Dealing with Mental Health at work.

Mental health in the workplace is one area that is mostly underrated in Nigeria by a lot of employers and workers in the work environment. Our overall well being are predictable at work. On many occasion, we spend large proportion of our time at work.

Mental health, can affect anyone, irrespective of your gender, Social status, Economic Status, and Age. In Nigeria we pay little or no attention to our Mental Health conditions, the negative impact of mental illness on the people is vehemently felt in the abnomal behaviours that people displayed most time. In any case, employers have great costs to bear whenever they employ a worker that is using addictive substances.

There are factors that can lead to mental health challenges in the workplace:  
1.Stress which can be as a result of heavy workload.

2. Poor communication management practices

3. Inflexible work hours

4. Lack of team spirit

5. Workplace bullying and harassment

Even Organisation with the best culture, is not excluded when it comes to mental health problems. My opinion is that employers should get the services of Certified Clinical psychologists who can provide support for their workers who need help rather than ignoring them whenever they suffer from Mental Health challenges. Employee’s wellbeing and mental health can have great impact on the productivity, of staff turnover, reputation, customer service, absenteeism and the cost of sick days. Employees need to be happy and fulfilled at work so that they can always stay mentally healthy at work. Good mental health is an asset to a business that can help employees to thrive.

Both Leaders and employees have an equal responsibility in building and maintaining a safe work environment for all.

Cultivating resilience to mental health challenges can lead to greater confidence, autonomy and mastery, which positively impacts at home and the workplace.

Learn ways to evolve and translate that personal growth to success.