

# Managing Stress



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**Your health is everything.** You need to take care of yourself, and **NO** job, customer, or boss is worth putting yourself at risk



Three types of job conditions typically linked to stress complaints among workers:

- Unrealistic deadlines
- Low levels of support from supervisors
- Lack of worker involvement in decision-making

Studies suggest the following job-related stressors may put people for health risks:

- Having no participation in decisions that affect one's responsibilities.
- Unrelenting and unreasonable demands for performance.
- Lack of effective communication and conflict-resolution methods among workers and employers.
- Lack of job security.
- Night-shift work, long hours, or both.
- Excessive time spent away from home and family.
- Wages not commensurate with levels of responsibility.

***One-fourth of employees view their job as the number one stressor in their lives.***



## How to Change the Organization to Prevent Job Stress:

- Ensure that the workload is in line with workers' capabilities and resources.
- Design jobs to provide meaning, stimulation, and opportunities for workers to use their skills.
- Clearly define worker roles and responsibilities.
- Give workers opportunities to participate in decisions and actions affecting their jobs.
- Improve communications—reduce uncertainty about career development and future employment prospects.
- Provide opportunities for social interaction among workers.
- Establish work schedules that are compatible with demands and responsibilities outside the job, i.e. time with family.

## **Early Warning Signs of Job Stress:**

**Headache**  
**Sleep Disturbances**  
**Difficulty Concentrating**  
**Short Temper**  
**Upset Stomach**  
**Job Dissatisfaction**  
**Low Morale**

**Most importantly, MAINTAIN A SENSE OF HUMOR**