



Tips for Managers

Managing Workplace Stress

In today's post-pandemic world, it's no secret employee wellbeing is suffering. Employees are struggling with stress and burnout like never before. In fact, 4 in 10 U.S. employees say their job is negatively impacting their mental health.

While some level of stress can be motivating, excessive or prolonged stress can be detrimental to employee wellbeing and performance.

You can make a difference

Managers can play a crucial role in mitigating workplace stress and fostering a positive workplace culture. Here are a few practical tips.

Open communication. Encourage open dialogue where employees feel comfortable expressing themselves. Use regular check-ins, team meetings, or even anonymous feedback channels. [Learn more](#)

Promote work-life balance. Many employees feel stressed by the demands of home and work and feel challenged to maintain balance. As a manager, you can lead by example. Model healthy behaviors such as setting manageable goals each day, taking breaks, getting help when needed, and taking advantage of Concern's [life balance resources](#).

Recognize & appreciate. Cultivate a positive work environment by regularly recognizing employee contributions and achievements. Recognition boosts morale and motivation, which helps reduce stress levels.

Set clear expectations. Uncertainty and ambiguity can contribute to stress. Be sure that employees understand their roles, responsibilities, and performance expectations.

Address issues promptly. Address conflicts, concerns, or issues in the workplace promptly and fairly. Ignoring problems can exacerbate stress and lead to a toxic work environment.

Encourage breaks & time off. Urge employees to use their vacation time and take regular breaks throughout the day to rest and recharge. Self-care is essential. [Learn more](#)

Managing work stress is an ongoing process. It may require experimentation to find strategies that work best for you and your team. If stress persists, contact Concern. We can help.

PRO TIP. Share these resources.

- [Work-Life Balance](#) (Article)
- [Mindfulness Exercise](#) (Guided Meditation)
- [Helping colleagues when they aren't quite themselves](#) (Video)

This tip sheet is intended for informational purposes only. If you find your level of stress is impacting your wellbeing, you can contact us for help and support.

Call: 800.344.4222
employees.concernhealth.com