



# Promoting Employee Well-Being:

## *A 2025 Guide for Small Employers*

As we approach 2025, the importance of mental well-being in the workplace is becoming increasingly evident. Small employers have a unique opportunity to cultivate a supportive team environment. Small businesses can help foster a more engaged, productive workforce by utilizing employee health benefits to their maximum advantage. Here are some actionable strategies to consider:



### **1. COMPREHENSIVE MENTAL HEALTH COVERAGE**

Integrating comprehensive mental health coverage into employee health benefits is vital. This opens doors to therapy sessions, mental health hotlines, and online counseling platforms. Ensuring these resources are readily available and well-communicated fosters an environment where employees feel safe seeking help. <sup>(1)</sup>



### **2. WELLNESS PROGRAMS & WORKSHOPS**

Stress management, mindfulness, and resilience programs can significantly benefit employees. Consider organizing professional workshops on cognitive behavioral strategies, meditation, and yoga. These initiatives support mental health and promote team building. <sup>(2)</sup>



### 3. FLEXIBLE WORK ARRANGEMENTS

Embracing flexibility in work arrangements is critical to enhancing employee well-being. Allowing remote work options or flexible hours helps employees balance their personal and professional lives. <sup>(3)</sup>



### 4. ENCOURAGE OPEN COMMUNICATION

Fostering a culture of open communication is essential. Encourage managers to regularly check in with their teams and create an atmosphere where employees feel comfortable sharing their issues. Regular feedback sessions enhance understanding and support. <sup>(4)</sup>



### 5. RESOURCE AWARENESS

Make sure employees are aware of mental health resources available to them. Create informative materials outlining the benefits, available workshops, and emergency contacts for mental health services. Send regular reminders through newsletters or team meetings. <sup>(5)</sup>



### 6. PROMOTE A HEALTHY WORK-LIFE BALANCE

Encouraging employees to take breaks, utilize vacation days, and disconnect after working hours is crucial. When management prioritizes work-life balance, it sets a positive tone that fosters overall well-being in the workplace. <sup>(6)</sup>



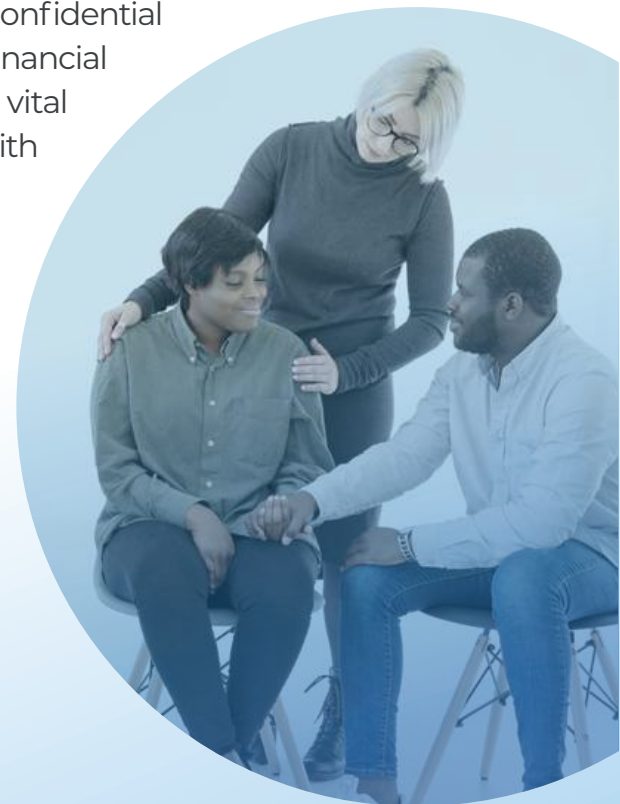
### 7. IMPLEMENT AN EMPLOYEE ASSISTANCE PROGRAM (EAP)

An EAP can provide employees with confidential counseling services, legal advice, and financial planning assistance. This program is a vital support system for employees dealing with personal issues. <sup>(7)</sup>



### 8. REGULARLY ASSESS & ADAPT

Continuously assess the effectiveness of your health benefits. Gather employee feedback to understand which resources are valuable and identify any gaps. Adaptability and responsiveness to employees' needs go a long way to creating a culture of care and support. <sup>(8)</sup>





Establishing a solid foundation for mental health through **carefully designed benefits** will enhance employee satisfaction and improve productivity and retention. **Prioritizing mental well-being** is central to your organization's health and employees' happiness.



### Sources:

1. Centers for Disease Control and Prevention (CDC) <https://www.cdc.gov/niosh/emres/longitudinal.html> | 2. World Health Organization (WHO), WHO Mental Health in the Workplace, (<https://www.who.int/>) | 3. Gallup Workplace Well-Being <https://www.gallup.com/workplace/281314/workplace-wellbeing.aspx> | 4. American Psychological Association (APA), APA Employee Assistance Programs, (<https://www.apa.org/>) | 5. National Alliance on Mental Illness (NAMI), NAMI Employer Resources, (<https://www.nami.org/>) | 6. Forbes, Forbes on Workplace Mental Health, (<https://www.forbes.com/>) | 7. Society for Human Resource Management (SHRM), SHRM Mental Health Benefits, (<https://www.shrm.org/>) | 8. Harvard Business Review, HBR Employee Mental Health, (<https://hbr.org/>)



**Reach out today to take the first step toward a happier, more productive workforce.**

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