

SOLUTIONS² WORKSTRESS.CA

WORK STRESS: Why it Matters to You!



Stress is a fact of life. But too much stress – especially at work, is bad for business and the health of your organization.

Finding solutions together to reduce the risk of work stress benefits both employers and employees.

CAUSES OF WORK STRESS:

Work stress results when certain things get out of balance:

DEMAND: Pace and amount of workload

CONTROL: Influence and decision-making ability

EFFORT: Physical or mental

REWARD: Appreciation, salary, promotion

Finding the right balance helps to reduce and prevent work stress. Solutions are a shared responsibility between employers and employees!

What to do about Work Stress: 'Plan Do Check Act' Model



PLAN: WHAT'S THE PROBLEM HERE?

- Gather together a team of people
This could be your health and safety committee, wellness committee or a management team
Tip: include key decision makers
- Assess your workplace
- Identify your strengths and challenges

DO: WHAT CAN WE DO TO FIX THE PROBLEM?

- Implement your plan
Tip: start small and pick something that you know will be successful
- Engage employees in the process

CHECK: DID IT WORK?

- Ask employees what worked and what didn't work
Use this information to make your next project even better
Tip: celebrate success

ACT: TRY AGAIN

- Take action based on what you have learned
- Start the cycle over again
Tip: Be willing to learn from mistakes and adapt as needed

We Can Help:
Our services are free and confidential.

