

Health Matters Monthly

Workplace Mental Health

May marked the **Mental Health Awareness Month**, a reminder that workplace mental health is a critical factor in employee wellbeing and organizational performance. Behind every performance issue, there may be an unseen psychological burden.

Mental health challenges are now among the leading causes of reduced productivity globally. Even the high-performing employees are not immune to emotional exhaustion and silent stress often shows up first as:

- ✓ Increased mistakes
- ✓ Irritability
- ✓ Absenteeism
- ✓ Low motivation
- ✓ Workplace conflict
- ✓ Declining customer service



The hidden cost of silent struggle is that employees may continue to attend meetings and meeting deadlines while silently struggling with anxiety, depression, emotional exhaustion, financial distress or sleep deprivation. Visible performance does not always reflect internal wellbeing.



How organizations can support workplace mental health

Organizations can foster a healthier work environment by:

- Normalizing conversations around mental health
- Encouraging employees to utilize leave days
- Promoting work-life balance
- Introducing regular wellness check-ins, including workplace counselling



Reflection Questions:

As we continue to promote mental wellness, consider the following:

- 1 What workplace habits contribute most to employee stress?
- 2 What practical changes can improve employee wellbeing?
- 3 What does a mentally healthy workplace look like?

A mentally healthy workplace is an investment in people, productivity and long term organizational success!

Britam Pharmacy First Network

