Promoting young professionals’ wellbeing in the workplace

Work-related stress and associated mental health challenges are serious occupational health concerns, which have worsened during the COVID-19 pandemic.

People most affected by it are:
- Young/early career professionals
- Women
- Underprivileged
- Those with existing mental health issues

Common workplace stressors include:
- Role ambiguity
- Lack of autonomy
- Lack of support
- Long working hours
- Loneliness
- Excessive workload

How can the emotional wellbeing of employees in the workplace be improved?
- Adopting organisation-wide mental wellbeing programmes—wellbeing is everyone’s responsibility
- Providing targeted and proactive support for vulnerable groups
- Fostering spaces for positive social interactions and experiential learning (e.g. mentoring)
- Encouraging flexible hours, taking control of one’s diary, having role clarity, and feeling valued
- Developing coping strategies and resilience mechanisms across the workforce
- Further research on therapeutic mechanisms in the workplace

Effective support strategies to promote wellbeing in the workplace are crucial, particularly for early career professionals.

Voluntary, anonymised online survey
- 199 respondents
- 200 UK-based organisations

Age was the most significant indicator of mental health difficulties in the workplace.

People aged 16-29 reported:
- More work-related stressors affecting their mental health
- Their mental health difficulties could affect work performance
- Physical illness in lieu of mental health difficulties for absence from work as they felt this was more acceptable
- They had witnessed colleagues being fired/demoted due to mental health difficulties

To improve mental health in the workplace, focus should be on:
- Adopting organisation-wide mental wellbeing programmes—wellbeing is everyone’s responsibility
- Providing targeted and proactive support for vulnerable groups
- Fostering spaces for positive social interactions and experiential learning (e.g. mentoring)
- Encouraging flexible hours, taking control of one’s diary, having role clarity, and feeling valued
- Developing coping strategies and resilience mechanisms across the workforce
- Further research on therapeutic mechanisms in the workplace

Rebuilding the workplace to promote young workers’ mental health

*International Journal of Social Economics*

Parry et al. (2022) DOI: 10.1108/IJWHM-10-2021-0188

https://www.emeraldgrouppublishing.com/our-goals/fairer-society