

SUPPORTING MENTAL HEALTH DIGITAL WORLD **IN A**



Technology enables efficiency, but it can also blur boundaries, increase stress, and contribute to burnout if not managed thoughtfully. As a supervisor, you play a critical role in shaping a healthy digital culture, one where productivity and well-being can thrive together.

SUPPORTING MENTAL HEALTH IN A DIGITAL WORLD



THE TECHNOSTRESS EFFECT

Technostress is the strain people experience from overusing technology or feeling unable to cope with it. It can occur when digital tools, devices, or systems create pressure, overload, or frustration.

◆ Common causes include:

- Frequent interruptions from messages, emails, or notifications
- Learning new technologies or adapting to system changes
- Information overload from multiple platforms
- Blurred boundaries between work and personal life with constant connectivity

In short, when technology stops feeling helpful and starts feeling overwhelming, it can affect a person's mental well-being, productivity, and job satisfaction.

PROMOTING HEALTHY TECH HABITS

Your approach to digital habits sets the tone for your entire team. But you don't need sweeping changes to make a difference. Small, intentional actions can significantly improve team well-being and productivity.

◆ Model healthy boundaries

- Avoid sending non-urgent emails or messages after hours.
- Respect leave time and encourage employees to truly disconnect during days off.
- Communicate clearly about expected response times.

IMPACT: Reinforces respect for downtime and reduces the pressure to be "always on."

◆ Encourage focused work time

- Promote blocking time for deep work with minimal interruptions.
- Limit unnecessary meetings or keep them concise.
- Encourage "Do Not Disturb" settings during focus periods.

IMPACT: Reduces digital overwhelm and improves efficiency.



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PROMOTING HEALTHY TECH HABITS (CONTINUED)

◆ **Normalize breaks from screens**

- Remind employees to step away throughout the day.
- Encourage short walks, stretching, or offline interaction.
- Support lunch breaks that are truly disconnected.

IMPACT: Prevents fatigue and supports sustained attention and energy levels.

◆ **Streamline communication channels**

- Clarify when it's best to use email, chat, or meetings.
- Reduce redundant notifications and group messages.
- Keep communication concise and purposeful.

IMPACT: Minimizes noise and helps employees prioritize effectively.

◆ **Check in on workload and well-being**

- Ask open-ended questions in one-on-one conversations.
- Watch for signs of burnout or digital overload.
- Encourage employees to speak up about challenges and frustrations.

IMPACT: Builds psychological safety and allows for early intervention.

◆ **Promote intentional use of technology**

- Encourage turning off non-essential notifications.
- Support time management tools that enhance workflow, not overwhelm it.
- Share tips for organizing digital workspaces.

IMPACT: Empowers employees to control technology, rather than feel controlled by it.

BUILDING A SUPPORTIVE DIGITAL CULTURE

Creating a mentally healthy digital workplace is an ongoing effort. Consider:

- Including well-being in team discussions
- Recognizing employees who model healthy habits
- Sharing resources related to workload management and digital wellness

Making minor yet thoughtful adjustments and leading by example can foster an environment where employees feel balanced, focused, and supported — both online and off.

LIVE WEBINAR

HOW TECHNOLOGY CAN HELP WITH MENTAL HEALTH CONVERSATIONS

September 23, 2026 1-2 p.m. E.T.



This webinar explains how technology is revolutionizing the way we approach and care for our mental health. Come explore innovative tools to support effective, compassionate, and accessible mental health conversations in personal and professional settings.

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