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**SKILL – Stress management
ELEBO**



SKILL – STRESS MANAGEMENT



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- 1) Understanding Stress in the workplace
- 2) The importance of Employee well-being
- 3) Effective Communication Strategies
- 4) Building Resilience and coping skills
- 5) Creating a supportive work environment
- 6) Measuring and evaluating stress management programmes



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Understanding Stress in the workplace

Stress is a common experience in the workplace and it can have a significant impact on employee well-being and productivity. In order to manage stress in HR it is very important to understand the causes like for example:

- Heavy workload
- Long hours
- Poor communication
- Job insecurity
- Lack of support





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The importance of employee well-being

Employee well-being should be a priority for all the organisations, as it has a direct impact on productivity, engagement and retention.

HR department have a key role in this aspect by offering resources and support for stress management. This can include:

- Flexible work program
- Training on communication
- Introducing the “power skills programs”
- Team building





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Effective communication strategies

Poor communication is the major contributor to workplace stress and it also can conduce to conflicts. The implementation of communication strategies and trainings by the HR can help to improve the situation. As example of strategies to improve the communication we can mention:

- Briefing with the employees
- Encourage the dialogue and feedback
- Clear messaging





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Building resilience and Coping skills

Resilience is a critical skill for stress management in the workplace and generally. It is the ability to bounce back from challenging situations. The best manner to include the resilience and coping skills is by including workshops about stress management, time management and emotional intelligence and equipping this way the employees with tools they need to handle stress effectively.





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Creating a supportive work environment

A supportive work environment is essential for managing stress and promoting employee well-being and HR department can create it by fostering the inclusivity respect and training programs adapted to the circumstances.

It also could involve:

- Rewarding employees achievements
- Providing opportunities for professional growth
- Creating a sense of community
- Prioritizing employee needs



Measuring and evaluating stress management programmes



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In order to ensure the effectiveness of stress management programmes, the impact on employees well-being and productivity has to be measured. These measurements could involve:

- Conducting surveys
- Analysing data
- Soliciting feedback from employees

This way the HR can identify improvement areas and adjust the strategy to the real needs. The evaluation process is critical for maintaining a productive workforce over the long term.





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