



A Safety Net for Mental Health

Editing & Publication

MBK Wellness CO.,LTD.
MBK Wellness Counseling Service
 (formerly Human Frontier Counseling Center)
 1-18-13 SotoKanda, Chiyoda-ku,
 Tokyo 101-0021
 Akihabara Daibiru 7F
 Tel: +81-3-6747-6250 (Main)

Building Awareness of Microaggressions in the Workplace

In recent years, the term “microaggressions” has become more widely recognized. These are not unusual or extreme incidents, but rather subtle moments of discomfort that can arise in everyday communication. As work styles diversify and values broaden, we are encountering more situations where these subtle feelings become more noticeable. Because these remarks are often made without ill intent—sometimes even out of kindness or familiarity—the speaker may be unaware that their words can cause discomfort or a sense of exclusion.

For example, the comment “You’re very responsible for someone so young” may sound like a compliment. However, it can carry the underlying assumption that being young means being inexperienced or unreliable, which may leave the listener feeling underestimated or not fully recognized. Similarly, saying, “You don’t need to worry about that,” may unintentionally suggest that the person’s concerns are invalid, which can feel painful and leave them with the impression that their emotions have not been acknowledged.

These subtle feelings of discomfort often reflect a person’s past experiences and emotions. In many cases, they may be linked to similar situations the individual has encountered before.

This is where a counselor’s perspective can be useful. In counseling, we practice attentive listening with an attitude of accepting the other person’s feelings and experiences as they are. In the workplace as well, respecting “how the other person felt” and listening without making assumptions can foster a sense of psychological safety.

Taking time to reflect—asking, “Why did I phrase it that way?” or “What assumptions might I be holding?”—is something anyone can do. If you realize that your words may have been insensitive, acknowledging it by saying, “I’m sorry—what I said may have made you uncomfortable,” can help maintain trust.

Microaggressions can happen unconsciously to anyone. That is precisely why building awareness is so important. By becoming more mindful in our everyday communication, we can take meaningful steps toward creating a workplace where everyone feels safe and respected. Small, thoughtful efforts in daily interactions can make a significant difference over time.

Counselor’s Oasis

Spring brings warmer weather—but also the challenges of seasonal allergies. As the days get longer, it becomes easier to stay up late without realizing it. This often leads to less sleep and, before we know it, a lack of rest. Insufficient sleep can weaken the immune system and worsen allergy symptoms—something many of us have likely experienced. Over the past few years, I have made a conscious effort to get enough sleep to maintain my health and well-being.

Schedule a counseling appointment

☎ 0 1 2 0 - 7 8 3 - 7 4 4

Office hours: (excluding holidays)
 Monday through Friday 10:00~20:00
 Saturday 10:00~18:00

✉ E-mail :
sodan@wellness-sodan.com
 ※We will reply to you within two business days after receiving your message.

©2016, 2026 MBK Wellness CO.,LTD.



You can also schedule a
 counseling appointment
 through the LINE app.

(*Reservations only.
 Counselings are not available on LINE.)



On your LINE app, tap “Add friends” → Tap the “QR code” icon and Scan the QR code above to add it on LINE.

Or, tap “Add friends” → tap “Search”, choose “ID”, enter the LINE ID “@hfsodan” and tap the search icon to add it on LINE.