

# 7 Tips

## For Managing Anxiety Around Returning To Work

Whilst some staff may be excited and ready to return to work, others may feel anxious with concerns over their safety. Junior members of staff, in particular, may feel they are not able to voice concerns. This could result in two conflicting 'camps' of employees who are divided on how the workplace should operate.

How do you manage this as an employer?



1



### Surveys

If you think staff are not prepared to speak out, conduct a staff survey to gauge opinion. We use [CharlieHR](#) which has an easy to use survey tool.

2



### Plan

If staff express concerns, discuss these with them individually to understand what they are most worried about. This will help you to develop a plan which could include a staggered return or shifts. By involving staff in the planning this will make them feel more in control of the situation and the environment.

3



### Safety

Ensure the workplace is Covid-safe and use the [HSE risk assessment](#). Clearly communicate to staff the measures that are in place to protect them.

4



### Testing

Consider whether [lateral flow testing](#) will be required and if this will alleviate anxiety for employees.

5



### Be Mindful

Be mindful of behaviour in the workplace, for example not hosting meetings in enclosed spaces where staff may feel uncomfortable.

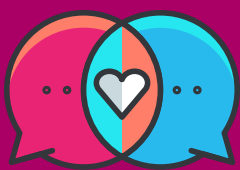
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### Give Options

Introduce anxious employees back to the office slowly and gradually, continuing with the hybrid working pattern whereby they still continue to work for a proportion of their time at home.

7



### Provide Help

Have processes in place for staff who are struggling. Are they able to talk to someone and voice their concerns? we use [Openblend](#).

For more support on helping with your team's emotional health, have a look at [Mind](#).

If you have any questions on the above or have any HR queries get in touch with [Bespoke HR](#).



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