

Tips to Managing Employee Anxiety During a Stressful Time

For the 18% of the adult population diagnosed with anxiety – including those in your employee population – these uncertain times create even more fear of the unknown.

At Rethink Benefits, we're committed to helping employers support individuals with autism and other neurodiverse conditions at home and in the workplace. This includes tools and strategies to manage employee anxiety. Here are some easy tips to help right now:



Be clear and current

Managing the unknown or uncertainty during a time like this can trigger anxiety. Although work environments and day-to-day operations are changing rapidly, do your best to communicate with employees about what is going on and what they should expect.



Have a virtual open door

Even if your workspace is now virtual, or if you're being a responsible social distancer let employees know they can talk to you when they need support. If easier, schedule office hours throughout the week when employees know you'll be available.



Hold mental health moments

Remind employees to take time to practice deep breathing exercises, stretch breaks, meditation or some other form of stress relief. Schedule these throughout the work week so they are visible to your workforce. If possible, appoint a peer leader to encourage participation.



Make it OK

Acknowledge the stress your workforce is facing and talk about the signs of anxiety to raise awareness. Eliminate the fear and stigma associated with mental health by sharing information, EAP resources or even this tip sheet with your workforce.

Check out [How to Manage Anxiety](#), an e-learning module from Rethink's solution to learn more.