

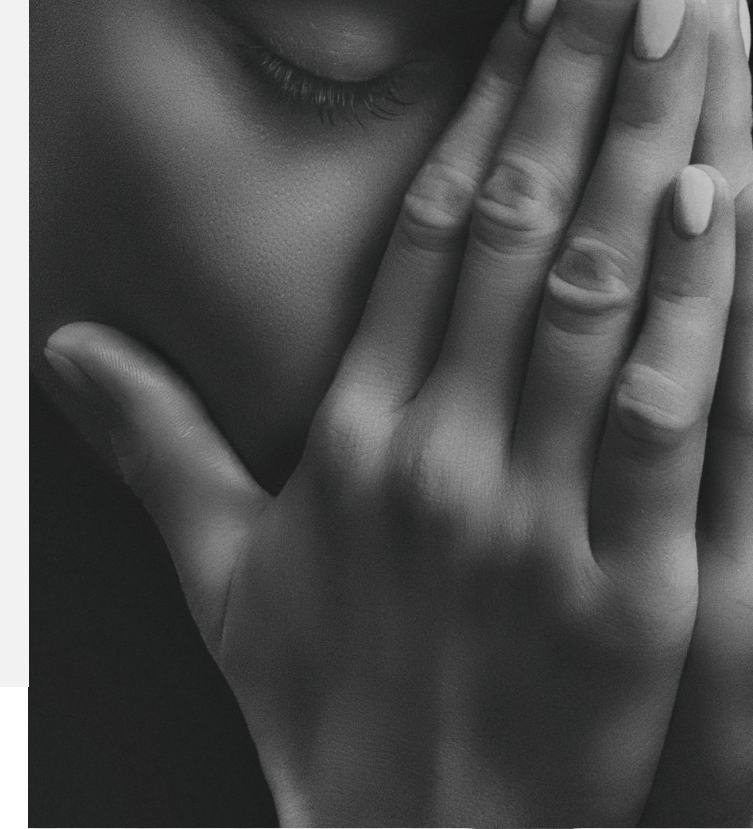
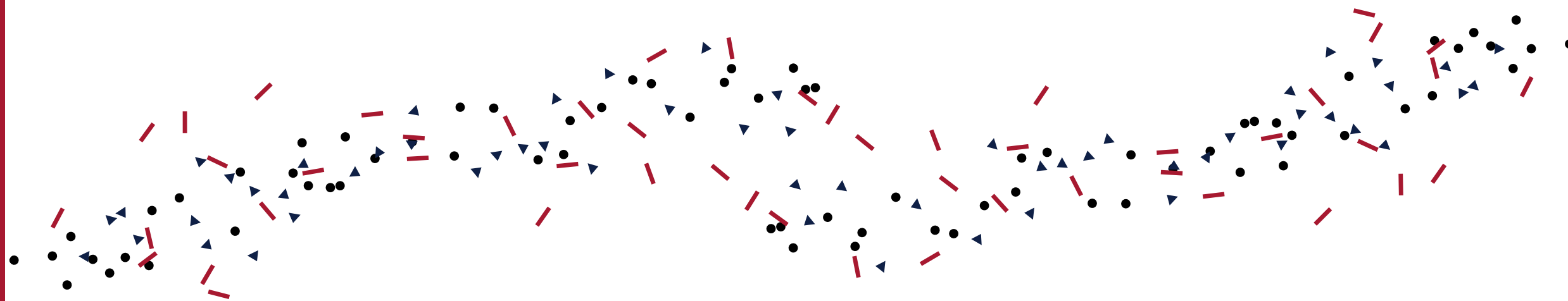
#MENTALHEALTHAWARENESSMONTH







YOU MATTER!
Nourish to Flourish

#MentalHealthMatters

ADDRESS YOUR STRESS: WORK-RELATED STRESS



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QUICK ASSESSMENT

- Do you have more work demands than work resources? ✓
- Do you feel that your tasks are dull and repetitive? ✓
- Do you feel that your work isn't challenging you? ✓
- Do you frequently have an emotional/cognitive/behavioural/physiological reaction due to work? ✓

If you answered "yes" to 2 or more of these questions you may be struggling with work-related stress



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WHAT IS WORK-RELATED STRESS??

- In-balance between job demands and an employee's resources
- It occurs when the demands exceed perceived resources
- Dull and repetitive tasks
- Too few demands can also cause stress
- An emotional, cognitive, behavioural and physiological reaction

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ICE-BREAKER ACTIVITY



DO A 3 MINUTE DANCE AT YOU DESK:
[HTTPS://WWW.YOUTUBE.COM/WATCH?V=_GWZV7F_Q5S](https://www.youtube.com/watch?v=_GWZV7F_Q5S)

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WHAT IS CAUSING YOUR WORK-RELATED STRESS?

- **Demands** - workload and work-related responsibilities
- **Control** - autonomy within the working environment
- **Relationships** - supervisors, colleagues and subordinates
- **Change** - managed and introduced
- **Role** - role conflict and ambiguity
- **Support** - job training and encouragement
- **Culture** - which is fostered within the organisation

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OTHER FACTORS THAT MAY CAUSE YOU TO EXPERIENCE WORK-RELATED STRESS

- Low salaries
- Excessive workloads
- Few opportunities for growth or advancement
- Work that isn't engaging or challenging
- Lack of social support
- Not having enough control over job-related decisions
- Conflicting demands or unclear performance expectations

2 WEEK MENTAL HEALTH CHALLENGE

- Day 1: Wear something you love
- Day 2: Read your favourite book
- Day 3: Delegate one task
- Day 4: Go to bed early
- Day 5: Cook something exciting
- Day 6: Write in a journal
- Day 7: Try something new
- Day 8: Read an inspirational quote
- Day 9: Watch a movie
- Day 10: Do something creative
- Day 11: Listen to music
- Day 12: Play a board game
- Day 13: Call a friend
- Day 14: Watch the sunset



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WHAT EFFECTS DO YOU HAVE OF UNCONTROLLED WORK-RELATED STRESS?

- Headache ✓
- Stomach-ache ✓
- Sleep disturbances ✓
- Short temper ✓
- Difficulty concentrating ✓



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EFFECTS OF UNCONTROLLED WORK-RELATED STRESS

Chronic stress can result in:

- Anxiety
- Insomnia
- High blood pressure
- Weakened immune system.

It can also contribute to health conditions such as:

- Depression
- Obesity
- Heart disease.

Excessive stress often leads to employees dealing with stress in unhealthy ways, such as:

- Overeating
- Eating unhealthy foods
- Smoking cigarettes
- Abusing drugs
- Alcohol.

PUZZLE ACTIVITY



BUILD PUZZLES ONLINE:

- [HTTPS://WWW.JIGSAWPLANET.COM/?RC=PLAY&PID=380F37510F00](https://www.jigsawplanet.com/?RC=PLAY&PID=380F37510F00)
- [HTTPS://WWW.JIGSAWPLANET.COM/?RC=PLAY&PID=34FD53FEDBA7](https://www.jigsawplanet.com/?RC=PLAY&PID=34FD53FEDBA7)
- [HTTPS://WWW.JIGSAWPLANET.COM/?RC=PLAY&PID=34A70ACD083B](https://www.jigsawplanet.com/?RC=PLAY&PID=34A70ACD083B)
- [HTTPS://WWW.JIGSAWPLANET.COM/?RC=PLAY&PID=17321B273201](https://www.jigsawplanet.com/?RC=PLAY&PID=17321B273201)

STEPS YOU CAN TAKE TO MANAGE STRESS

1. Know and identify your enemy
2. Develop healthy action plans
3. Establish boundaries
4. Take time to rest
5. Learn how to relax
6. Talk to your manager and colleagues
7. Get a support system

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WAYS TO REDUCE STRESS IN YOUR PERSONAL TIME

- Exercise - gym, yoga, meditation etc
- Reduce your caffeine intake
- Journal
- Spend quality time with friends and family
- Laugh
- Learn to say no
- Avoid procrastination
- Music

WAYS TO REDUCE STRESS WHILE AT WORK

- Acknowledge your limits
- Pick and prioritise
- One thing at a time
- Deal with deadlines
- Be good to yourself

STRESS REDUCING ACTIVITIES

Calming break activities

- Take the time to tidy up
- Wall of gratitude
- Inspirational quotes
- Meditate
- Eat healthy at work

Energising break activities

- Energy shake
- Dance at your desk
- Drink water
- Stretch at your desk
- Compliment a colleague day
- Practice strengths spotting

Relaxing break activities

- Team stretches
- Set a deep breath reminder
- Check-in on yourself
- Smile
- Shift your focus
- Funny video's

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BE MINDFUL WE ARE ALMOST THERE ACTIVITY



3 MINDFULNESS EXERCISES:
[HTTPS://WWW.YOUTUBE.COM/WATCH?V=PZC0KCX-N9Q](https://www.youtube.com/watch?v=PZC0KCX-N9Q)

#MENTALHEALTHAWARENESSMONTH

INDIVIDUAL BENEFITS

- High motivation and commitment
- High morale
- Improved performance
- Improve team cohesion
- Transparent decision making
- Improved work relationships
- Improved employee retention
- Line managers can outwardly show their duty of care
 - Line managers can demonstrate good management skills that could help their promotability and career development

MANAGEMENT BENEFITS

- Retention improvement
- Better absence management
- Fewer days lost to sickness and absenteeism
- Fewer accidents
- Improved work quality
- Improved organisational image and reputation
- Better staff understanding and tolerance of others experiencing problems

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ORGANISATIONAL DEVELOPMENT AND EMPLOYEE WELL-BEING

**THANK YOU!
WE WILL SEE YOU NEXT
WEEK...**



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