Helping Your Employees Manage Workplace Stress During COVID-19

Stress vs. Challenge

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Warning signs of unmanaged job stress

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Causes of job stress

Employee Characteristics

- A Need to control
- A lack or perceived lack of competence
- People pleaser
- Perfectionist
- Career concerns

Job Characteristics

- Excessive workloads
- Lack of resources
- Management styles
- Unrealistic job expectations
- Lack of social support
- Lack of control around job-related decisions
- Environmental conditions

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Improve communication

- Be approachable
- Share information to reduce job uncertainty
- Clearly define roles and responsibilities

Collaborate with your employees

- Offer decision-making power
- Workload = worker's capabilities and resources

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Develop a culture that values the individual employee

- Acknowledge work-life balance issues
- Model and encourage well-being practices

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How your assistance program can help

Employee benefits

- Consultation with a licensed professional
- Website access
- Work-life resources

Workplace Support

- Define problem behaviors
- Coach managers
- Develop action plans for employees
- Follow up with HR/managers/supervisors and employees (as appropriate)

Take-away goal: I'm committed to make the following change.

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