ways or dealing with stress in the company and suggestions for reducing stress in the

company, both in the short and long term.

Prepared for

Ms.Sediqa ,

ITI

Prepared by

Zienab Muhammad

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Executive Summary

Today, many organizations and employees are experiencing the effects of stress on

work performance. The effects of stress can be either positive or negative. What is

perceived as positive stress by one person may be perceived as negative stress by

another, since everyone perceives situations differently. According to Davies-Miller,

negative stress is becoming a major illness in the work environment, and it can

debilitate employees and be costly to employers. Managers need to identify those

suffering from negative stress and implement programs as a defense against stress.

These programs may reduce the impact stress has on employees' work performance.

Introduction

* Problems for employee cause stress.
* Methods for avoid stress in company.

Findings

* Problems for employee cause stress

1. **Excessive workload**

According to CIPD, The Chartered Institute of Personnel Development, the excessive workload is the most common cause of work-related stress. But why does this happen? As humans, we have limits that should be considered regarding our capability of handling workload. However, these limits are often ignored, both by managers who wish to keep productivity as high as possible and by employees who strive to succeed at their jobs .Nonetheless, you should consider that if someone’s work limits are crossed, it can lead to high-pressure levels, resulting in stress and decreased productivity. In other words, the more you attempt to work, the less productive you become.  
It’s easy to assume that leaders probably have higher stress levels when compared to their employees. However, that’s far from the truth.

### Lack of control

According to a [study](https://scholar.harvard.edu/files/jenniferlerner/files/pnas-2012-sherman-17903-7.pdf?m=1450895694) conducted in 2012, leaders usually have lower stress levels than non-leaders. And why? Because of control.People in control tend to have lower stress levels because they feel they have the power and influence to make decisions. On the other hand, a subordinate feels like not having any power and is being controlled by others, which can lead to increased stress levels.

### Toxic work environment

We’ve all heard about toxic work environments. But do we really know how to recognize them? A toxic environment is often related to daily dramatic situations, absence of order, and dysfunctional behaviors by peers or bosses, among others. If you recognize some of these behaviors, you probably, or have previously worked in a toxic environment.Dealing with this kind of environment can lead to stress, especially if the toxicity is directly aimed at someone. Employees can start not feeling comfortable talking with their colleagues, causing stress and a lack of productivity during the workday

### Relationship with managers

Dealing with managers and bosses can be stressful, and that’s normal. However, if a boss doesn’t know [how to lead a team](https://timeular.com/blog/how-lead-team/) and reveals to be manipulative, controlling, and unappreciative, among others, that can cause stress on the employers that work directly with them. A manager is someone you’re supposed to look up to, admire, and follow. If their behavior doesn’t correspond to someone who should be admired, this can lead to an employee feeling lost without any guidance. In the end, this feeling will probably lead to stress at work.

* Methods for avoid stress in company.

## **1. Encourage Open Communication**

The statistics are true: most employees’ workplace stress comes from their bosses. In fact, research has linked employees having a negative relationship with their boss to behaviors such as sleep problems, anxiety, high blood pressure, and [even heart attack risk](https://www.washingtonpost.com/national/health-science/is-your-boss-making-you-sick/2014/10/20/60cd5d44-2953-11e4-8593-da634b334390_story.html?utm_term=.a7906b59cfa6).

## **2. Offer Paid Time Off**

Nothing busts stress like getting away from the office and having some fun. No matter the size of your company, try to make it a priority to offer employees paid time off (PTO) so that they can relax, rejuvenate, and come back better than ever.

Unfortunately, nearly 42% of Americans don’t take vacation days. But doing so [improves mental health, heart health](https://www.huffingtonpost.com/jill-l-ferguson/health-benefits-of-taking-a-vacation_b_9384466.html), and even relationships. Whether you decide to offer two weeks or an unlimited policy, track time off and encourage employees to take that time off if they haven’t done so yet.

## **3. Encourage Employees to Take Breaks**

As Jason Schreier wrote in The New York Times, workplace cultures that encourage non-stop work have [damaging effects on their employees](https://www.nytimes.com/2017/10/25/opinion/work-culture-video-games-crunch.html?_r=0). He outlined a phenomenon called “crunching”, where video game developers work as many as 20 hours a day for days or weeks on end.

“The designer Clint Hocking described [*suffering memory loss*](http://www.clicknothing.typepad.com/click_nothing/2015/03/ten-years-down.html) as a result of the stress and anxiety of crunching on a game. Brett Douville, a veteran game programmer, said he once worked so long and for so hard that he found himself [*temporarily unable to step out of his car*](http://kotaku.com/what-its-like-to-crunch-on-a-video-game-1701998016).”

## **4. Take the Team Out on Company Offsites**

If you really want to give your employees a break, take them somewhere fun to get their minds off workplace stress and [bond with each other](https://justworks.com/blog/13-team-bonding-ideas-coworkers-will-actually-enjoy). The possibilities are endless: you could go to a vineyard, grab a drink together at the local pub, check out a baseball game, or have a picnic in the park.

## **5. Bring Some Diversions into the Office**

The team that plays together, works better together.

There are an infinite number of fun activities you can bring in to reduce workplace stress, whether they’re permanent fixtures or for a special occasion. Here are a few ideas:

* Ping pong table
* Dart board
* Basketball hoop
* Video games
* Board games
* Dog-friendly office

## **6.Consider Flexible Work Schedules**

If any of your employees have children or an elder parent in need, the demands of work and home life can quickly become overwhelming. Allowing for employees to have a flexible work schedule will give them time to take care of the people they love, and in turn allow them to be more present at work while they’re there.

**Conclusion**

The good news is, there are plenty of opportunities to show your employees that you care about their stress levels and the health of the organization at large. By facilitating open dialogue, offering PTO, and encouraging other types of healthy workplace diversions, you can help your company become a great place to work for the ages.

**Recommendation**

## **Make Time For Workplace Wellness**

Your workplace should support your sustained wellbeing throughout the day. Say it again so you don’t forget. Hard work needs balance to be sustainable. Now, not everyone is lucky enough to have a dedicated home office, but there are plenty of small things you can do to make your work from home experience more enjoyable and healthier. Some excellent items to facilitate this are:

[**Remote Team Wellness**](https://remoteteamwellness.com/?utm_source=SnackNation&utm_medium=SNBlog&utm_campaign=reduce-stress-at-work)**.**

Connect with the experts in virtual-wellness experiences to give your employees fully-customized training and resources in Stress, Mental Health, Burnout, Sleep, Nutrition and more.

**Greenery in your scenery.**

In addition to improving the air quality, adding indoor plants to your desktop can have a soothing effect and make your space feel calmer.

[**A water bottle**](https://snacknation.com/blog/branded-water-bottles/)**.**

Keeping yourself hydrated throughout the day helps to keep your brain alert and “moist” which provides ideal conditions for creative thinking and problem solving. It also ensures that your body will remind you to get up and move when you need the bathroom.

**Natural light.**

Creating a bright and natural workspace can immensely support your mood and productivity. In addition, natural light reduces the need for artificial lighting during the day, which can help to save on energy costs!

**A good laugh.**

Laughter is good for the soul and a great way to help reduce stress at work. Try setting up a [Laughter Gym](https://www.laughteroncall.com/laughter-for-biz-inquiries/?utm_source=blog&utm_medium=referral&utm_campaign=snacknation) at your company to provide a place to let loose!

**Something that smells good.**

Whether it’s a deliciously scented candle or a diffuser with some uplifting essential oils, keeping the environment smelling good can shift your mood and awaken your senses through scent and sight.

**Weekly virtual wellness challenges.**

You may be pretty used to spending all day working on a computer, but staring at a screen for hours is exhausting. A quick fix is to start a weekly wellness competition that will inspire and encourage employees to help handle stress at work. An easy way to get started is by creating a weekly wellness Slack channel or working with a software platform like [Nectar](https://try.nectarhr.com/?utm_campaign=SnackNation&utm_source=snacknation&utm_medium=partner&utm_content=reduce-stress) to gamify the challenge.