

10 Ways to Reduce Employee Stress and Improve Wellbeing at Work



Prioritise Psychological Safety

Create an environment where employees feel safe to express thoughts, ask questions, and admit mistakes without fear of judgement or retribution. Psychological safety is the foundation of trust and team resilience.

Build a culture that values diversity, encourages inclusion, and promotes connection. Regular team-building activities, inclusive language, and representation matter.

Foster a Sense of Belonging



Respect Work-Life Boundaries

Discourage after-hours emails and calls. Encourage employees to fully unplug during personal time and vacations. Flexible scheduling can help too.

Support learning and career progression. When employees feel their roles have purpose and room for growth, engagement increases and stress reduces.

Offer Growth & Development Opportunities



Promote Mental Health Resources

Make sure employees are aware of EAPs (Employee Assistance Programmes), counselling services, or mental wellness apps. Normalise conversations around mental health.

Implement regular check-ins, anonymous feedback channels, and open forums. Transparency from leadership helps reduce anxiety and uncertainty.

Encourage Open Communication



Create Comfortable Workspaces

Whether remote or in-office, ergonomics matter. Natural light, quiet areas, and comfortable furniture support physical and mental wellbeing.

Celebrate wins, big and small. Feeling seen and appreciated boosts morale and reduces stress. Peer recognition programs can also foster a positive culture.

Recognise & Reward Effort



Support Physical Wellbeing

Offer wellness programmes, standing desks, or subsidised gym memberships. Encourage meetings on-the-move, regular breaks, and healthy eating options.

Equip managers with skills to recognise stress, provide support, and respond with empathy. Leadership style has a direct impact on team wellbeing.

Train Leaders in Empathetic Management

