ELEARNINGNEWS ARTICLE

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eLearning and mental health

What can eLearning do to improve workers' mental health and protect psychological well-being inside and outside the company?

These long months of the **pandemic** have highlighted something that has been obvious for some time: it is imperative to take care of one's **psychological well-being**. Both the public and private sectors, therefore, must come to terms with the mental health of their citizens.

More and more companies, in fact, are putting in place policies and programs to protect the **mental and physical well-being of workers**. The first beneficiaries are obviously the employees for whom the risks to their health are reduced. However, the companies themselves are also benefiting from these programs, as worker well-being increases, productivity increases and absenteeism decreases.

Investments in this regard can be many. What can eLearning do in this area? People spend a large portion of their day at work. Everyone needs to be involved in improving working conditions. **Corporate training** is one of the useful tools to support mental health in the workplace. Here are some interventions that can be put in place through eLearning:

- **Courses for Human Resources**: this department should be among the first to be trained on the topic of mental health protection for workers. Human Resources, in fact, must be able to detect any warning signs and intervene immediately, for example, in case of burnout, but also to prevent these risks. For this reason, it can be useful to create specific material for this department so that it can have the right knowledge to improve company life.
- **Training for managers**: Those responsible for leading and managing teams must be able to implement strategies and behaviors that reduce tension and conflict, improve active listening skills and relieve pressure. It is imperative, then, that leaders be trained to know how to communicate effectively and empathetically and manage stressful situations that could put a strain on workers' mental health.
- **Create content with positive messages**: any course, regardless of subject matter, should always be concerned with the mental and physical well-being of trainees. Therefore, it can be helpful to use messages with positive content and always remind workers to seek professional help if they feel too much pressure.
- **Healthcare professionals and patients**: Don't forget, too, that eLearning can also be a great help for healthcare professionals, not just those specializing in mental health, to learn more about issues related to psychological well-being. Not only that. eLearning, in app or microlearning format, can be a great support for the patient within a therapeutic path.

The protection and care of mental health is an issue that is increasingly affecting the public and private sectors. For those involved in eLearning, therefore, it is an extremely important area of investment. However, despite the role that training can play in promoting psychological wellbeing, it must be remembered that it is never a substitute for a doctor, should the need arise.

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