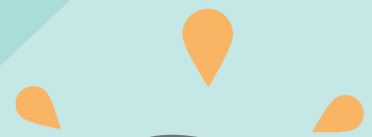
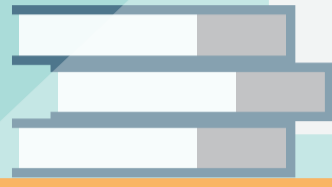


# WORK-RELATED STRESS



## 83%

OF US WORKERS SUFFER FROM WORK-RELATED STRESS.\*

## 54%

SAY WORK STRESS AFFECTS THEIR HOME LIFE.\*

WORKPLACE STRESS HAS BEEN REPORTED TO CAUSE

## 120,000

DEATHS IN THE US EACH YEAR.\*

\*OSHA

## WHAT CAN EMPLOYERS DO TO HELP?

- 1** Ask employees about stress at work, what is causing it, if it's increasing and if they're having trouble finding work-life balance. Use anonymous surveys if needed.
- 2** Consider asking specifics about clients/customers, coworkers/supervisors, safety concerns, lack of training, job security, workload increases, etc. to help pinpoint problem areas.
- 3** Identify what factors are making it harder for employees to get their jobs done and determine if adjustments can be made to lessen the burden.
- 4** Evaluate employee benefits to find ways to improve work-life balance, such as providing ample vacation time, flexible hours and the ability to work from home when possible.
- 5** Ask employees if there are specific things managers and supervisors could do or if they have other suggestions that would reduce workplace stress.
- 6** Determine whether employees need mental health support (counseling, therapy, substance use prevention resources, etc.) and/or employee assistance programs (EAPs) to address these issues. Note: Research from Forrester shows 79% of employees are likely to stay at a company that provides high-quality mental health resources.
- 7** Ask employees if they would use programs you are considering providing (EAPs, meditation sessions, mindfulness classes, stress reduction workshops, etc.).
- 8** Distribute surveys about stress periodically to determine if employees' needs and experiences are changing and if the services you are offering are working.

