



Managing Stress and Maintaining Wellness

Many organizations are facing staffing shortages, higher levels of turnover and challenges with employee engagement. Leaders are recognizing the impact of job stress on employee and organizational wellness.

This resource includes organizational strategies for managing stress and maintaining wellness at work and sample resources for developing a culture of wellness.

Click Below to View Sample Resources

- ✓ [24 Ways Employers Can Manage Stress at Work \(Use Them Today\) \(wellsteps.com\)](#)
- ✓ [The Six Dimensions of Wellness](#)
- ✓ [Optimize Your Personal Health and Well-Being](#)
- ✓ [Stress Management](#)
- ✓ [Coping with Stress \(CDC\)](#)
- ✓ [Nurturing a Culture of Wellness](#)
- ✓ [Managing Healthcare Workers' Stress Associated with the COVID-19 outbreak](#)
- ✓ [Employers Enhance Well-Being Benefits for a Post-Pandemic Workforce \(shrm.org\)](#)

Consultation & Education

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Topics Include:

- Managing Stress and Maintaining Wellness
- Maintaining a Healthy Organizational Culture



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Organizational Strategies for Managing Stress and Maintaining Wellness at Work

Onboarding and New Hires

- Foster a culture of welcoming new employees. People leave jobs often because they do not feel supported by fellow co-workers or their manager. Obtaining regular feedback from new employees (e.g., first day, first week, first month) supports a culture of caring and connection. This connection also provides an opportunity to ask the employee where they need additional training or support.
- Develop a formal process for training new employees. Trained job coaches that mentor employees learning a new job and new work culture can have a significant impact on reducing employee stress and promoting job longevity.
- Provide information about the importance of an employee's role and responsibilities; how their work impacts the organization.
- Provide Regular and Timely Feedback - Acknowledge Good Work. Feeling part of a team and that the team performs important work, supports organizational and employee wellness.

Communication and Information

- Connect and Communicate - Leaders that engage, communicate, listen to employee concerns, and provide regular feedback foster trust and a sense of community. Walking rounds on a regular basis is one strategy to foster employee engagement and connection. Town Hall Meetings and an Open-Door Policy are other examples.
- Support a Culture of Safety – provide training on what, when and how to report unsafe conditions. Provide timely feedback regarding what was done about the situation.
- Ask the people doing the work for suggestions on how work is performed, where there are challenges. Listen and Support their Suggestions. Knowing your voice is heard and valued, helps to reduce stress and increase efficiency.
- Provide templates for regular team communication (e.g., Morning Meeting, Safety Briefing).

Education and Training

- Provide regular job training, feeling well trained and competent in job functions reduces stress and supports job satisfaction.
- Train managers and supervisors on mentoring and supporting employees including stress management, and recognition and support for compassion fatigue and burnout.

Operations and Work Environment

- Ensure supplies and resources are readily available to support efficient work and that employees know how to use the supplies and resources properly.
- Provide resources to help employees, managers and supervisors manage stress.
- Evaluate the effectiveness of your program on a regular basis.
- Manage workload so that everyone has an opportunity to take a break during their shift. Rest and Recovery is an important element of wellness. Encourage work-life balance. Leaders – Be a Leader in Work-Life Balance.

Source: Dr. Steve Aldana. *24 Ways Employers Can Manage Stress at Work (Use Them Today)*. [Last updated Apr 14, 2021] [24 Ways Employers Can Manage Stress at Work \(Use Them Today\) \(wellsteps.com\)](#)