



Reducing Stress and Building **Resilience**

One of our workplace enemies leading to high levels of absence is stress. Would you recognise the symptoms of stress in others around you? or in yourself?

Organisations and leaders have responsibility for ensuring that individuals are not subjected to undue stress at work and need to be mindful about a person's mental, emotional, spiritual health as well as their physical health. We will never remove all the reasons that contribute to stress in our lives; helping to build resilience to stress and the 'bounce back' factor is desirable for all of us.

The background is a light teal color with several large, overlapping, organic shapes in a slightly darker shade of teal. These shapes resemble stylized leaves or petals, creating a sense of movement and growth. The shapes are positioned around the central text, with some extending towards the top and bottom edges of the frame.

Resilience IS:

Responsibility

Is ours when it comes to looking after our health. Work, rest, and play, our five veg and fruit a day, physical exercise all have a part to play. Building our robustness should be high on the list of priorities for all of us.

Emootional intelligence

For most of us we are aware when we are not feeling as well as we would normally. We need to listen to our inner voice and take note of how we are feeling.



Signs and Symptoms

In the workplace we place people in situations that can be presented as 'opportunities'. It is important to recognise the signs of when the opportunity that was initially a positive turns into a negative and causes stress.

Illness

Many illnesses have their roots in stress and the long term results of stress can lead to our immune system being weakened. This can lead to a reduction in our ability to fight off ill health and disease.

Life

Achieving balance between our work and our home lives has to be monitored carefully. We need to be aware when this gets out of balance over the longer term. We can rise to the challenges of peaks and troughs at work and life and if this goes on too long we run the risk of compromising not only our health, our relationships can suffer as well. Stress can be work or home life related.

Insidious


Be alert. Stress creeps quietly before manifesting into symptoms.

Empathy

Noticing what is happening in those around you and not ignoring signs and symptoms when someone we know is clearly not behaving as we would expect them to from our previous experience with them.

Nurturing

We all need a little extra nurturing sometimes.
It is what makes us human after all.
Being kind is not a hard task.



Caring at Work

Deal with the early signs of stress at work.
If left the consequences can be grave and
much more difficult to address without drugs
and other treatments.

Empowering

Provide health related information to aid education and choices.



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