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ENGAGE.
EMPOWER.**

April 2026

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Mental Health Awareness Month: Supporting Caregivers and Building Peer Resilience

Why Caregivers Need Your Attention This Mental Health Month

Each May, Mental Health Awareness Month reminds us of the importance of emotional wellbeing—and this year, we're using it as a chance to spotlight a group whose needs are too often overlooked: caregivers. Whether supporting children, aging parents, or loved ones navigating illness, caregivers shoulder *extensive* responsibilities that can profoundly impact their emotional wellbeing.



With **over one in five employees shouldering caregiving responsibilities**, the costs of overlooking their needs are impossible to ignore. As caregivers' health declines, so does their capacity to fully engage at work—creating ripple effects felt across entire teams.

For employers, **urgent action is critical**. By fostering a better, well-supported caregiver experience, leaders can minimize stress, boost performance, and create a more resilient, thriving workplace.

To help them get started, Workplace Options has released a **comprehensive guide** for employers on caring for the caregivers in their workforce.

Inside the guide, **leaders will find the insights** they need to understand:

- The impact of caregiving on mental health
- Why caregivers' mental health matters for employers
- What caregivers need and how to support them
- How WPO helps caregivers and employers thrive

[Download the employer guide now](#) to transform insight into action—and unlock the full potential of your caregiving workforce.

Peer Power: How Wellbeing Ambassadors Transform Workplace Mental Health

When life at work gets hard, employees don't reach for a benefits handbook. Instead, they turn to a coworker they trust. That's the power of peer support.

That's why our Wellbeing Ambassador Verification Program was created to strengthen that support system within organizations. Designed to empower employees, it helps foster psychological safety, reduce stigma, and connect employees to the mental health support already available to them.

Four pillars of the ambassador program:

- Psychosocial risk profile: Assess your organization's mental health landscape to identify where peer support is most needed.
- Screening process: Select employees best suited to serve as trusted, supportive peer connectors.
- Training: Equip ambassadors to hold meaningful conversations, recognize distress, and guide colleagues to support.
- Ongoing support: Monthly meetups, clinical guidance, and refresher training to keep ambassadors effective and supported.

Built for high impact, customizable to your workplace culture.

This is a fully customizable program designed around your organization's unique psychosocial profile, culture, and workforce needs, delivered through flexible formats and supported by consistent, comprehensive guidance.

IIRSM Certified The program is approved by the International Institute of Risk & Safety Management — a globally recognized standard of excellence.

Emphasizing the power of peer support, this program equips people to better support one another. To learn more about how to get started with the Wellbeing Ambassador Program and take the first step in building a network of empathetic, resilient ambassadors, [click here](#).



LATEST RESOURCES

Stress: The Engine Behind Endless Claims

A single mom develops a herniated disc and goes on leave for six weeks.

A solar installer falls on the job and has to undergo surgery.

A senior associate suffers severe burnout and takes time off to recover.

What do these all have in common? They all carry the makings of **stress**: financial uncertainty, job insecurity, and the fear of being seen as “weak.”

While stress claims are still making headway in the insurance space, **the impact of stress across all claims is clear**. Whether someone is navigating an injury, illness, or clinical condition, the presence of stress can profoundly impact their recovery, reintegration, and ability to quickly resolve a claim.

For insurers, this presents both a challenge and an opportunity. While stress poses a serious threat to claims management, cost containment, client satisfaction, and market positioning, it also offers a way to demonstrate a deeper commitment to protecting claimants that **goes beyond compensation**.

By investing in solutions like [Wellness Coaching](#) provided by Workplace Options (WPO), insurers can deliver the early—and *comprehensive*—support claimants need to manage stress, maintain wellbeing, and achieve a fast and long-lasting recovery that enables their full return to work and functioning.

It all starts with acknowledging the hidden stress running beneath every claim—and the cycle this creates without proper intervention.

[Read the full article to learn more.](#)

The Modern EAP: Not Just a Perk, But a Core Pillar of Safety

Employee Assistance Programs, or EAPs, have become a vital part of workplace health and safety strategies. Far from the “**wellness perk**” they were once thought to be, their role today extends far beyond stress management. With **consulting, training, and crisis support** now built in, they also empower leaders to create **psychologically safe** environments that allow employees to meaningfully engage in their roles.

Crucially, they do this by responding to the conditions that threaten employees’ wellbeing *at work*: harassment, discrimination, violence, intimidation—**anything that undermines their safety, autonomy, and ability to thrive**. Employees gain access to a **safe and confidential space** to be heard, while leaders receive the **guidance and tools** needed to effectively respond.

As evolving economic pressures place employer spending under greater scrutiny, it is imperative that these programs are positioned in such a way that accentuates their **full value** for organizations. The question isn’t just what EAPs do for *workers*, but **how they make workplaces better, safer, stronger, more efficient, and ultimately more profitable for employers and their people**.

For providers, positioning the EAP not as a perk but as a core pillar of safety allows them to more effectively engage organizations confronting rising threats to employee wellbeing at the same time as mounting financial constraints.

With Workplace Options, providers gain a powerful partner in making that case. By offering far more than traditional EAP services, WPO offers the expertise, resources, and comprehensive solutions that make it easier to demonstrate the true impact of workplace wellbeing programs.

[Read the article to learn more.](#)

Restoring Employee Health and Safety After Harassment

April 28 is **World Day for Health and Safety at Work**, inviting employers and their vendor partners to reflect on how they can create safe, inclusive workplaces for all.

As April also marks **Sexual Assault Awareness Month**, WPO is calling attention to the role both organizations and their providers play in responding to harassment and assault in the workplace—and ensuring meaningful, trauma-informed support for those impacted.

With access to **24/7, confidential care** provided by WPO, members receive the emotional and practical guidance they need to restore their sense of safety, rebuild confidence and wellbeing, and re-engage with work and life on their own terms.

Be the reason for stories like this by partnering with Workplace Options.
Connect with us to get started today.

By the sessions' end, the member felt a renewed sense of **clarity and assurance**.
Equipped with **copied tools** and a **more compassionate view of herself**, she was ready to move forward—no longer weighed down by stigma or self-doubt, but uplifted by the support she had received.

The clinician validated her emotions and provided a **safe, confidential space** for her to be heard.
Coping strategies were explored to help her manage the anxiety she felt, alongside **cognitive restructuring techniques** to challenge negative self-talk and internalized stigma.

Such was the case for one member who contacted WPO after being harassed by her manager.
Though the situation was being investigated, perceived disdain from colleagues left her feeling **guilty, ashamed, and alone**.

REAL STORIES, REAL IMPACT

Restoring **Employee Health and Safety** after Harassment

Speaking out about harassment at work can be a profoundly isolating experience, especially without the presence of trusted support.
While administrative action may address the misconduct itself, **it does not account for the emotional fallout victims endure.**

Discover how Workplace Options fosters safer workplaces for every employee. [Connect with us today.](#)

Psychological safety is your secret weapon when training gets awkward

Disengaged training rooms are not always the result of poor facilitation. The missing piece is often psychological safety.

In a recent *Training Journal* article, Donald Thompson discusses the importance of creating a culture of trust in learning and development environments.

When employees don't feel safe to speak up, ask questions, or make mistakes, learning breaks down, leading to lower engagement, reduced knowledge retention, and missed opportunities for growth.

He highlights the hidden cost of low trust and outlines practical strategies for creating more effective training experiences. These include intentional facilitation that builds confidence, sets clear expectations, and encourages open participation.

Key strategies include:

- Establish objectives and expectations before the session begins
- Set the framework for interaction explicitly
- Thank people for their questions and respond thoughtfully
- Own your expertise while remaining open to other perspectives
- Face challenging topics through civil discussion

Overcoming a culture of silence is possible, but it requires facilitators who understand that trust is essential to effective learning.

To learn more about how to overcome a culture of silence and foster an open, trusting, and engaged workforce, read the full article [here](#).

Global study finds work-life balance is now the top driver of employee stress

Many factors impact employee wellbeing, both inside and outside of work. But in today's environment of constant disruption and competing demands, identifying the primary source of stress has become increasingly complex.

Drawing insights from 47 countries and more than 100,000 organizations, new research from the Center for Organizational Effectiveness' 2026 Psychological Safety Study reveals a clear shift: work-life balance has the largest impact on wellbeing, engagement, and psychological safety.

To learn more about the study's findings, and how this reflects the state of the global workforce, read the new *Talent Canada* article [here](#).

When Work and Life Blur, Mental Health Suffers: Global Study Finds Work-Life Balance Is Now the Top Driver of Employee Stress

There are many factors that impact employee wellbeing, both inside and outside of work. But in today's environment of constant disruption and competing demands, identifying the *primary* source of stress has become increasingly complex.

New research from the Workplace Options Center for Organizational Effectiveness' 2026 Psychological Safety Study reveals a clear shift: employees are no longer just stressed by work or life in isolation. The pressure is coming from both colliding.

Work-life balance is now the leading driver of employee stress globally. Spanning 47 countries and more than 100,000 organizations, the study identifies the top three stressors impacting today's workforce:

Work-life balance
Job performance
Unclear objectives

Together, these findings point to a workforce under sustained strain, where blurred boundaries are impacting wellbeing, engagement, and psychological safety.

What this means for leaders:

- Engagement declines as employees struggle to stay focused
- Collaboration slows as pressure limits openness
- Retention risk rises with ongoing strain
- Psychological safety weakens, reducing speak-up culture
- Adaptability suffers under chronic stress

Organizations that fail to address the growing tension between work and life demands risk weakening the very foundations of their workforce. Those that act have an opportunity to build more resilient, engaged, and high-performing teams.

The question has changed from whether this is happening, to how leaders will respond. Download [the full 2026 Psychological Safety Study](#) to understand what's driving stress in your workforce—and what to do about it.

Thanks for reading.

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Have a topic suggestion or feedback? [Email](#) us today!