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2025 November

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Beyond Borders: Your Global Workforce's Hidden Stressors

In a landmark study released by Workplace Options' Center for Organizational Effectiveness (COE), researchers have unveiled compelling evidence that workplace stress manifests differently across geographical regions, challenging the traditional one-size-fits-all approach to employee wellbeing.

Understanding the Global Impact

The "*Psychosocial Risk by Geography*" report, released in late 2025, provides unprecedented insights into how cultural, social, and regional factors influence workplace stress and psychological safety across different countries and continents. This comprehensive analysis offers organizations a crucial tool for understanding and addressing mental health challenges specific to their locations of operation.

Key Findings That Demand Attention

- **Regional Variations:** The study confirms that workplace stress patterns vary significantly by geography, emphasizing the need for localized approaches to mental health support
- **Psychological Safety:** Research identifies psychological safety as the cornerstone of high-performing teams, with inclusive leadership being the key catalyst
- **Hidden Stressors:** The report uncovers previously unidentified psychosocial hazards that vary by region, allowing for more targeted intervention strategies

Psychosocial Risk by Geography

Revealing Hidden Causes of Workplace Stress



 **CENTER FOR
ORGANIZATIONAL
EFFECTIVENESS**
POWERED BY WORKPLACE OPTIONS

[Download >](#) Start building a safer, stronger workplace today.

Why This Matters Now

As organizations continue to expand globally and embrace remote work, understanding these geographic variations in workplace stress has never been more critical. The report arrives at a crucial time when companies are seeking data-driven solutions to enhance employee wellbeing and organizational performance across their international operations.

What's Inside the Report

Organizations downloading the report will gain access to:

- Detailed mapping of psychosocial risks by region
- Evidence-based strategies for addressing location-specific challenges
- Practical frameworks for assessing workplace psychological safety
- Implementation guidelines for creating culturally sensitive support systems

Take Action Now

Is your organization equipped to address psychosocial risks across all your locations of operation?

Download the complete "[Psychosocial Risk by Geography](#)" report to:

- Identify **specific psychosocial hazards** in your regions of operation
- **Benchmark your current practices** against global standards
- Develop **targeted interventions** based on regional needs
- Align your wellbeing strategies with **proven best practices**

Don't let geographic blind spots impact your employees' wellbeing. Take the first step toward building a more resilient, culturally-aware workplace by [downloading this essential resource](#) today.

Supporting Men's Mental Health in the Workplace: A Leadership Imperative

November marks **Men's Health Awareness Month**, an opportunity to reflect on the well-being of men across our workplaces, families, and communities. While men experience mental health challenges in diverse ways, many continue to carry pressures silently, shaped by social expectations around strength, self-reliance, and emotional restraint.

This month invites organizations to step back, listen more deeply, and create environments where men feel supported, seen, and able to access care without judgment.

For leaders, HR professionals, and wellbeing stakeholders, this is both a cultural and strategic moment. By reshaping workplace norms, organizations can help redefine strength, positioning vulnerability as resilience, and help-seeking as a form of self-leadership.

Key strategies to catalyze change include:

- Normalizing ongoing dialogue through visible leadership modeling and open conversations
- Training managers and peer networks to offer informed, empathetic support
- Investing in accessible, person-led wellbeing resources that prioritize autonomy and trust
- Encouraging healthier coping through targeted mental health and substance misuse support

Men's Health Awareness Month — November 2025

WORKPLACE OPTIONS

NEW ARTICLE

SUPPORTING MEN'S MENTAL HEALTH IN THE WORKPLACE

Across the globe, men's mental health is in crisis.

 3 in 4 are struggling— most in silence	 2 in 3 feel so stressed they can't cope
 3 in 5 face comorbid addiction issues	 4 in 5 suicides occur among men

So why aren't men speaking up—or seeking help?

 1 in 2 feel pressured to manage alone	 1 in 3 don't want to 'burden others'
 1 in 3 feel ashamed asking for help	 1 in 4 fear stigma or looking weak

Sources: Priory Group, Mental Health Foundation, SAMHSA, Healthline, Health for Life Counseling

Men's mental health influences engagement, safety, and retention. Thoughtful investment builds stronger individuals, more inclusive cultures, and more sustainable performance.

Explore practical, research-backed ways to support men's mental health in your organization. [Read the full article](#) and join the [conversation on LinkedIn](#).

LATEST RESOURCES

Celebrating WPO's Wellbeing Ambassador Program: Shaping Culture Through Care

Wellbeing Ambassadors can be powerful catalysts for cultural change when selected thoughtfully and supported correctly. WPO's IIRSM-approved Wellbeing Ambassador Program recognizes that this role goes beyond good intentions. It requires trust, credibility, emotional awareness, and alignment with organizational wellbeing goals.

In a recent episode of WPO's [Wellbeing at Work podcast](#), program leaders **Bianca Buie McKoy**, M.A., **Mary Ellen Gornick**, and **Dr. Kennette Thigpen** share how WPO's structured, six-part screening questionnaire helps identify individuals best suited for this responsibility. Their discussion explores how rigorous selection directly strengthens training outcomes, builds trust, and prevents common pitfalls that can undermine ambassador initiatives.

**THE PEER APPROACH TO
WORKPLACE WELLBEING**
THE POWER OF THOUGHTFUL SCREENING

WITH:



BIANCA MCKOY,
AMBASSADOR PROGRAM
MANAGER, WPO
CONSULTING GROUP



**MARY ELLEN
GORNICK,**
MANAGING PARTNER,
WPO CONSULTING GROUP



**DR. KENNETTE
THIGPEN HARRIS,**
CHIEF CLINICAL OFFICER,
WORKPLACE OPTIONS

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WELLBEING AT WORK
A Workplace Options Podcast

Key highlights from the program and podcast:

- A **six-part screening process** ensures fit, readiness, and psychological safety
- Ambassadors are equipped to recognize and **respond to signs of distress**
- **Careful selection** protects both ambassador's well-being and program credibility
- Skipping screening can weaken trust and **impact outcomes**

[Explore the conversation](#) on WPO's Wellbeing Ambassador Program

Workplace Options Named “EAP Vendor of Choice” at the 2025 HREC Compensation & Benefits Solution Provider Value Awards

Workplace Options is proud to share a major recognition for our China Service Center. WPO’s China Service Center has been named the **2025 HREC EAP Vendor of Choice**, one of the most respected recognitions in China’s HR Community.

The award reflects WPO’s strong market performance, with above-average market awareness, a **75% recommendation rate**, and 98% of users reporting they feel more supported after engaging with WPO services.

It’s a meaningful milestone reflecting WPO’s deep and ongoing commitment to **strengthening psychological safety and workplace wellbeing** around the world.

For more information, read the full [press release here](#).

Workplace Options provides practical solutions to mental health issues in the oil and gas industry at Cheiron conference

The screenshot shows a web page from 'Middle East HEALTH'. The main article is titled 'Workplace Options provides practical solutions to mental health issues in the oil and gas industry at Cheiron conference'. It is dated Nov 13, 2025, and written by Editor - SK. The article text mentions that on November 16, Workplace Options (WPO), a global provider of employee wellbeing services, will deliver a keynote address at the Cheiron Health, Safety & Environmental Day, one of Egypt's leading oil and gas industry events. Hosted by Cheiron Petroleum Corporation, the event convenes senior leaders from the Ministry of Petroleum and major operators such as ENI, Apache, and EGPC. A large image of an oil pumpjack is shown. To the right, there is an advertisement for 'the BRAIN' with the text 'Advancing Brain Health A New Era of Recovery and Performance'. Below the main article, there is a 'MOST POPULAR' section with four featured articles: 'Bridging borders: How regional collaboration is advancing vNOTES', 'Young leaders declare social isolation a critical public health priority at WHO simulation', 'Integrating artificial intelligence in surgery requires trust, transparency and ethical oversight', and 'From insight to impact: How clinical decision support is powering precision medicine in'.

In high-risk industries such as oil and gas, mental strain extends beyond employee wellbeing and directly impacts safety. In fact, some sites report that **92%** of workers have experienced **fatigue-related safety incidents** (*Journal of Petroleum Technology*).

On November 16, 2025, **Workplace Options participated in Cheiron's Health, Safety & Environmental Day**, one of Egypt's leading oil and gas industry events, joining the discussion on how leaders can integrate mental health into operational safety.

A recent Middle East Health article highlighted the event and WPO's contributions. **Dana el Bissar**, clinical psychologist at Workplace Options, delivered the keynote "**Mental Health in High-Risk Industries: Why Oil & Gas Companies Can't Afford to Ignore It**," sharing strategies and insights to strengthen wellbeing and culture in high-risk environments.

[Read more](#) about the event and WPO's involvement here.

Fostering supportive workplaces for people living with diabetes

For the millions of Filipinos living with diabetes, managing the condition can be overwhelming—from its physical demands to the social and emotional challenges that accompany it. This year's **World Diabetes Day** (November 14) brought these issues to the forefront with the theme "**Diabetes and the Workplace**."

In a recent **BusinessWorld article**, Workplace Options and Diabetes UK provide practical steps for fostering supportive workplaces for people with the disease. From private spaces for testing to flexible work hours, these insights help employees not just manage diabetes, but thrive in both their personal and professional lives.

For more information, read the full **BusinessWorld article** here.

Thanks for reading.

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