

Top Tips! Stress Management



HASSON ASSOCIATES

Corporate responsibility for stress management involves **recognising** the impact of work-related stress on employees and **taking proactive measures** to **mitigate** its **effects**.

Here are some strategies...

Promote work/life balance

Encourage employees to maintain a **healthy balance** between **work** and **personal life** by setting **clear boundaries** and **respecting their time off**.

Provide Resources

Offer access to resources such as **counseling services, stress management workshops, and mental health hotlines** to support employees in managing stress.

Encourage open communication

Foster a culture where **employees feel comfortable** discussing their stressors and concerns with managers or HR **without fear of judgment.**

Flexi working

Allow for **flexible work arrangements** such as **remote work** or **flexible hours** to accommodate employees' **individual needs and reduce stress** related to commuting or rigid schedules.

Encourage breaks

Promote the importance of taking regular breaks throughout the workday to **recharge** and **prevent burnout**.

Training & Development

Provide training on stress management **techniques, mindfulness, and resilience-building** to empower employees with the tools they need to cope with stress effectively.

Consider **training staff** to be an in-house **Mental Health Champion**.

<https://mhfaengland.org/>

Lead by example

Managers and leaders should model healthy stress management behaviors, such as taking breaks, prioritizing self-care, and seeking support when needed.

Recognition & Appreciation

Recognise and **appreciate** employees' **hard work** and **contributions regularly** to **boost morale** and **reduce feelings** of **stress** and **burnout**.

Promote Physical wellness

Encourage physical wellness initiatives such as **exercise programs, healthy eating options, and ergonomic workspaces** to support employees' overall well-being.

Monitor workload

Keep an eye on employees' **workloads** and ensure they are **manageable**. **Address** any issues of **excessive workload promptly** and **provide support** as needed..

Remember...

We are here to help!

As recruiters we play a crucial role as intermediaries between candidates and employers. We can help streamline the hiring process, promote positive relationships and contribute to successful outcomes for all parties involved.

