

People Ops Pulse

Bringing you the most up-to-date and helpful People Operations (HR) information for small business owners, entrepreneurs and partners

Meme & Quote of the Month:



Mental Health Awareness Month – Fight the Workplace Stigma

*This month, I wanted to touch on something very near and dear to my heart, both as an HR professional and personally to me as well. As many of you are aware, next month (May) is Mental Health Awareness Month. For me, one of the most important ways that I feel I can personally contribute to the cause of awareness is to be an advocate for fighting the stigma around mental illness. Mental illness deserves the same respect, advocacy and readily available treatment option as any other type of illness. On the work front, mental illness should not be seen as a weakness or a barrier from someone being successful in their career. As a business owner and people leader, I empower you this month to think about how **you** can be the best advocate for your employees – well employees lead to well workplaces.*



IN THIS ISSUE

Speak Up on Mental Wellness - Creating a Safe Space

A key component of an empowered workforce is creating a safe space for employees to share their concerns. Learn how you can expand this "safe haven" to include discussions on mental wellness.

The Mental Health Tool Belt – Resources at the Ready

Many times, we want to provide as much help as we can – but we don't know how to best help. We'll discuss the various resources (including free resources) that you can have in your pocket to provide to your employees who may need help.

You Can Fight Wildfires – Combating Pessimism

Especially at challenging times of year in a business, what starts as a negative attitude of one employee can spread like wildfire through your workforce. Let's look at some strategies to help put these fires out before they spread.

Speak Up on Mental Wellness - Creating a Safe Space

According to data from mental health provider ComPsych, "anxiety is the #1 presenting issue reported by US workers, topping depression, stress, relationship issues, family issues, depression and grief". Business owners and managers may say, "this is a stressful job" or "this is just part of the job" – while that may be absolutely true, how we support and empower employees to cope with demanding requirements is key, *before* it may contribute to a larger mental health concern. An example of a larger concern? According to ComPsych, mental health-related absences rose by 33% in 2023, which directly impacts business operations.

A key contributor to employee mental health, and resulting impacts to business operations – is the lack of employees feeling that they have a "safe space" to be able to discuss their mental health concerns at work – "well, what will my boss think of me? Will they think less of me?" Fostering a safe space culture in your workplace – which starts at the management level – can have a direct and strong impact on the overall health of your employees, and in turn, your business.

The 4 A's of a Mental-Health Friendly Workplace from SHRM:

- **Awareness:** building a sense of awareness around mental wellness, and a supportive team environment and culture.
- **Accommodations:** remember, the ADA may come into play if an employee needs accommodations to their role for mental health reasons.
- **Assistance:** be there to offer help – even if it may be just to listen!
- **Access:** help ensure access to treatment – do your employees know what their benefits are? They may also need time off for appointments.

Want to discuss more ways to build a healthy workplace? Let's connect!

You Can Fight Wildfires – Combating Pessimism

While we all know that every type and line of business comes with ebbs and flows of success and challenges – when dealing with the reality of the challenges, it's critical that the approach and culture does not turn towards pessimism. According to a meQuilibrium survey in 2023, "employees were less pessimistic about their work situation when they had a supportive manager, and manager support cuts turnover risk by 44 percent to 55 percent by helping to reduce factors such as burnout and the disconnection between work and life purpose." So – if you see a fire of negativity starting to spread – how can you help put it out?

The first is **strengthening and fostering support** – both by leading by example and encouraging employees to support one another. Also, **provide resiliency training** – while some may cringe at the phrase "team building", make it yours and customized to *your* business; this can also teach employees positive coping skills to deal with stress. Finally, **manager training** in emotional intelligence and empathetic listening can be a critical component – managers lead the way with culture. Need suggestions for your business? Let's chat!

The Mental Health Tool Belt – Resources at the Ready

A common (yet understandable) barrier to providing mental health resources for employees is not knowing where to even start – we want to help, but we also don't want to be seen as "prying" into an employee's personal life, crossing privacy lines, or providing medical advice. Luckily, there are many ways that barrier can be overcome!

In addition to any employee benefits that you currently offer – in May, the Department of Labor is officially launching their Mental Health at Work initiative. According to the DOL, "This initiative will advance wellness in the workforce by reducing stigma and increasing awareness of mental health and wellbeing within workplaces; promoting best practices and compliance by employers; and promoting mental health equity and access, especially for marginalized and vulnerable populations."

These *free* resources are available now on the Department of Labor's website:
<https://www.dol.gov/general/mental-health-at-work>



#2

Bonnie Anderson
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

"Happy to vote for you Bonnie. And good luck!" - Holly Gray from Holly Gray, Berkshire Hathaway Home Services AZ Properties

"Awesome people and a great company." - Rob Ham from Academy Disc Plumbing & Repair

"With Bonnie's grit and determination, she's dedicated to helping grow the Alignable community!" - Tom Kavanaugh from New Coaching Strategies

2nd Place: Alignable 2024 Maryvale (AZ) Local Business Person of the Year

From recruiting to onboarding, to training and ongoing management, and everything in-between: let Wolf-Rose People Solutions help put strategies into place to support the success of your employees – and in turn support the success of your small business.

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In-person and virtual consultations are available – providing services nationwide

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