STRESS, ANXIETY AND DEPRESSION AT THE WORKPLACE

Organization and country: LUV, Slovenia

Name of the activity: Problem Family Tree

Overview (What I am going to learn?): The purpose of this activity is to help employees to see the bigger picture of problems at work that causing them stress.

Objective (What am I going to learn it for?):

- To see the real problems, and what causes them, not as specific people who cause trouble, but as often seemingly small issues that mix with other small issues to create larger problems.

Materials: Paper

Time: Aproximatelly 30 minutes

Target group: Employees

Instructions for facilitators

For this activity is important that participants come to conclusions by them selves.

Facilitator should be careful to give participants enouh time and space to think.

Tasks and procedure:

Give each participant a piece of paper. Instruct them to write down, at the top of the sheet, a problem they have at work. Make sure to tell them it shouldn't be directed at a specific person. These should be complaints about procedure, product, or some other non-human problem they've observed or believe exists.

Next, have them write below that, leaving a slight space, two things they think causes that problem (again, not mentioning specific people but finding a way to focus on systems, ideology, or procedures that people use). Draw a line from the two ideas up to the main problem, much like a family tree structure. Then have them break down those two ideas further, two for each, as far as they can go. The idea is to figure out what small things have led to the big things.

Conclusion and evaluation:

The exercise could stop here, allowing the participants to simply enjoy personal discovery, or their results could be discussed as a group to see if there were small underlying problems that popped up on multiple problem family trees.

Reference:

https://wheniwork.com/blog/team-building-games