

Preparing Your Workplace for Midterm Elections

Election cycles often bring heightened stress, division, and uncertainty into the workplace. Preparing in advance helps organizations foster a respectful culture, reduce disruption, and reinforce trust.

1

Review Policies Before Election Season

Ensure employees understand expectations around:

- Respect and civility in discussions
- Social media and digital communications
- Anti-harassment and discrimination policies
- Escalation procedures for workplace conflicts

Clear expectations reduce confusion before tensions arise

2

Reinforce Company Values

Rather than commenting on political issues, remind employees of the organization's commitment to:

- Respect
- Inclusion and belonging
- Building trust
- Professionalism
- Ethical behavior

Keep messaging grounded in company values rather than political viewpoints

3

Equip Managers to Lead Difficult Conversations

Managers should be prepared to:

- Set expectations for respectful dialogue
- Redirect conversations that become disruptive
- Connect employees with available resources

Seramount recommends creating safe discussions by:

- Clarifying the purpose
- Establishing ground rules
- Setting context before conversations begin

4

Support Employee Well-Being

Election periods can increase stress and anxiety. Consider promoting:

- Employee Assistance Programs (EAPs)
- Mental health resources
- Stress management tools
- Wellness benefits
- Flexible time for voting where appropriate

According to a 2024 Seramount EVS, 75% of participating companies provide paid time off for voting, while many also highlight existing mental health and wellness resources during election season

5

Listen Before You React

Use existing channels to understand employee concerns:

- Employee listening sessions
- Pulse surveys
- ERGs
- Manager check-ins

Employees consistently asked organizations for tangible support, resources, and opportunities for dialogue, not just public statements

6

Prepare a Communications Plan

Determine in advance:

- Whether internal or external statements may be needed
- Who approves messaging
- When leadership communicates
- How employees can ask questions or raise concerns

Planning ahead allows organizations to respond thoughtfully instead of reactively

Two-Thirds

of U.S. workers report experiencing or witnessing workplace [incivility](#), and **one-third** expect workplace conflicts to increase

40%

of employees in a Seramount survey have acted against a company because its political stance conflicted with their own, while **21%** report “quiet quitting” over politics

Seramount Resources



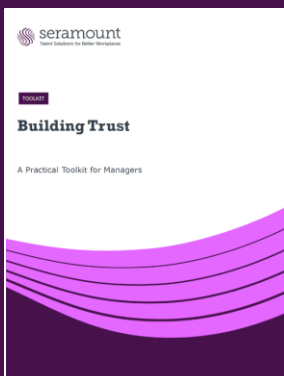
A Manager's Guide to Having Essential Conversations

This toolkit is designed to help managers navigate difficult conversations related to inclusion, trust, morale, and performance.



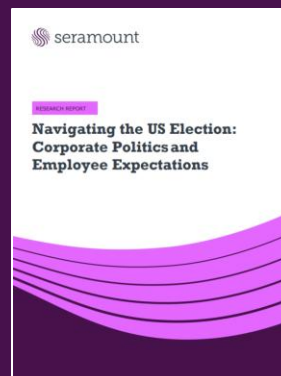
Supporting Employee Well-Being in the Workplace

Explore the importance of employee well-being, manager support, impactful benefits, engagement initiatives, and ERGs that foster healthier workplaces.



Building Trust

This toolkit outlines seven core principles that directly link leadership behavior to engagement, innovation, retention, and business outcomes.



Navigating the US Election: Corporate Politics and Employee Expectations

This research, sponsored by industry leaders, is specifically designed to enable Inclusion and Talent leaders to understand what's next.