



## Practical actions to improve resilience in the workplace



Stress in the workplace can be detrimental to productivity as well as the mental and physical health of employees. It is vital to know what practical actions can be taken to prevent stress and encourage resilience.

1

At MetLife, we believe employees can be their best when they feel supported and have benefit plans that give them security and peace of mind, as well as physical and mental wellbeing.

When employees are at their best, businesses thrive...



## 2 How can you minimise it?

Our research demonstrates that whilst some organisations have embraced ways in which to minimise stress in the workplace, there is still an opportunity for far more to follow suit.



20%

HAVE ACCESS TO EMPLOYEE ASSISTANCE PROGRAMMES SUCH AS TELEPHONE OR COUNSELING SERVICES.



12%

ARE OFFERED ACCESS TO HEALTH ADVICE



10%

ARE OFFERED ACCESS TO WORKPLACE MEDICAL ADVICE.



9%

ARE OFFERED PAID FOR OR SUBSIDISED GYM MEMBERSHIPS.



8%

ARE OFFERED EXTRA HOLIDAY ON TOP OF CONTRACTUAL ENTITLEMENTS.



7%

HAVE A WORKPLACE GYM.

## 3 Six fundamental actions

you can take to provide a healthy working environment for your staff to build their resilience to reduce incidences of stress occurring.

1



### Conducting a stress audit:

Formal or informal research into the mental wellbeing of your staff allows you to gauge levels of stress in your company.

2



### Creating a supportive leadership:

Ensuring that your managers are in touch with the personal needs of your staff is vital for effective support against stress.

3



### Developing an internal communications programme:

Communication is key, and allows for your employees to feel involved in the vision of the company.

4



### Resilience training:

Tackling the root of the problem through training enables staff to combat day to day stress more effectively.

5



### Using your employee benefits:

Monitoring absences and identifying more resilient staff to mentor others can help minimise stress.

6



### Having a clear and consistent working policy:

Flexible working can bring benefits to both employees and companies alike.

A healthy working environment ensures the wellbeing of your staff and the productivity of your business. Stress can cause a variety of problems for a company, but these simple steps can help to prevent issues before they arise.

