

Real Employee Strength

Developed by the Allen County Health Department

April 2011

Manager's Companion

Topic: Mental Health and Stress Management

As you look around your workplace, these are a few tips you as a manager can influence to support safer, healthier employees.

We promote a psychologically healthy workplace.

Source: American Psychological Association: [Psychologically Healthy Workplace Program](#)

Employee involvement (self-managed work teams, employee committees or task forces, continuous improvement teams, participative decision making, employee suggestions, such as a suggestion box and monthly meetings)	Yes	No
Work-life balance (flexible work arrangements, assistance with childcare, eldercare benefits, resources to help employees manage personal financial issues, availability of benefits for family members, flexible leave options)	Yes	No
Employee growth and development (continuing education courses; tuition reimbursement; career development or counseling services; skills training, opportunities for promotion; coaching, mentoring and leadership development programs)	Yes	No
Health and safety (training and safeguards that address workplace safety and security; efforts to help employees develop a healthy lifestyle, including stress management; health screenings; access to fitness facilities; resources to help employees address life problems)	Yes	No
Employee recognition (fair monetary compensation; competitive benefits packages; acknowledgement of contributions and milestones; performance-based bonuses and pay increases; employee awards; recognition ceremonies)	Yes	No

Our employees have access to an Employee Assistance Program (EAP).

We provide stress management programs. Click [here](#) for a link to a “Stress Less Challenge” turnkey program.

REAL EMPLOYEE STRENGTH - Strength Through Health

Allen County Creating Healthy Communities Program. Funded by the Preventive Health and Health Services Block Grant from the Centers for Disease Control and Prevention (CDC) and administered by the Ohio Department of Health, Bureau of Health Promotion and Risk Reduction, Creating Healthy Communities Program. This publication was supported by Grant Number 2B01DP009042-09 from CDC. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of CDC.

