



*Driving Business to  
Peak Performance!*



## Mastering Stress Management

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September 2008

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Why should we as business leaders focus on stress management with our team? Unmanaged stress costs US businesses over \$300 Billion each year! Unmanaged stress can impact absenteeism, productivity, health, interpersonal relations with co-workers and customers, and overall quality of work to name a few.



According to a 2006 ComPsych StressPulse Survey, 51% of employee respondents report having "high levels of stress, with extreme fatigue/feeling out of control;" and from that same research 46% of employees reported "coming to work one to four days a year when they were too stressed to be effective."

What are some of the causes of stress that may be burdening your employees?

- Communication
- Economy
- Work-Life Balance
- Family – children, elder-care, marital
- Understanding expectations
- Energy costs
- Time Management
- Health issues
- And on, and on...

Let's elaborate on just two of these factors- Poor or ineffective [communication](#) is one of the leading causes of stress within organizations. When employees feel out of the loop on important discussions and decisions that affect their work, this elevates their stress. Employing consistent and regular good communication practices from superior to subordinate and interdepartmentally, helps to alleviate this. Lack of [understanding expectations](#) relating to employees jobs is another driver of increased stress levels with employees. Clearly defining goals, objectives and expectations of performance help to eliminate the stress caused by misunderstanding expectations.

Some simple, no cost or low cost things that businesses can provide for

their employees to help them manage their stress are:

- Bring in speakers for lunch-and-learn sessions on topics of interest for staff, i.e. elder care resources, time management techniques, etc.
- Partner with local businesses to offer on-site services, i.e. oil changes, meal strategies, dry cleaning, etc.
- Provide resources through a benefit-plan sponsored Employee Assistance Program (EAP) provider.

Finding out what specifically causes stress to your employee group through an audit or survey will give you the best information, in order for you to put some programs together. Acknowledging that in today's fast-paced, quality focused society we can become overburdened and need some assistance in weeding through it all is a great step in the right direction.

If you would like some help on [mastering stress management](#) in your company, you may want to enlist some help. Contact Amy Bergman, at MasterMind Consulting Network to get started: 517-917-5730, or [amy@mastermindconsult.net](mailto:amy@mastermindconsult.net).

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