

# Workplace factors that impact well-being

## Five common workplace factors that can negatively impact mental well-being:

1. High job demands (long hours, workload, time pressure, poor management)
2. Lack of role clarity, job responsibilities and expectations
3. Unsupportive job environment (low pay, lack of recognition/achievement and few career advancement opportunities, low job security)
4. Unfair workplace practices and lack of management transparency
5. Misalignment of job functions with skills and personal values

## Actionable strategies for management and staff:

1. Stay positive and reinforce the value that employees bring to organization
2. Set a regular employee check-in to address job concerns and give and receive constructive feedback
3. Recognize and reward achievements
4. Provide explanation/rationale for decisions/changes in workplace practices
5. Create fair practices and an environment of inclusivity where employees feel acknowledged and concerns heard

