



10 Tips To Remove Work Environment Stressors

The work environment includes the physical (e.g. lighting and room temperature) and psychological (e.g. culture, organisational change, communication) environment in which your employees work.

Potential Stress Risk		Tip to Remove/Reduce Stressor
Do employees have clarity regarding changes happening in the business and how they may personally be affected?	1	Consult with employees at an early stage of transition, explaining what will happen and when, to allay fears and concerns regarding the changes
Does the company culture view stress as a weakness?	2	Consider having mental health first aid trained employees on the ground, alongside Everymind Champions who can support with promoting the right culture
Does the company have a culture of long hours and taking work home?	3	Consider having a set of recognised values to live by and empower employees to adopt them
	4	Check employees are clear on their priorities, particularly if working from home and social contact is minimal
Are there good channels of communication across the company and within teams/individuals?	5	Ensure there is a culture of regular comms and feedback to keep people informed – utilise other channels (such as people forums) to effectively land messages
	6	Ensure close employee involvement during times of change, i.e. regular and clear comms as radio silence can be damaging
Is the physical working environment conducive to working effectively?	7	Make physical adjustments where necessary - enable employees to adjust lighting, temperature, ventilation etc
From your engagement surveys or anecdotally, is there evidence of low morale amongst individuals?	8	Find ways to celebrate success (recognition, rewards, bonus, employee lunches etc.) They don't have to be monetary and can focus on having fun and switching off
Do you have engagement initiatives, allowing employees to focus on non-work areas?	9	Consider people forums for idea generation and activity preparation, so the focus is given to what employees really want to see
What other wellbeing activities and support are in place to help employees?	10	Provide proactive wellbeing support throughout the year covering a range of topics that are inclusive of all employees

For more detail, [click](#) here to see the full Everymind at Work Mental Wellbeing Risk Assessment.