



# **STRESS, ANXIETY AND DEPRESSION IN THE WORKPLACE**

AWARENESS

## 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

- ✓ Raise awareness about stress, anxiety and depression in the workplace.
- ✓ Recognize connections between stress, anxiety and depression.
- ✓ Be aware of the factors that cause stress at workplace and in private life.
- ✓ Understand the role of the manager in overcoming the barriers.



## Did you know?

Negative working environment can lead to physical and mental health problems.

Depression and anxiety have a significant economic impact and big cost in lost productivity.

Globally, an estimated 264 million people suffer from depression, one of the leading causes of disability. Many of these people also suffer from symptoms of anxiety.

There are many effective actions that organizations can take to promote mental health in the workplace.

Such organizations are most likely to reduce absenteeism and increase productivity.



# Understanding the landscape - STRESS

- ✓ A response to daily pressure, threatening or overwhelming situations,
- ✓ Typically vanishes when the stressors disappear.

**BUT:**



✓ Chronic stress  
anxiety and depression



# The link between anxiety and depression

	Anxiety	Depression
SYMPTOMS	Fear, panic and anxiety	Discouragement, feeling of being overwhelmed by daily tasks
	Hyperventilation	Hopelessness,
	Feeling nervous, restless or tense	Anger or irritability
	Increased heart rate	Lack of motivation

*\*Anxiety and depression are believed to stem from the same biological vulnerability and are thus often connected*



# Unhealthy work habits

Working conditions can contribute to individuals' unhealthy behaviors.

**SMOKING HABITS** positively correlated with:

- high job demands
- job strain and negatively with:
- resources at work,
- social support
- participation in decision-making

**OBESITY** linked to:

- night work,
- long work hours,
- psychosocial job strain,
- job insecurity

**PHYSICAL INACTIVITY**

linked to:

- Low decision latitude,
- Involuntary overtime



## Potential hazards in further detail

- ✓ **DEMANDS** → workload, inflexible working hours, work patterns, unrealistic deadlines, expectations of fast work
- ✓ **RELATIONSHIPS** → unacceptable behaviour, poor communication, bullying, harassment
- ✓ **SUPPORT** → encouragement, poor management practices, unclear tasks, accessibility, constructive feedback,





## Potential hazards in further detail

- ✓ **CONTROL** → low control over one's area of work, inability to decide, priorities
- ✓ **ROLE** → limited participation in decision-making, clarity and understanding the role itself
- ✓ **CHANGE** → managing and communicating organisational changes, consultation



# Strategy

- ✓ **EARLY IDENTIFICATION** - identification of distress, harmful use of psychoactive substances
- ✓ **SUPPORT** - informing staff that support is available
- ✓ **REHABILITATION** - rewarding the contribution of employees

**KEY TO SUCCESS**  **INVOLVING STAKEHOLDERS AND STAFF AT ALL LEVELS**



# HOW TO CONTROL? – HAZARD IDENTIFICATION

Considering the likelihood that a work activity could result in employees becoming stressed, it is necessary to first identify the potential hazards – **RISK ASSESSMENT**





Stress risk assessment is a careful examination of what could cause staff to suffer from work-related stress

Consider the risks, take steps to remove or reduce the risk

Application of risk assessment; to be carried out periodically, regularly reviewed, need to be done when new work activities are introduced

Crucial for preventing burnout and long-term mental issues



Employers have a general duty to ensure the health of their employees.



# Guidelines



# Management and its role

- ✓ SENIOR LEADERSHIP STYLE
- ✓ LEADERSHIP STYLE OF LINE MANAGERS



# Recommendations for senior leadership

Provide consistent leadership from the top.

Provide support to ensure workplace policies and interventions for health and wellbeing.

Ensure managers are aware that supporting employee health and wellbeing is a central part of their role.

Display the positive leadership behaviours that are asked of managers

Act as a role model for leadership and proactively challenge behaviour.



# Recommendations for managers

Consult regularly on daily procedures and problems.

Provide support to ensure workplace policies and interventions for health and wellbeing.

Recognise and praise good performance.

Work with employees to agree on personal development plans.

Take preventive action at the earliest opportunity.





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