Evidence shows COVID-19 has triggered mental health challenges on three planes: organizational, social and individual. It is important to acknowledge that COVID-19 has resulted in an increase in mental health concerns. It is also vital to review the emerging evidence-based mental health support strategies. The evidence supports an anticipated wave of mental health claims, and the ripples will last for years beyond the cure. The CDC believes it is possible to compare the COVID-19 pandemic to crisis situations (Crisis Centers for Disease Control and Prevention, 2014).

Three broad structured intervention categories of Organizational, Social, and Individual.

Organizational

- Organizations can play a vital role in assisting with the prevention of mental health concerns.
- Naturally, the first step is ensuring the health and safety of the workplace and adhering to social distancing and other mandated recommendations (Anderson et al., 2020; Hamouche, 2020).
- Having infrastructure ready can assist, such as mental health first aid, online tools, tele-counseling, prompt access to care, and peer support networks (Anderson et al., 2020; Carbone, 2020; Ransing et al., 2020).
- Optimizing communication and transparency is an important human resource role throughout the pandemic (Brooks et al., 2020; Carbone, 2020; Giorgi et al., 2020).

Individual

- In the face of “infobesity” and random social media opinions, it is vital to use the factual literature emerging to ensure appropriate strategies to mitigate the mental health tsunami.
- Communicating with each other, exchanging thoughts, having discussions, recommending stress management techniques, relaxation ideas, and encouragement of exercise, online contact with family or friends, and time management (Rastegar Kazerooni et al., 2020).
- Another practical step is managing media consumption, accessing factual information, and finding ways to foster social connections.
- Lack of interpersonal communication has been linked to poor physical, emotional, and mental health (Baumeister & Leary, 1995; Bowling, 1995; Galea et al., 2020; Prang et al., 2015).
- As social beings, we need each other.

Social

- Managers should maintain continuous communication with their work teams, whether onsite or virtual. The more employees are involved with planning and preparation, the lower the stress level and higher the team cohesion (Brooks et al., 2020; Carbone, 2020; Giorgi et al., 2020).
- Employees need to feel comfortable seeking assistance and discussing challenges with their peers (Brooks et al., 2020; Zhou et al., 2020). Reinforcing no gossip and zero tolerance anti-discrimination policies is also a valuable tool to protect employees’ health, safety, and wellbeing (Brooks et al., 2020).
- Peer mentoring has emerged as an initiative that employers can assist in facilitating. Providing the opportunity for volunteers to be trained in mental health first aid and provide peer support, a difference can be made (Rastegar Kazerooni et al., 2020).

The information presented in this paper is meant to assist workplace managers, occupational health, and human resource professionals in designing appropriate policies and plans to assist in the protection of workforce mental health. In the face of “infobesity” and random social media opinions, it is vital to use the factual literature emerging to ensure appropriate strategies to mitigate the mental health tsunami.

Managers should maintain continuous communication with their work teams, whether onsite or virtual. The more employees are involved with planning and preparation, the lower the stress level and higher the team cohesion (Brooks et al., 2020; Carbone, 2020; Giorgi et al., 2020).

For support managing workplace absence due to illness or injury, contact us at info@orgsoln.com or call 1-866-674-7656.