How Managers Can Recognize and Help Minimize Employee Stress

As a manager or human resource professional, it is important that you recognize when an employee is overwhelmed by the stressors from work and/or home. You can also learn how to help.

Employee stress can take many forms, but some common signs to look for are:
- decreased productivity/poor performance
- trouble concentrating or making decisions
- irritability, nervousness and fatigue
- increased tardiness and absenteeism
- increased accidents, incidents and errors
- difficulty getting along with others
- emotional outbursts
- easily upset or angered
- negative, critical attitude
- more frequent illness and visits to the doctor

Tips to Reduce Workplace Stress
You can help your employees minimize and manage stress by promoting routines for keeping work stress and family life apart.
- Recognize the signs of stress.

- Encourage open communication.
- Encourage employees to periodically "unplug" from workplace stress by taking time off and curtailing too many long days on the job.
- Clarify what is an emergency call for an immediate response vs. what can wait until the next business day.
- Set reasonable deadlines and workloads.
- Encourage employees to contact EAP for stress-related or personal problems.
- Encourage skill development toward new challenges.
- Plan monthly "stress busters," such as: employee birthday parties or length of service parties, a stress reduction workshop, wellness and health fairs or motivational speakers
- Invite top management to talk with your employees about the company's goals, successes and challenges.
- Be quick to praise right thinking and initiative.
- When confrontation is necessary, do it in private, stick to performance and never admonish the person.
- Provide a pleasing work environment.

Be sure to praise your employees for good work, but be careful not to glorify those who sacrifice family and personal time for work. Setting the expectation of unhealthy boundaries increases the risk of stress overload for all of your employees.

📞 866-335-2340   🌐 www.carelonwellbeing.com/tenet