

Tips to Help Alleviate Workplace Stress

Question:

How do I eradicate negative stress for my team?

Answer:

Stress in and of itself is not an entirely bad thing. Some types of stress actually help drive performance and result in extraordinary accomplishments. The problem occurs when stress becomes excessive. Use these tools to identify root causes of pressure and eliminate unhealthy stress:

Help employees manage excessive workloads. Provide incentives, encouragement and training to avoid burnout.

Communicate thoroughly, ask for input, and use candid conversation to reduce fear and uncertainty.

Provide flexibility for employees



to design their schedules to fit their personal lives.

Present change in terms of the opportunities and benefits it affords.

Address concerns, seek improvements and provide feedback to help diffuse speculation and negative energy.

Question:

As an employee, how do I channel workplace stress to my advantage?

Answer:

Statistics show that 40 percent of employees state their jobs are stressful, and 25 percent view their job as the No. 1 stressor in their life. Prevent yourself from becoming a statistic by incorporating these tools:

Take a break during the day. Professionals need an occasional time-out to recharge their batteries.

Ask for input. Even bad news is better than no news. Candid conversation will prevent yourself from drawing your own conclusions.

Consider job sharing or telecommuting to prevent a strict 40-hour schedule from feeling like a prison sentence.

Talk with employers about personal and professional goals so they can help plan your future together.

Have some fun! Coordinate social interaction to balance the work.



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