

HOW TO HELP YOUR EMPLOYEES COPE WITH AN EXTENDED LOCKDOWN



**5 Tips EVERY Employer
Needs To Know**

WELCOME

If you're reading this right now, we're grateful that you've decided to download this guide. In fact, it shows that you're passionate about supporting your employees during this difficult time.

But even though this short guide is about supporting others, we wanted to start by asking YOU the question...

HOW ARE YOU?

Not just a typical British throwaway "How are you?" - But one that we really mean.

It's a difficult time for businesses right now, and if you've downloaded this guide we're guessing you're someone who's having to deal with helping employees get through this period.

We're guessing you're someone who's helping them deal with the challenges of working from home.

You're someone who's having to support them when they're feeling worried.

You're also probably someone who's tired of the hearing the word 'furloughed'...

So if that's you, we'll ask again.

How are you?

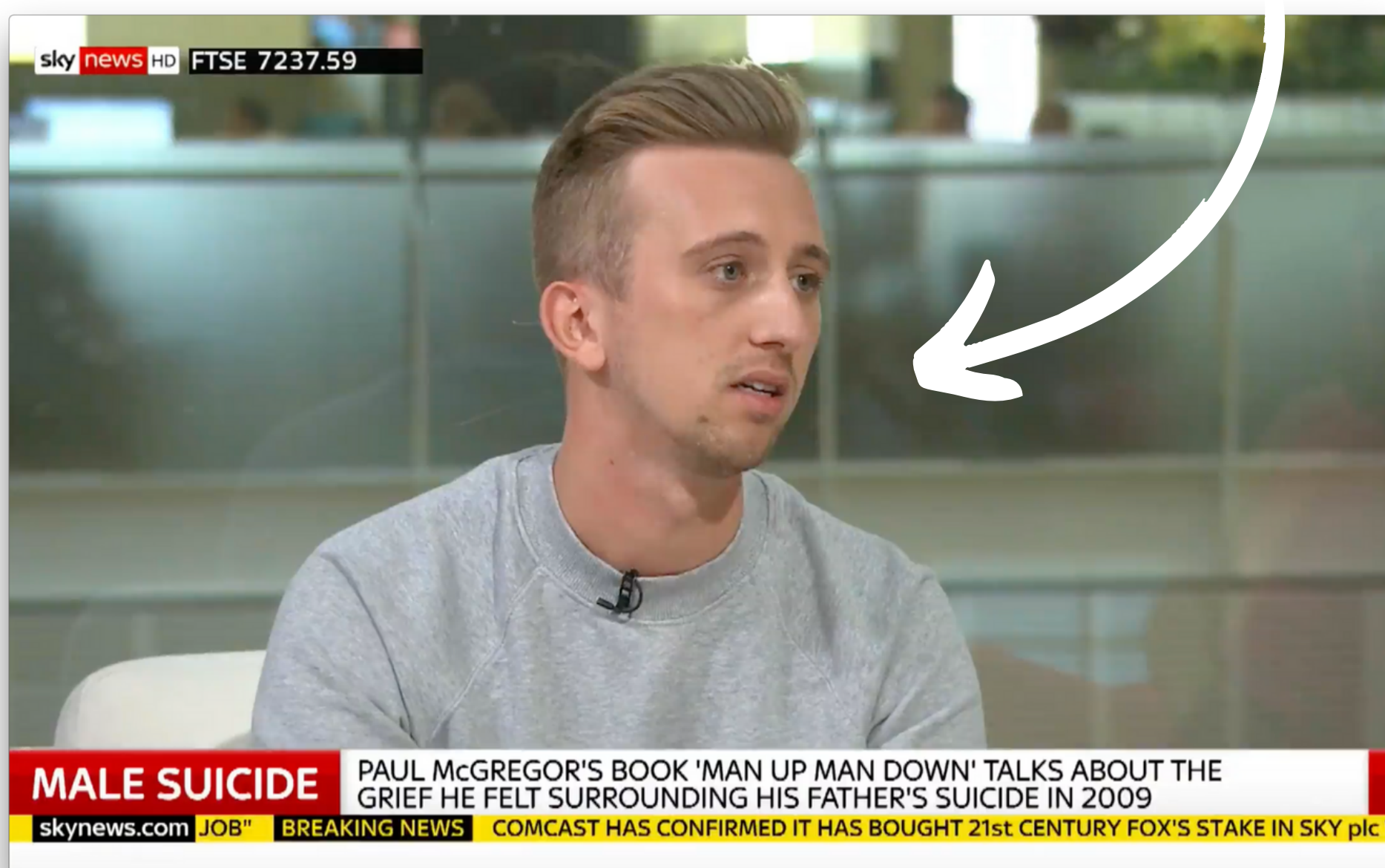
HERE TO HELP

I haven't even introduced myself yet have I?

I'm Paul, Founder of Everymind at Work and mental health campaigner.

Through personal experience, I'm someone who knows just how important mental health is, and at a time like this it's critical that we can provide a helping hand to those who really need it.

THAT'S ME!



The uncertainty around the potential future, the financial challenges many are facing, the self isolation and struggles people face having to adapt to a new way of living is going to naturally impact the mental health of people.

So we wanted to share this guide, offering 5 tips to help you support your employees during this lockdown...

1. INTENTIONAL COMMUNICATION

Advice from day 1 has always been around over communicating with your employees, in fact it's advice we've shouted about too...

But do you feel like you're almost running out of things to say or share?

With the extended lockdown, it's clear that communication needs to still be at the forefront of your strategy, but try not to overload your employees with too much information.

Intentional communication is less about the information you're sending, and more about the intent behind that information.

What are you trying to achieve with every email or message sent out to your staff?

How do you want your staff to feel when they receive that email or message?

For us, it's about focusing on:

Education.
Prevention.
Managing Risk.
Managing Expectations.

But equally, it's about providing a two way conversation.

Which brings us on to tip 2...

2. LISTEN TO YOUR EMPLOYEES

Before you skip through this one because you're confident that you do listen, we really want to stress the importance of listening during these unprecedented times.

In fact, when it comes to supporting someone in general listening is always key.

But listening will not only help your employees through the challenges they might be facing, it will also dramatically help your business and you save you time moving forward.

Try to answer these questions...

As a collective, what's the biggest challenge your employees are facing?

What type of support during this time has been more welcomed by your employees?

Could you confidently answer 'yes' to being able to provide your employees with the support they needed, when they needed it?

We're not asking you to be superhuman, so not being able to answer those questions is ok right now...

But really focusing on listening during this time can really make your employees feel supported, but equally it can help you make better decisions for the business.

After all, we have two ears and one mouth for a reason right?

3. GET EMPLOYEES INVOLVED

During this lockdown people are naturally going to feel isolated, confused and alone. For a lot of people, this time can have a big impact on their overall mental health.

Therefore it's important to remind your employees that we're all in this together.

The same way it's important to remind your employees that we all have mental health...

For me, personal stories is a hugely powerful way of helping people feel together. It's a powerful way of showing people that they're not the only ones feeling this way.

Try to get your employees involved in the conversations that you're having.

Would any of them be willing to share openly about how this is making them feel?

Would any of them be willing to share some advice about what's helping them?

Hearing our colleagues share how they've been feeling is an extremely valuable way of reminding people that they're not alone.

At a recent talk I delivered at an organisation in London (pre lockdown!) I shared my story and delivered my talk on mental health. Afterwards, I was joined by 4 employees of that company who then shared their mental health journey. The impact of their stories amongst the colleagues they work with on a daily basis was clear to see...

4. RELAX YOUR EXPECTATIONS

A big struggle employees face while working from home is trying to reach a level of productivity they'd expect to see of themselves in an office environment.

When working from home, distractions are all around us. And even though it feels like 'we have all the time in the world', expectations can really impact our mood.

Employers should be empathetic, understanding and flexible as workers try to navigate the unexpected changes to their lives. The last thing an employee needs is their employer being rigid about them working from home to take care of their family until they can adjust to the change.

Do you know 1 in 3 employees have left a job because they didn't feel their employer valued them as a person?

Even though the pressure on companies to hit targets and even stay afloat during this time is high, companies when possible should consider loosening restrictions surrounding certain policies.

Managers also need to trust when employees say they're working, sick and experiencing symptoms and work around them as best as possible.

Productivity, morale and engagement will deteriorate if employees grow to be resentful for employers not caring about what they're going through.

5. REMEMBER EVERYONE IS DIFFERENT

Just because some employees have been able to adapt well to working from home, it doesn't mean everyone will.

Once again however much we wish there was too, there is no one size fits all approach.

Everyone manages their mental health differently.

Everyone deals with situations differently.

Everyone works from home differently.

There is no cookie cutter approach that you can take to satisfy your whole workforce.

The good news is the previous 4 tips will help you take a more individual approach to supporting your employees during this time.

Communicating with intent will keep you connected with your employees.

Listening to them will help you understand the needs that they have.

Giving them a voice will show other employees that everyone deals with things differently.

And relaxing your expectations will show that their personal needs are valued.

You got this ☐

LET US HELP YOU (FOR FREE)

We hope that this guide doesn't sound like we're dictating to you, we know perfection doesn't exist.

And in a time like this, the final piece of advice (and for me the most important) is to simply do your best.

There's a huge emphasis on being kind to others, but please also be kind to yourself...

TO SAVE YOU TIME...

Applying all of the above into your business might be a challenge, especially while you juggle the huge to do list that probably keeps staring at you.

So instead, we're here to support you during this tough time and help you support your employees mental health.

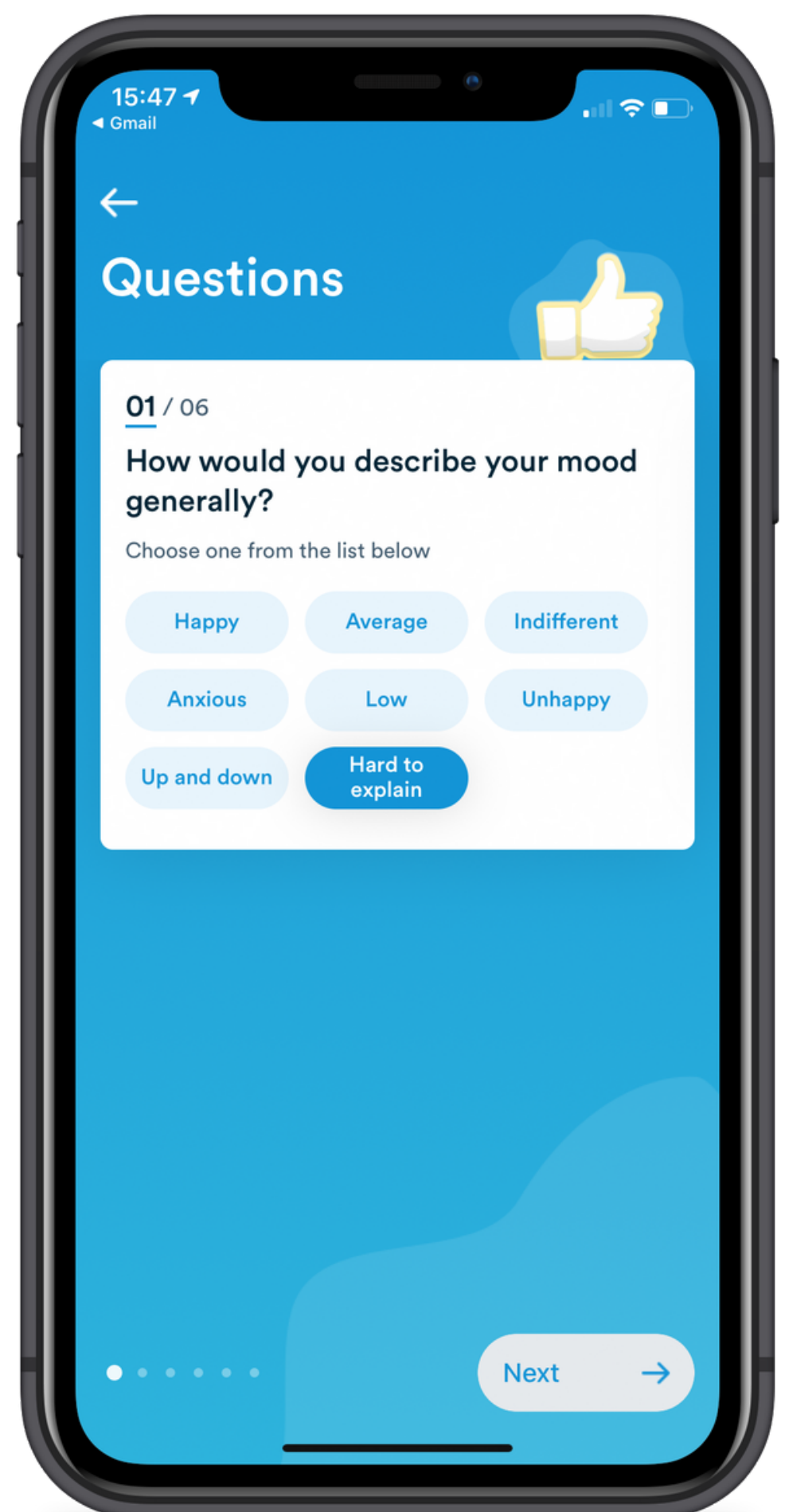
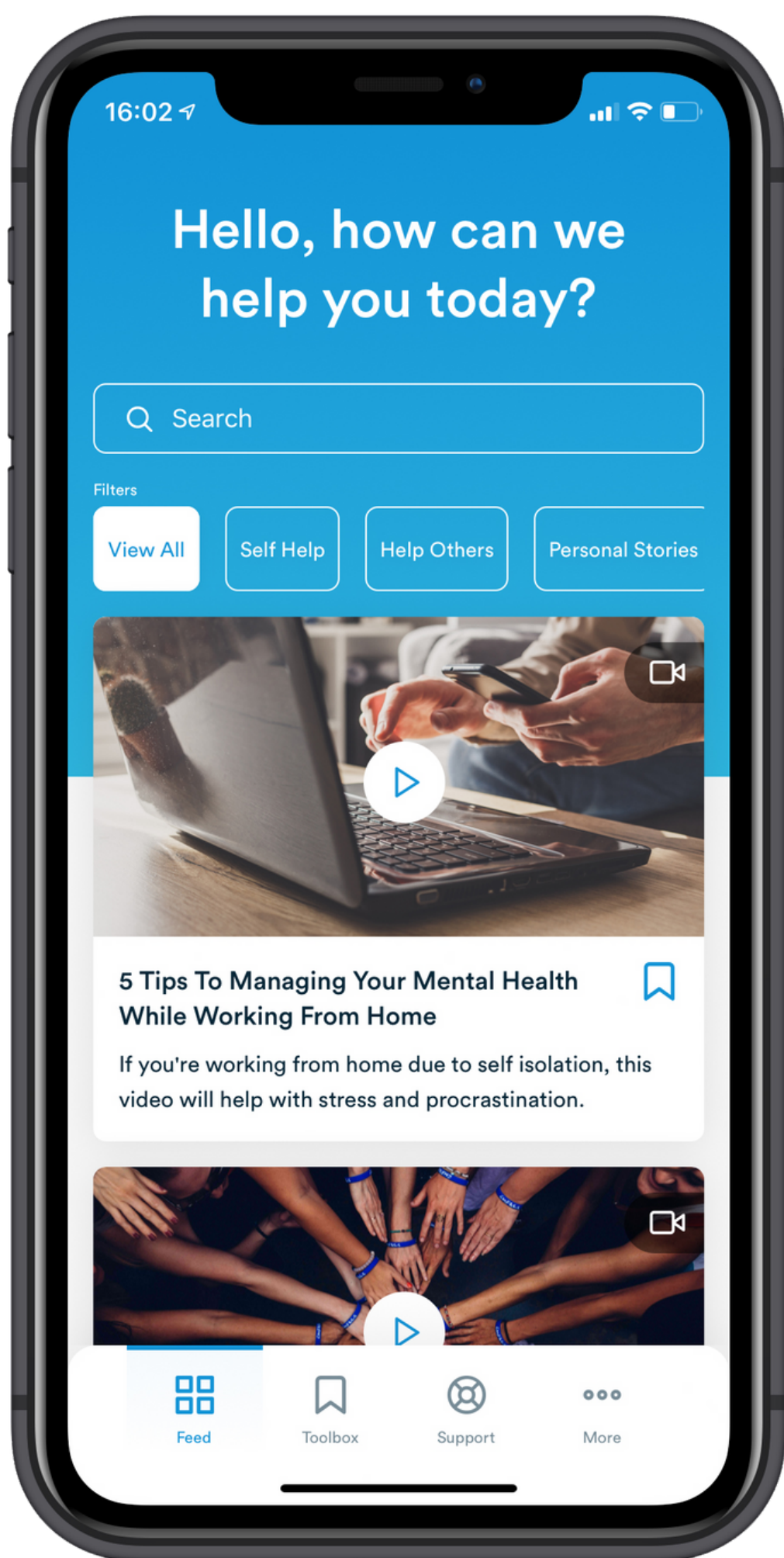
We provide mental health support in your employees pocket, whenever they need it. Through our digital platform, we'll provide them with the support that they need to manage their mental health during this time.

We also work with you, providing you valuable insight into what your employees need, helping you, help them.

We're offering the platform free for 6 months to businesses. No obligation. No hidden fees.

GET STARTED TODAY

It takes less than 1 minute to book in a personalised demo of our app, and to hear how we can better support your business and it's employees...



BOOK YOUR DEMO NOW

Or visit www.everymindatwork.com/free