

Stress Management: The key word is **BALANCE**



Introduction

Stress as well as its management is a much-talked-about topic today. Various factors influence stress in the workplace, and it is critical to address them. Stress, if not controlled, can blow up into a bigger problem, affecting, not just productivity, but the environment as well.

In this paper, we'll explore one of the root causes of health issues, i.e., 'Stress', and possible ways to manage it.

Workplace interventions

With organisations being people-friendly and employee-centric, there is no doubt that measures to ensure their wellbeing are in place. Employees' wellbeing is the top priority of employers.

Interventions at the workplace can help employees deal with stress and make them feel at ease. The question is - what measures can be taken to manage stress and how to put them in place?

Many of us experience a high level of stress without even fully recognising it. By losing our ability to identify & manage stress, and not knowing when to seek help, we put our health, personal relationship, and professional success at risk.



High stress levels during the pandemic

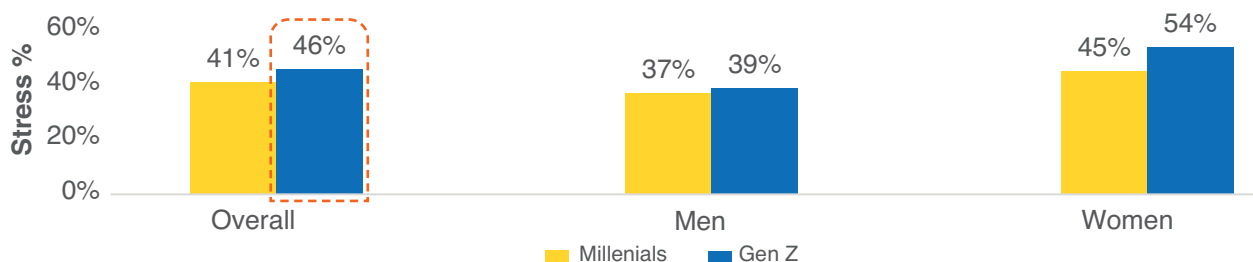
Employee mental well-being is a rising point of focus for organisations.

Studies have outlined the consequences of a stressed-out workforce, which include: absenteeism, lower productivity, higher healthcare costs, and negative impacts on organisational culture, etc.

Organisations today are dealing with a multi-generation workforce. Emerging research shows

that Gen Z and Millennials are more stressed and anxious as compared to the other generations. Post the onset of Covid-19, changed dynamics of hybrid work culture, aspirations to achieve more, and management of personal goals are still concerns among this generation.

Thus, while dealing with multi-generation workforce, employers must look at possible solutions to address them.

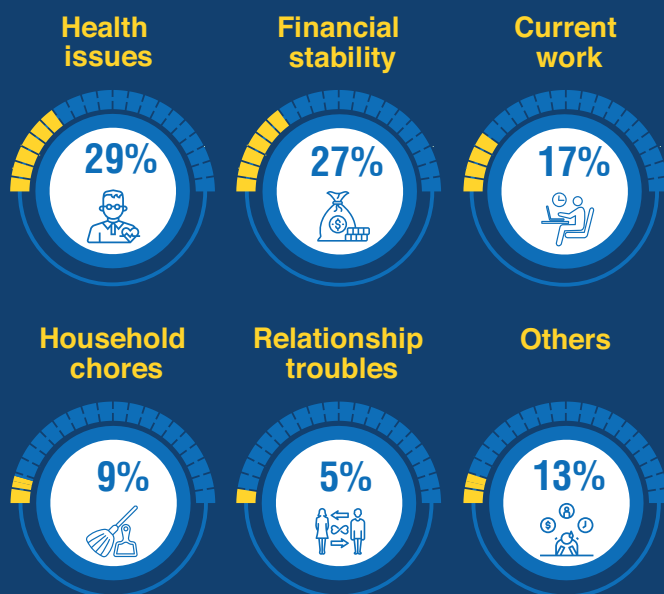


Source: Prudent internal wellness study

Top Stress Drivers

Health-related issues are rated as the top-most drivers for stress followed by financial stability, office work, household chores, and relationship troubles amongst others.*

Stress slows down some normal bodily functions, such as those that the digestive and immune systems perform. The body can then concentrate its resources on breathing, blood flow, alertness, and the preparation of the muscles for sudden use.



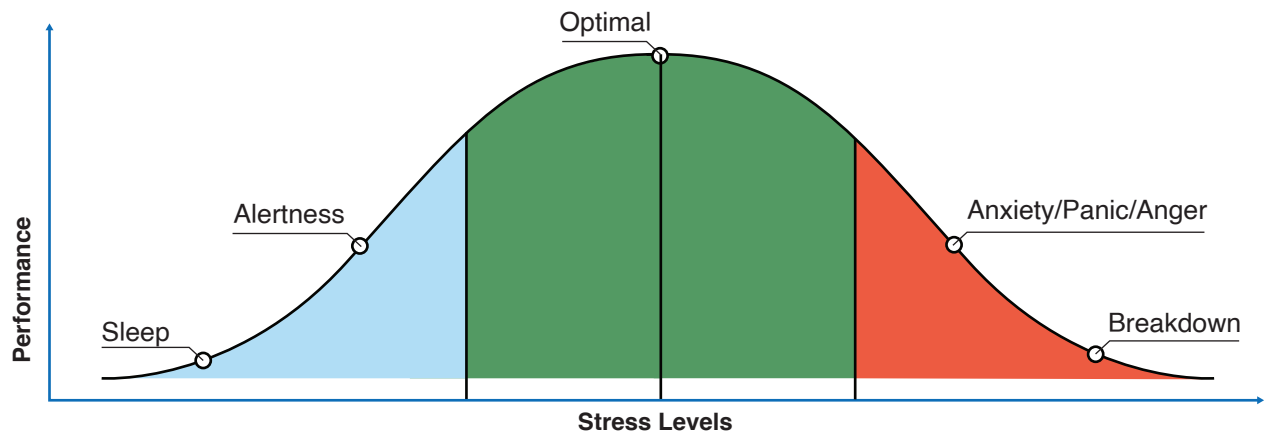
*Source: <https://www.statista.com/>



Is all stress bad?

Stress is not all bad; it is believed that some amount of stress in employees is required to motivate and drive them, but too much can be detrimental to both their physical and mental health.

Other categories of stress



Low Stress

- Comfort zone
- Low performance
- Boredom



Moderate Stress

- Optimum performance
- Job satisfaction



Excess stress

- Poor performance
- Dysfunctional behaviour
- Health problems



Warning signs of stress

A little stress enhances performance and response to situations, helping them give their best.

However, prolonged high stress can affect the body and lead to unpleasant feelings such as body pain, fatigue, or mood swings which can lead to heart-related diseases, weight gain, and burnout, if these signs are ignored.

Warnings



Aches and pain



Heaviness in chest



Difficulty in breathing



Mood swings



Extreme fatigue



Irregular sleep pattern

Outcome

High blood pressure



Heart diseases



Diabetes



Weight gain



Burnout



Insomnia



Adapting to Change:

Workplace-based stress can come from a mismatch between the employee and the organisation, change in the role, relations with co-workers. Additionally, worker stress can be caused by personal characteristics of an employee and home life concerns.

With the onset of Covid-19, lack of physical contact with our friends and loved ones, loss of employment, and death of those we know have increased stress for millions of employees. Now,

as businesses reopen and employees return to work, these psychosocial risks have the potential to pose serious health concerns for employees and subsequently, impact a company's bottom line.

It is believed that a guided and well-articulated intervention can help individuals become more capable of dealing with stress and have a positive influence on several factors that can contribute to workplace stress.

How to manage stress effectively:

While it may seem like there is not much we can do about stress, there are steps we can take to relieve the pressure and regain control.



Conclusion:

We must understand the effects stress can have on our body and brain. It is equally important to recognise our stress symptoms.

Recognising these early means we are better equipped to deal with them and they are less likely to spiral into something more serious. Finally, it's learning to deal with stress more effectively. Learning techniques to manage our stress can be vital to maintaining good physical and mental health. If we commit to reducing our stress levels, we may find we have more energy, we're more productive in our work and we're able to maintain healthier relationships, both at work and at home.

You can connect with our wellness team at wellness@prudentbrokers.com to help you plan a holistic program on stress management





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