

Work stress

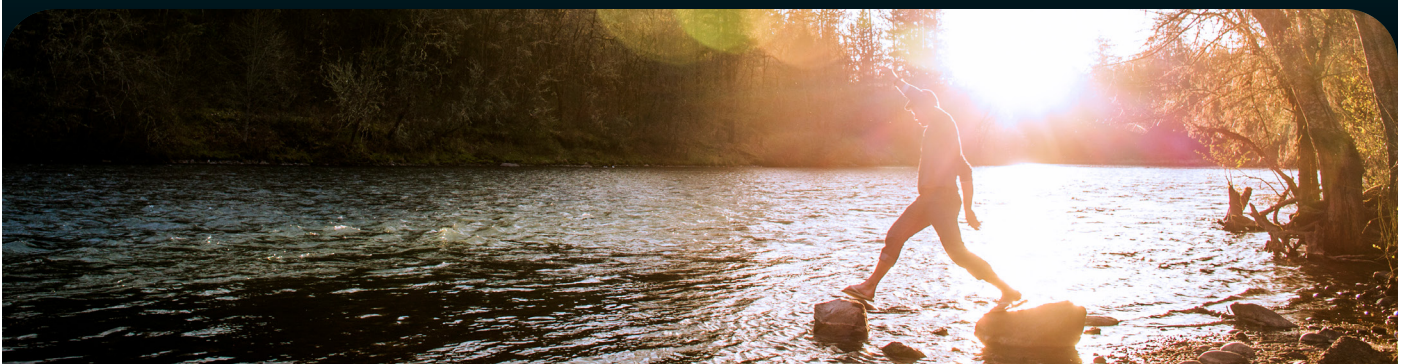
Managing work demands and relationships



Some of the common causes of work stress are:



When stress persists, it negatively affects mental and physical health. Here are some conditions that can be caused by persisting stress:



Managing stress and addressing its causes is greatly important because chronic stress can be detrimental to your health and wellbeing.



Identify your stressors and your responses

Which situations and demands cause you the greatest stress? How do you feel in those moments and how do you respond to those feelings?



Develop and maintain beneficial habits

Avoid treating stress with junk food, smoking or alcohol. Although these can give short-term relief, they are likely to have adverse health effects in the long run. Develop beneficial habits such as exercising, doing yoga or joining a social group. Prioritise good quality sleep, and place limits on screentime and caffeine in the evenings.



Set boundaries

Decide on a work-life balance that serves you. Communicate your limits and enforce them. Perhaps you do not want to be contacted after-hours. Let your team know. Setting a work-life balance can promote personal wellbeing.



Prioritise rest

When you are away from work focus your energy on activities that bring you joy. Active rest involves doing activities that are relaxing but also physically engaging. These include going for a hike, swimming, painting or attending a concert. Simple activities around the home may also be restful. Consider tending to houseplants, cooking a meal or taking a pet for a walk.

Even though stress is a normal response, it is important to identify when your stress levels are causing you harm. Always take time to pause and rest so you can keep functioning at your best.



Reach out for help

Always speak to your manager or supervisor. Clearly explain your experiences and stressors, and allow for room to explore possible solutions.

The Employee Assistance Programmes (EAP) also offer psychological support to employees. These programmes offer confidential support for personal and work-related issues that are experienced by employees. Find out how to contact your EAP provider so you can use the available services.

Reach out to your doctor as well for assistance. You may need medical intervention or assistance to help you cope with the effects of work stress.

