WORK STRESS

WHAT THE DATA IS TELLING US…

According to FormScore polls, Work Stress is one of the most selected drivers for lowering team members FormScore.
We know that approaching the issue of work stress with your team can be daunting because, as Line Manager, you can't always solve the issues causing the work stress. The first step is to initiate a conversation with your team and start creating an environment where people feel comfortable to ask for help if they need it. Here are some tips to help you get started.

BE A ROLE MODEL

If you are able to, talk to the team about how you manage your own work stress. It is important to recognise that people manage it in different ways, but by sharing your own, it can empower them to proactively manage theirs.

Think about whether you are role modelling good behaviour. Are you taking proper breaks throughout the day, taking regular holidays and prioritising exercise, sleep and nutrition?

CHECK IN 1 TO 1

If you are concerned about a member of your team, ask them how they are. A simple "How are you today?" can go a long way. If they say "fine", 'busy" or "not too bad", ask them again and then wait for them to answer. Try not to fill the silence. We know it's awkward but that is when the magic happens!

An important point on scheduling 1:1s: If you want to check-in with a member of your team - and would usually do this but putting a slot in your diary and inviting them - don't just call it a "Catch up". It can be terrifying to get invited to a meeting from your boss that is just called a "Catch-up". Give them context - or at least call it "Catch-up - nothing to worry about"

OUR CHECK IN TIPS

1. Ask the question
2. A little vulnerability breaks the ice - share what is going on for you.
3. Be a good listener - don't be tempted to fill the silence
4. Don't try to fix - sometimes people just need a good rant!
5. Be a super sign poster - have resources on hand you can share with people including the organisations EAP scheme,
6. Ask how your colleague how they would like to be supported.
7. Follow up