

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Multi-Generational Workplace Mental Health

Managing Wellbeing Across Baby Boomers, Gen X, Millennials, and Gen Z

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

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Programme Overview

As multiple generations now co-exist in Indian workplaces, understanding their diverse mental health beliefs, communication styles, and wellbeing needs is paramount. This programme equips leaders with the insights and strategies to foster a supportive and productive environment for all employees.

Learning Objectives

- ✓ Understand the unique mental health perspectives and wellbeing priorities of different generations currently in the Indian workforce, enabling more empathetic and effective leadership.
- ✓ Identify how distinct generational communication styles can impact interpersonal dynamics and overall mental wellness at work, leading to improved team cohesion.
- ✓ Develop practical strategies to address the specific mental health needs and expectations of Gen Z employees, fostering their engagement and retention.
- ✓ Learn techniques to support older employees who may be hesitant to seek help, creating a safe and accessible environment for their wellbeing.
- ✓ Design and implement inclusive wellbeing programmes that cater to the diverse needs of all generations, ensuring equitable support and participation.
- ✓ Cultivate a workplace culture that values and respects generational differences, promoting psychological safety and enhancing overall organisational health.

WHO SHOULD ATTEND

This programme is designed for all managers, HR professionals, and senior leadership aiming to build a more cohesive and mentally healthy workplace across generational lines.

Programme Content

1. Mental Health Across Generations: Beliefs and Needs

Indian workplaces are now a confluence of Baby Boomers, Gen X, Millennials, and Gen Z, each shaped by distinct socio-economic and technological landscapes. This session will delve into how these formative experiences influence their beliefs about mental health, their openness to discussing wellbeing, and their expectations from employers. Understanding these nuances is crucial for leaders to move beyond one-size-fits-all approaches and provide tailored support, thereby enhancing employee morale and productivity across the board.

 **Activity: Generational Archetype Mapping**

2. Communication Style Differences and Their Mental Health Impact

Generational differences in communication—from directness and formality to preferred channels—can inadvertently create misunderstandings and friction, impacting mental wellness. This section will explore these varied styles and their potential effects on team dynamics, conflict resolution, and feelings of inclusion. We will equip you with strategies to bridge these communication gaps, fostering clearer interactions and reducing stress for everyone, ultimately leading to a more harmonious work environment.

 **Activity: Communication Style Scenario Analysis**

3. Managing Gen Z Mental Health Needs in Indian Workplaces

Gen Z, the newest entrants to the workforce, often bring different perspectives on mental health, work-life balance, and employer responsibility. This session will focus on understanding their specific needs, such as the desire for open dialogue about mental wellbeing, digital overload concerns, and the importance of purpose-driven work. We will provide evidence-based approaches for managers to effectively support this generation, fostering their growth and ensuring they feel valued and understood.

 **Activity: Gen Z Support Strategy Brainstorm**

4. Supporting Older Employees Who Would Never Seek Help

Many employees from older generations may have grown up with a stigma surrounding mental health discussions and are less likely to proactively seek support. This module addresses how to create a safe, non-intrusive environment where their wellbeing concerns can be addressed indirectly. We will explore proactive check-ins, flexible support systems, and how to foster a culture of care that encourages help-seeking behaviours without explicit demands, ensuring no employee feels isolated.

 **Activity: Confidential Support Pathways Design**

5. Building Inclusive Wellbeing Programmes That Work Across Generations

Designing a wellbeing strategy that resonates with employees across all age groups requires careful consideration of diverse needs and preferences. This section will guide you in creating holistic programmes that address physical, mental, and social wellbeing in ways that appeal to everyone, from digital resources for Gen Z to more traditional support for older employees. The focus will be on flexibility, accessibility, and inclusivity to ensure maximum engagement and positive impact on the overall workforce.

 **Activity: Cross-Generational Wellbeing Initiative Planning**

6. Fostering Intergenerational Collaboration and Psychological Safety

Bridging generational divides is key to unlocking the full potential of a multi-generational workforce. This session will focus on practical techniques to encourage mutual respect, understanding, and collaboration between different age groups. We will explore how to leverage the unique strengths of each generation while building a strong foundation of psychological safety, where all employees feel comfortable expressing themselves and contributing their best work.

 **Activity: Mentorship Pairing Exercise**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Conduct a generational survey to understand current wellbeing perceptions and needs.	HR	Week 1	Ensure survey questions are neutral and inclusive, covering topics like stress, work-life balance, and support systems.
Develop communication guidelines tailored for intergenerational teams.	Manager	Month 1	Include tips on active listening, clarifying expectations, and choosing appropriate communication channels.
Organise introductory workshops on generational awareness for all employees.	HR	Week 2	Focus on highlighting the positive contributions and unique perspectives each generation brings.
Review and update existing employee assistance programs (EAP) to ensure broad generational appeal.	HR	Month 1	Consider offering a mix of digital, in-person, and confidential support options.
Implement cross-generational mentoring or 'buddy' programmes.	HR/Manager	Month 2	Structure programmes to facilitate knowledge sharing and mutual learning between different age groups.
Integrate generational considerations into leadership training modules.	Leadership	Quarter 1	Ensure leaders are equipped to manage diverse teams empathetically and effectively.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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