

EVIDENCE-BASED STRATEGIES FOR MANAGING WORK STRESS

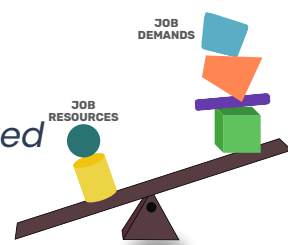
Stress affects mental and physical health, quality of life, productivity, and workplace culture.

STRESS

is the body's reaction to challenges or threats, whether big or small. It can make us feel anxious or fearful.

WORK/JOB STRESS

are "situations faced in the workplace context that are related to overload, high demands, or expectations".



For Employees: Managing Your Stress

Exercise Regularly: Boost mood and energy by walking, stretching, or dancing.

Create a Safe Space for Mental Health: Talk to a trusted person or use anonymous support.

Check In Regularly: Share your stress with a manager or HR early on.

Engage with Wellness Programs: Participate in or suggest wellness initiatives.

Practice Mindfulness and Deep Breathing: Use tools like the Balance app to manage stress.

For Managers: Supporting Your Team

Upskill in Mental Health: Learn to identify and support mental health struggles.

Offer Flexibility: Provide hybrid work or flexible hours to help with mental health.

Build Peer-Support Networks: Connect with fellow managers to share experiences.

Solicit Feedback: Gather anonymous feedback without adding to workloads.

Manage Your Own Stress: Use mindfulness and deep-breathing exercises to lead effectively.

For Organizations: Building a Stress-Free Workplace

Assess Stress Levels: Survey employees to identify stressors early.

Set Clear Goals: Provide mental health services and resources.

Encourage Open Conversations: Create safe spaces to talk about mental health at work.

Adopt Proven Practices: Offer flexible schedules and team-building programs.

Promote Mindfulness: Encourage stress-reduction practices like meditation.