be a counselor for everyone on your team to make a difference. Try making mental health a priority both at work and in your own life. It can go a long way toward creating a virtual culture that supports emotional wellbeing.

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