

Stress Management

Assisting your organization in minimizing the effects of stress.

Many customers tell us they are interested in providing a workplace with an environment conducive to the highest possible productivity. People work best when they feel appreciated and are allowed to use not only their skills, but also their minds. Having a sense of control over their work is beneficial. Mindless repetition of the same tasks can result in prolonged stress.



Job stress results when the requirements of the job do not match the capabilities, resources, or needs of the worker.



People also need to be heard. Companies that provide opportunities for worker feedback and dialog with supervisors report higher productivity. A sense of job security is also important. Providing clear information on how the company is growing and how that affects the worker's career prospects is very useful. Providing opportunities for advancement for deserving workers also increases morale in your workplace.

Many workers enjoy socializing with other staff members, but not all people do. Company picnics, Christmas parties, after hours get togethers, and weekend outings

should be optional. Any office party should be of a local nature and not require workers to journey out of town to spend quality time together (with or without their families) outside of required work hours.

Allowing flextime when possible will enhance worker satisfaction and create a sense that the company really cares. More than anything, people wish to be understood. An employer that provides a caring environment will minimize stress, generate higher productivity and lower turnover.

First Sun organizational consultants are available to assist with this and many other subjects that could affect your workplace. Just give us a call, toll free at **800-968-8143** or in Greater Columbia at **803-376-2668**. For more information on this and other topics, please visit our website.