

A cup of coffee on a saucer next to a laptop keyboard in a dimly lit room.

scarlettabbott. + Poppulo

The wellbeing
concerns keeping
companies up
at night.

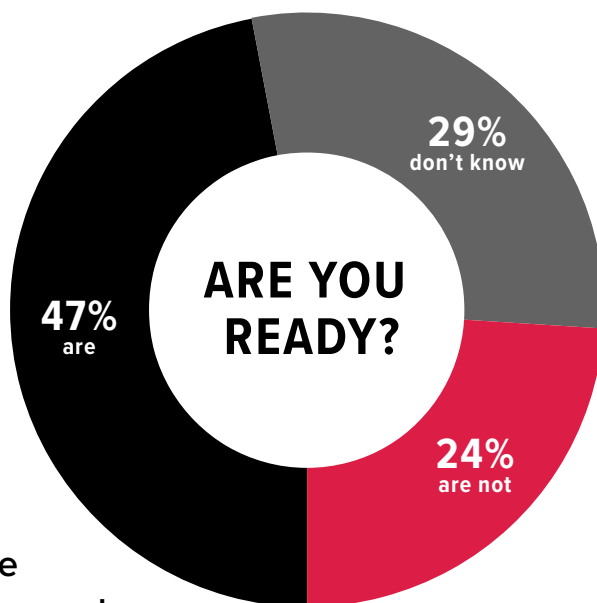
WE RECENTLY ASKED...

over 1,300 leaders, internal communicators and HR professionals what was on their minds in terms of employee wellbeing. The results gave us valuable insight into the key concerns in organisations right now.

First we asked...

ARE YOU READY TO DEAL WITH EMPLOYEE WELLBEING ISSUES?

With almost half of the results in a positive place, there's still a large percentage of professionals feeling unsure or unprepared. We've gathered some of the top concerns we heard, together with some quick advice on how to respond.



What are the top concerns and what can you do about them?

The issues on employers' minds are not unexpected. They are directly related to the emotions we feel in a crisis.

Select a subject below to discover more...

SECURITY

How can we manage uncertainty over job security?

A great defence against uncertainty is control, because autonomy and freedom help us to regain some psychological safety. Remind people what's in their power to control – their performance, their schedule, their outlook.

ARE YOU
CONCERNED
ABOUT YOUR
JOB SECURITY?

70%
ARE CONCERNED

30%
ARE NOT

Question from your peer:

“What would you say to leaders who don't want to communicate because they are uncertain of the future?”

Talk anyway. Your people need visible leadership right now, and it's okay to not have all of the answers. Avoid hard and fast estimates and be clear that what is being said is an opinion.

This data was gathered from a webinar hosted by Poppulo, Lindsay Kohler, scarlettabbott and Jo Hooper, Mad and Sad Club. [Watch the session here.](#)

ANXIETY

How do we support stress and anxiety due to COVID-19 health concerns?

Helping others is a great way to improve wellbeing and reduce stress. Amid crisis, people look for ways to contribute. Suggest ways they can help in the fight against COVID-19. Help people minimise their exposure to COVID-19 information overload by encouraging them to seek one source of truth and only checking it once daily.

ARE YOU
CONCERNED
ABOUT
ANXIETY?

77%

ARE CONCERNED

23%

ARE NOT

Question from your peer:
“How do we make people feel more comfortable talking about mental health?”

Normalize the behaviour by opening up the conversation. Share stories about mental health struggles from all levels and areas of the business.

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MOTIVATION

How do we keep staff motivated?

Motivation requires the perfect mix of ability, reward, and value. A little “thanks” goes a long way toward sustained motivation. Platforms that encourage and inspire connection are perfect for sharing and receiving recognition.

ARE YOU
CONCERNED
ABOUT
MOTIVATION?

77%

ARE CONCERNED
OR SOMEWHAT
CONCERNED

23%

ARE NOT

Motivation is difficult when people are frustrated. 67% of attendees said they've noticed higher levels of frustration in their workforce. One way to combat frustration is by providing employees an outlet for release.

Question from your peer:
“What are practical examples of channels of release for frustration?”

There are two. One is social. Set up team events to have a little fun. The second is giving more ways to provide feedback. People need to vent and to feel heard in order to let go of their frustration.

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How do we stay connected?

With our spontaneous office interactions restricted, connection now needs to be more deliberate. Encourage and curate active social and community networks online. For example, each week you can have a different theme: ‘What’s the funniest interruption you’ve had at home?’ or ‘Who had the cutest animal guest star on a video call?’

ARE YOU CONCERNED
ABOUT THE EFFECTS
OF ISOLATION?

50%
ARE CONCERNED

50%
ARE NOT



Question from your peer:

“We’re trying to hold more virtual team bonding/socialising to improve morale. How can we position these to avoid them being seen as just another work meeting?”

First, make attendance optional. Work meetings are mandatory, whereas work social events are optional. Second, choose the name carefully. Influence perception with creative names, rather than “Work Happy Hour.”

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