Stress in the Workplace

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Workplace Wellness Programs

- A recent study of primarily small employers found:[1]

  - 80.6% of employers stated they offer WW programs

  - Only 13% actually offer comprehensive WW programs

  - Only 45% of employees surveyed said their workplace offers WW programs

  - Of the 45%, 57% said they participated in a program

  - 59.4% of employees felt employers should play a role in improving employee health

  - 72% thought they should pay a lower insurance premium for participating in wellness programs

[1]http://journals.lww.com/joem/Fulltext/2017/03000/Employer_and_Employee_Opinions_About_Workplace.4.aspx

- The National Institute of Occupational Health and Safety estimates 40 percent of U.S. workers report their job as stressful or very stressful.

- 25 percent view their jobs as their number one stressor.

Stress as a SHIP Strategy

A focus on policy, systems and environment that can have a positive effect on employee stress and the organization's well being.

Categorizing Stress Management Interventions

Level	Primary Prevention	Secondary Prevention	Tertiary Prevention	Outcome Measures
Organizational	Improving work content, fitness programs, career development	Improving communication and decision making, conflict management	Vocational rehabilitation, outplacement	Productivity, turnover, absenteeism, financial claims
Individual and organizational interface	Time management, improving interpersonal skills, work/home balance	Peer support groups, coaching, career planning	Posttraumatic stress assistance programs, group psychotherapy	Job stressors such as demands, control, support, role ambiguity, relationships, change, burnout
Individual	Pre-employment medical exam, Individual stress management programs	Cognitive behavioral techniques, relaxation	Rehabilitation after sick leave, disability management, case management, individual psychotherapy	Mood states, psychosomatic complaints, subjective experienced stress, physiological parameters, sleep disturbances, health behaviors

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Change

Healthy Eating

- Some studies have shown a link between healthy behaviors and lower levels of stress. [1, 2]

- Higher stress is associated with less healthy dietary behaviors.

- Time to purchase, shop and prepare healthy foods can be a barrier.

- Ensuring adequate break time and access to healthy food can promote employee health.

1 Healthy behaviours and mental health: findings from the German Health Update (GEDA).
Buttery AK[1], Mensink GB[1], Busch MA[2].
2 Gillian M Maher, Catherine P Perry, Ivan J Perry and Janas M Harrington. Protective lifestyle behaviours and depression in middle-aged Irish men and women: a secondary analysis. Public Health Nutrition, available on CJO2016. doi:10.1017/S1368980016001105.

Physical Activity

- Several reviews showed organizational measures to increase activity show promising results. [1]

- The only organizational intervention to show convincing effects on absenteeism and presenteeism is physical activity programs.[1]

- Being active helps increase self esteem and self confidence.

- More active people have a less extreme response to stress and report less stress in their lives. [2]

1 BhuK, Dinos S, Stansfeld SA, White P. A synthesis of the evidence for managing stress at work: a review of the reviews reporting on mental health and absenteeism
2 http://www.humankinetics.com/excerpts/excerpts/reduce-stress-through-exercise

Tobacco and Breastfeeding Policies

- Tobacco

  - Creates a safer and healthier workplace

  - Demonstrates concern for employee health

  - Helps reduce health care costs

  - Motivates tobacco users to quit

- Breastfeeding

  - Breastfeeding moms nurse longer

  - Reduces sick leave

  - Can create higher productivity and loyalty

http://www.womenshealth.gov/breastfeeding/business-case-for-breastfeeding.html

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Look at your current strategies and the possibilities

Current or Possible Strategies

Employee Assistance Program (EAP)

- Promote the availability of the EAP and all of benefits they offer (financial and legal consulting, return to work, crisis and critical issues)

Work design

- Workload ambiguity

- Capacity versus skill set

- Optimal work environment for the type of work

Family-friendly policies

- Flex time for childcare, eldercare, self care

Current or Possible Strategies, cont.

Human Resources

- Employee onboarding - communicate values, culture and policies (wellness benefits, healthy eating, active living, tobacco, breastfeeding policies, EAP)

Manager Training

- Regularly updated on new policies and procedures

- Know how to recognize employees in crisis and who to refer them to (EAP)

- Build skills to manage employees for optimal health, productivity and engagement

Quiet Room

A healthy working environment is one where there is not only an absence of harmful conditions but an abundance of health promoting ones.

-The World Health Organization

Thank you!

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