

Mental Health Crisis: How to Support Employees Amidst Uncertain Times

The uncertainties brought by the COVID-19 pandemic are taking a toll on employees' health. Since the outbreak started, researchers have observed a drastic decline in the mental state among employees, and they believe the effects of the continuing pandemic are even more far-reaching than they imagined.

The mental health crisis is, without a doubt, another global challenge that everyone must address today and even long after the pandemic is over.

In the coming months and years, managers will likely see employees struggle with anxiety, burnout, or depression. The role of the managers, even in uncertain times, is still about supporting their employees. In both virtual and physical workplaces, it is now more important to lift up the employees' spirits and improve their mental state.

Here are eight ways managers can support employees:

Be vulnerable and authentic.

[Research](#) revealed that managers who practice authenticity can foster trust and improve employee engagement and performance. When people in power are more open about their mental health struggles as a leader, employees become more comfortable with sharing their own mental health struggles.

Practice healthy behaviors.

Cognitive dissonance can happen when managers promote mental health but their actions speak otherwise. Promoting healthy behaviors starts with oneself. When employees observe that, they also feel free to prioritize self-care.

Check in constantly.

With most employees working from home, it becomes hard to notice when someone is struggling. Simple actions like listening and encouraging questions can go a long way. When done on a regular basis, intentional and compassionate check-ins can build a culture of connection where they are heard and supported.

Be accommodating and inclusive.

Managers can help employees better if they know what's happening. Employees have different challenges of their own, so it's important to take a customized approach to address their struggles. Being accommodating and flexible can help teams thrive in the pandemic.

Communicate more often.

Good communication within a team can lower the occurrence of mental health decline. Managers should ensure that their employees are informed about organizational changes,

updates, and norms. If there are also mental health resources available for employees, managers should let the employees know and encourage them to use those resources.

Invest in training and support groups.

Training and support groups are an economical way to raise awareness, build community, and offer support. As more employees struggle with mental health, it's now more important to reduce stigma and have productive conversations about mental health at work.