let's talk about mental health
lamp
BUSINESS CLUB

Telephone: 0116 255 6286
Email: businessclub@lampdirect.org.uk
Web: www.lampadvocacy.co.uk

Mental Health in your Workplace: Topics and Issues

Stress

What is workplace stress?

Workplace stress is the harmful physical and emotional responses that can happen when there is a mismatch between job demands and the worker's capabilities, resources, or needs. Workplace stress can be triggered by unexpected responsibilities, excessive workloads, low salaries, lack of control, or unclear expectations. Workplace stress can affect the worker's health and performance negatively. Did you know that 87% of employees say they feel a sense of dread at least once a month, with 49% saying they feel a sense of dread at least once a week?

What are the symptoms of workplace stress?

- Poor concentration
- Lower performance at work
- Irritability
- Tearfulness
- Tiredness and daytime fatigue
- Low mood
- Avoiding social events
- Poor judgment
- Anxiety
- Constant worrying

What can employers do to reduce workplace stress?

- Facilitate open and honest conversations with your employee about their stress level at work and what you can do to help (follow our facilitating mental health conversations here)
- Provide a quieter working area and a quiet place to take breaks

- Consider your employee working from home if possible (and if they think it would help them)
- Consider being flexible with working hours and discuss what is best for your employee
- Discuss an appropriate workload in line with the employees capabilities
- Discuss how comfortable your employees feel about their deadlines
- Reassign workload if needed
- Assign a parking space if needed so your employee doesn't have to travel using public transport
- Reduce any other stress triggers as discussed with your employee

Sources and further reading

Fifth Annual Workforce Attitudes Toward Mental Health (headspace.com)

Coping with stress at work (apa.org)

What is work stress? Definition and examples - Market Business News

Stress Symptoms, Signs, and Causes - HelpGuide.org

https://www.kallidus.com/courses/stress-in-the-workplace/