

Five Simple Ways Employers Can Deal with Workplace Anxiety.



Anxiety is a mental health issue common in the modern workplace today.

[According to a report carried out in 2021](#), 81% of employees agreed to feeling emotionally drained from their work. This means that nearly 41 in 50 employees experience feelings of unease and worry related to their work.

**41 in 50 employees exhibit symptoms
of Workplace Anxiety.**

So, dealing with anxiety in the workplace is very important for an employer who is truly concerned about the physical and emotional wellbeing of his employees.

Signs of Workplace Anxiety

Employees with workplace anxiety generally show signs like:

- Reduced work performance.
- Signs of burnout like weariness or lack of energy, anger, self-doubt etc.
- Inability to concentrate or focus.
- Persistent remarks of quitting or leaving the job.
- Panic attacks regarding work matters.
- Feelings of dread and worry when thinking about work-related issues.

Causes of Workplace Anxiety

Workplace anxiety can occur for many reasons but the most common causes are toxic work environments, pressure from unrealistic deadlines, fear of job security and multi-tasking of employees.

1. Toxic Work Environments

A workplace characterized by bullying, harmful gossips and remarks, threatening behaviors causes workplace anxiety. Employees who are victims of harmful gossips or bullying remarks generally show signs of workplace anxiety like weariness, panic attacks and self-doubt.

2. Pressure from Unrealistic Deadlines

Work environments where employees have to meet unrealistic targets or obligations could also cause workplace anxiety. Once an employee is unable to meet the required deadline, they become discouraged, worried and find it difficult to concentrate on other duties.

3. Job Security

Most employees especially in tech spaces, experience work anxiety due to the fear of losing their job. The rise of Artificial Intelligence and unstable financial economies, has led to an increase in the layoffs of workers. [According to Forbes](#), more than 305,000 workers in the US lost their job in the last quarter of 2023 and these numbers are still increasing.

4. Multi-Tasking

In a case where employees carry out more than one task, it is very easy to get overwhelmed. The need to perform efficiently in each task could lead to workplace anxiety.

Effects of Workplace Anxiety

- The effects of anxiety in the workplace can be very far-reaching and dangerous. In fact, a [WHO studies revealed that anxiety and depression costs the global economy \\$1 trillion each year](#). This loss is just one of the many effects of workplace anxiety.

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- It also leads to unproductivity. Workers lose focus and make mistakes. These slow down work speed and ultimately leads to low performance.
- Employees also become prone to mistakes and errors. This can be very harmful to a company both in the short and long run.
- Furthermore, it reduces the performance level of other employees who have to work overtime to make up for the mistakes of their colleague.
- Workplace anxiety also reduces the confidence and sense of identity of an employee. This could create a tension-filled work environment.

So, as an employer, you cannot afford to ignore workplace anxiety as its effects can be very costly.

Here are Five Simple Ways to Deal with Workplace Anxiety as an Employer

1. Reduction of Multi-Tasking - An employee may easily get overwhelmed by too many duties. This may lead to workplace anxiety. Employers should therefore break down larger assignments into smaller tasks. This will lead to more efficiency and boosts self-confidence. It will also reduce feelings of nervousness and doubts.

2. Set Realistic Deadlines or Goals- Employers should set only realistic and appropriate deadlines or goals for their employees. A worker who fails to meet a deadline might end being discouraged and start experiencing workplace anxiety.

3. Seek Professional Help - To reduce work anxiety, employers can provide counselling services through mental health therapists and consultants. This will lead to happy and emotionally satisfied employees.

You can also sign your employees up for digital treatment programs which will reduce anxiety and other mental health conditions in the workplace. An example of such programs is [Daylight](#). It is a digital treatment program created in line with [the evidence based practice recommended by the WHO](#) in tackling mental health conditions like anxiety. It is cost-effective and has led to a 71% improvement for persons with anxiety.

4. Creation of Healthy Competitive Environments- Employers should only allow healthy competitions and rivalries in the workplace. Unhealthy workplace competition leads to toxic work environments. A toxic work environment can easily lead to workplace anxiety.

5. Creating Clear and Open Windows for Conversations- You should try to create a safe and dialogue-free environment where employees can easily air their feelings and settle conflicts. An environment that encourages conversation and healthy interactions will significantly reduce workplace anxiety

Key takeaway: Your employees' mental wellbeing is of utmost importance. [Big Health](#), a company concerned about the mental health care of organizations has created a number of digital treatment programs like Daylight, Sleepio and Sparklight. Their programs are safe and highly effective with proven results. They are also accessible and inclusive. To ensure your employees get the best digital mental health care, you can contact them [here](#).

As a concerned employer, you must do everything possible to ensure that anxiety and other mental health conditions in your workplace are carefully handled.