

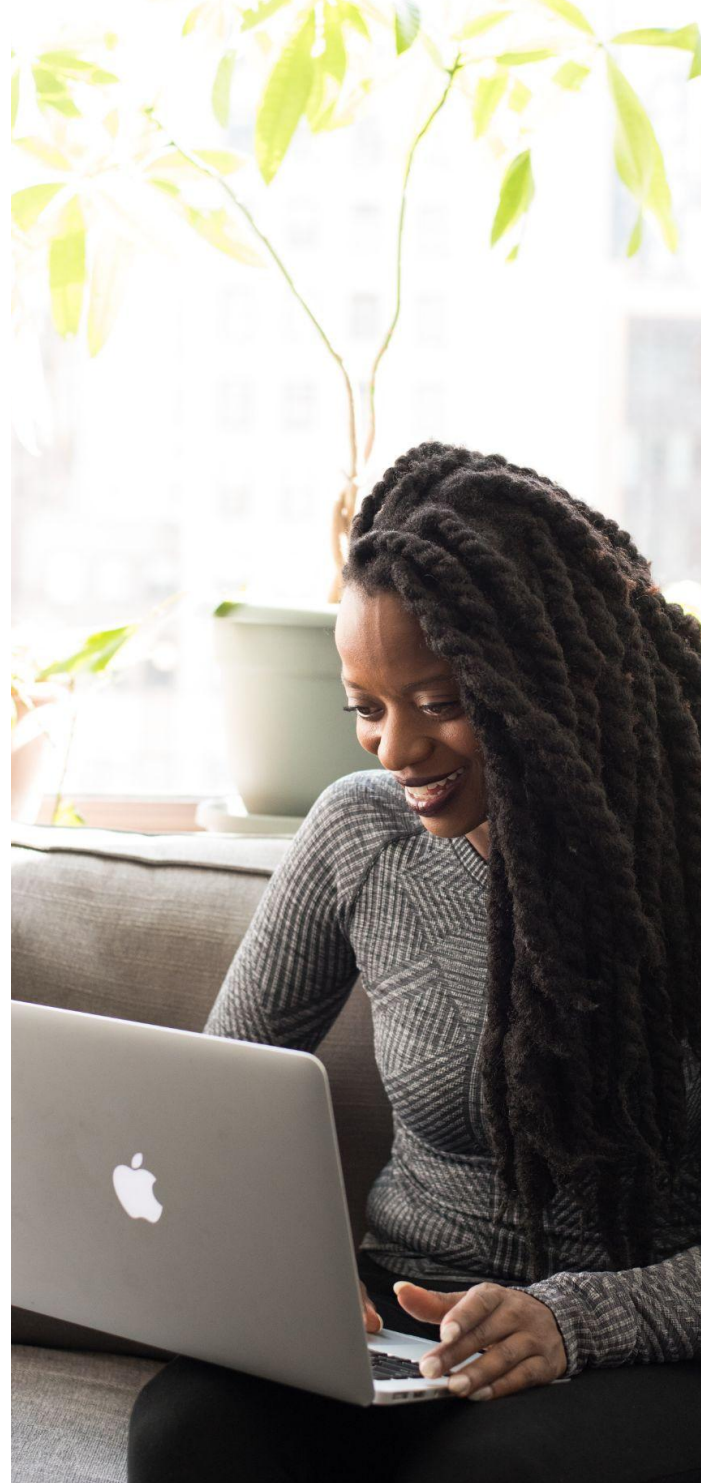
Leading Through Election Season

Strategies to Help Managers to Navigate Election Stress in the Workplace

Supporting employees during times of high stress, such as elections, is crucial for their well-being and productivity. Managers and HR leaders play a vital role in creating a supportive psychologically safe work environment.

Here are proven ways you can do this.

- **Keep communication channels open**
 - Encourage open and transparent communication. Let employees know they can discuss their election-related concerns, anxieties, or time-off needs without fear of repercussions.
- **Offer flexible work schedules**
 - This can encourage employees to exercise their right to vote, participate in civic activities, and manage their stress more effectively. Flexibility can also provide a greater sense of control.
- **Education and resources**
 - Provide information on voter registration, absentee ballots, and polling locations. Share reputable sources to help employees make informed decisions. Offer resources to combat misinformation and promote civic engagement.



Elections can **evoke a range of emotions from joy to sadness**. Add in the stress of the recent events of violence, political tensions and financial concerns, and many Americans are feeling extra on edge.

- **Emphasize inclusivity**

- Ensure that discussions about politics are respectful and inclusive in the workplace. Discourage divisive or controversial conversations that may increase tension among employees.

- **Review office norms**

- This can include the importance of respecting coworkers and their workspace, never yelling, screaming, or criticizing publicly, and avoiding gossip (hearing or speaking) about other employees.

- **Mental health support**

- Promote the importance of mental health. Remind your employees they have access to Spring Health, which gives them the resources and support they need to cope with election-related stress. Offer access to employee assistance programs (EAPs), such as Spring Health, to ensure they have the resources and support they need to cope with election-related stress.

- **Provide breaks**

- Encourage employees to take short breaks during the workday to manage their stress. These breaks can include mindfulness exercises, relaxation techniques, or a brief walk.

- **Lead by example**

- Managers and HR leaders should set a positive example by managing their own stress and maintaining a balanced perspective on politics in the workplace.

- **Stay neutral**

- Remain politically neutral in the workplace. Avoid expressing personal political beliefs to prevent any perceived bias or discomfort among employees.



- **Recognize achievements**

- Acknowledge and celebrate employees who actively engage in civic activities or volunteer for election-related causes. This recognition can boost morale and motivation.

- **Clear communication of policies**

- Ensure that company policies related to time off, voting, or political discussions are clearly communicated to all employees. This helps avoid confusion and ensures consistency.

- **Regular check-ins**

- Conduct regular check-ins with employees to gauge their well-being and stress levels. Offer support and resources proactively.

- **Team building activities**

- Organize team-building activities that promote unity and collaboration, focusing on shared values and goals rather than political differences.

- **Conflict resolution**

- If political conflicts arise among employees, provide a safe and confidential avenue for resolution. Encourage respectful dialogue and mediation when necessary.

- **Post-election support**

- Recognize that election stress can continue after the results are known. Continue to offer support and resources to help employees cope with the aftermath.



Managers and HR leaders can play a pivotal role in creating a workplace environment that supports employees during high-stress periods like elections.

Spring Health can help you develop skills to foster open communication, provide resources, and promote mental well-being.

Activate your account and book an appointment today to learn more ways to help employees navigate the challenges of election-related stress, while maintaining a productive and harmonious workplace.