

## Employee Well-Being & Mental Health in the Workplace

A culture of care starts with awareness, empathy, and action. Employee well-being is more than a conversation – it is the foundation of a healthy and productive workplace. When supported, mental health and emotional health can empower teams to bring their best selves to work.

### Why Mental Health Matters

Studies have shown that when employees feel supported in their mental health, engagement and retention increase significantly. Creating a space where people feel safe, heard, and valued makes all the difference.

### Ways We Can Foster a Supportive Environment

Encourage open communication and make it a comfortable space to talk about stress, workload, or emotional challenges.

Recognize signs of burnout by checking in with one another and offering resources when someone may be struggling.

Promote balance to encourage employees to use PTO, take short breaks, and disconnect after hours when possible.

Highlight available resources such as wellness programs, Employee Assistance Programs (EAP), or counseling services that may be available.

### Simple Steps That Make a Difference

Consider a brief mindfulness break between meetings.

Host a “Wellness Wednesday” message or activity.  
Include mental health check-ins during team huddles.

Celebrate Mental Health Awareness Days throughout the year.

Continuing to create a workplace that values people first is essential. Every conversation, small act of kindness, and show of empathy strengthens our culture and supports the well-being of everyone.

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November 2nd— End of  
Daylight-Saving Time

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November 4th— Election  
Day

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November 11—Veterans Day

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November 27th—  
Thanksgiving Day

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

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*We are here to help.*

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