



STRESS, ANXIETY AND DEPRESSION IN THE WORKPLACE

PREVENTION STRATEGIES OF STRESS AT WORKPLACE

Objectives of the module

- ✓ Raise awareness about stress, anxiety and depression in the workplace.
- ✓ Be aware of the factors that cause stress.
- ✓ Understand ways to manage stress at individual and organisational level.
- ✓ Recognize techniques for stress prevention.



Objectives of the presentation

- ✓ Impact of stress in the working population.
- ✓ Impact on workers health, safety and wellbeing.
- ✓ Prevention strategies.

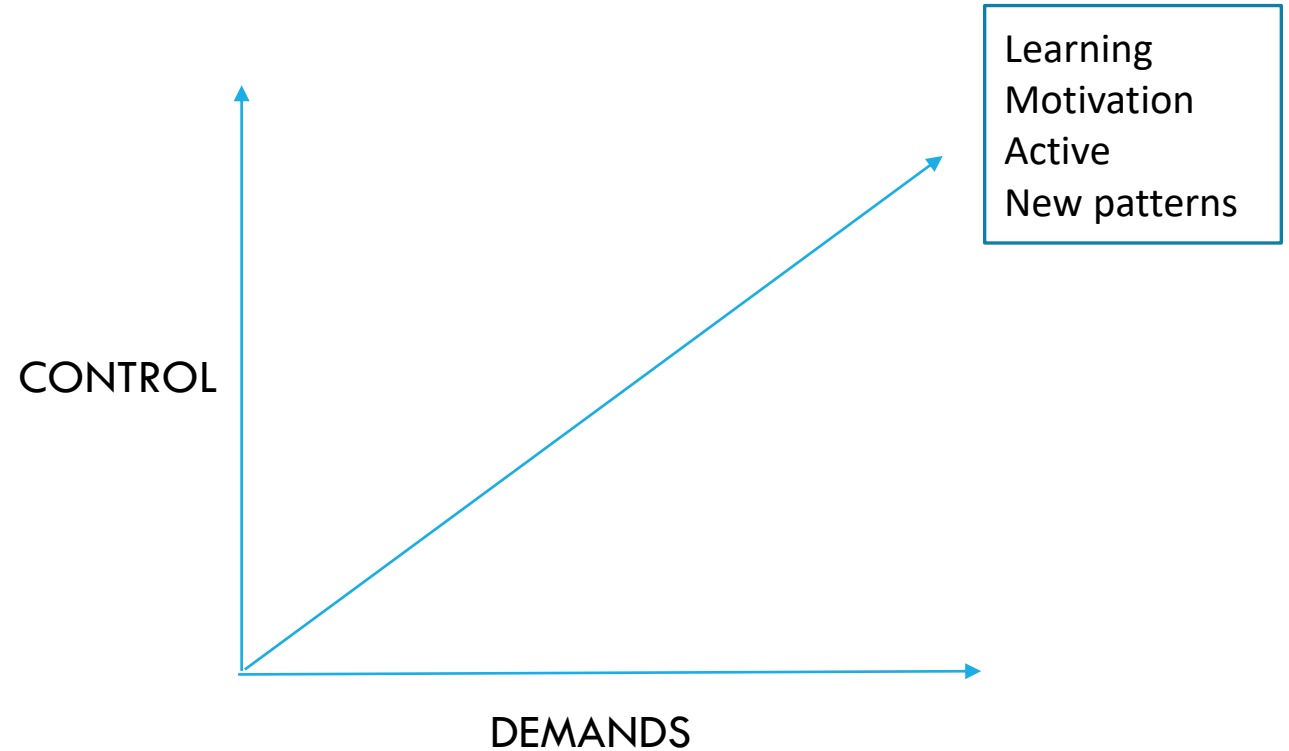


IMPACT OF STRESS IN THE WORKING POPULATION

- Globalization has given rise to considerable new openings for economic development, but also to the danger of global competitive processes, placing pressure on working conditions and respect for fundamental rights.
- Globalization has led to changes in employment patterns through greater flexibility in the work process, more part-time and temporary employment and independent contracting of staff.





Karasek`s Demand & Control model of stress



A N X I E T Y

THE KARASEK MODEL OF STRESS

- low control – low demand → little stress
- **low control – high demand** → leads to stress 
- high control – low demand → little stress, but can be demotivating
- **high control – high demand** → **active situation** where workers  have a high demand for their services and high control. This leads to situations where most people feel they can manage



SOCIAL SUPPORT

→ social support is the third variable of the Demand & Control Model

listening, comforting, lending a hand

Listening is the most fundamental component of interpersonal communication skills



MANAGING STRESS AT INDIVIDUAL LEVEL

- GET TO KNOW YOUR OWN STRESS – warning signals
- IDENTIFICATION THE CAUSES OF STRESS – control, demands, finances, priorities, ...
- SET UP REALISTIC GOALS – set up partial goals, go step by step



MANAGING STRESS AT AN INDIVIDUAL LEVEL

- FIND SOCIAL SUPPORT – family, friends, co-workers
- CONTROL OF YOUR OWN LIFE – develop and use your own self control, your own power



Managing stress at management-collective level

CONTROL

SOCIAL
SUPPORT

TRANSPARENCY &
FAIRNESS

MATCHING THE JOB
AND THE WORKER

PHYSICAL WORKING
ENVIRONMENT

TRAINING AND
EDUCATION

A N X I E T

Y

CONTROL

- providing workers with more control at work over their work and working condition;
- regular assessment of time requirements and assignment of reasonable deadline
- involving workers in solving problems → **encourage worker participation**



SOCIAL SUPPORT

- **Good management-worker relations** facilitate mutual support for solving workplace problems – encouragement of supportive atmosphere through formal and informal means
- **Support from colleagues** through day-to-day collaboration and work team activities
- **Social and recreational activities** help enhance mutual understanding and maintain good human relations.



MATCHING THE JOB AND THE WORKER

- The right person in the right job has the resources they need to complete the tasks required without becoming stressed;
- match jobs to physical and psychological skills and abilities of the workers;
- assign tasks according to experience and competence;
- ensure proper utilization of skills.



TRAINING & EDUCATION

- Workers with new knowledge, competencies and skills are not only more efficient and productive but will be stimulated to contribute more to group activities and cross-training in the workplace;
- as the company develops and situations change, adequate training needs to be made available to workers, in order not to create stressful situations.



TRANSPARENCY & FAIRNESS

- Employees should be provided with clear structure and information about the structure, purpose and of the organization.
- By establishing clear procedures to prohibit discrimination on the basis of age, race, sex, disability, national origin or religion, a workplace culture in support of decent work can be effectively established.



PHYSICAL WORKING ENVIRONMENT

- Establishment of clear procedures for risk assessment and control;
- provide a comfortable working environment;
- elimination or reduction of hazards at their source;
- provide clean, refreshing rest facilities;
- establishment of emergency
- procedures and response plans.



3 STEPS FOR MENTHALLY HEALTHY WORKPLACE

- **PROMOTION** (positive mental health)
- **PROTECTION** (address risks and protective factors)
- **SUPPORT** (support employes with mental health conditions)

**IMPROVE
UNDERSTANDING
COMBAT STIGMA**

The role of a leader in creating a mentally healthy workplace is to promote awareness, and importantly, to promote a culture that allows people to take the steps they need to stay mentally healthy.



ORGANISATIONAL CULTURE

Organisational culture is reflected in the attitudes of staff, their shared beliefs about the organization, their shared value systems and common and approved ways of behaving at work.

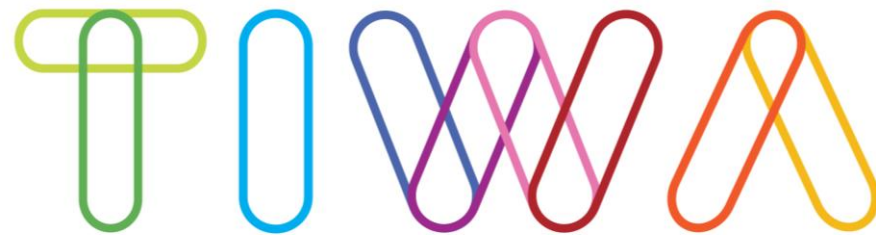
 Organisational culture is one of the key factors in determining how successful an organisation will be in managing work stress.



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