

# It pays to help your employees stress less

3rd Quarter 2015 Manager Newsletter



Did you know that stress costs businesses in the United States more than \$300 billion dollars each year?<sup>1</sup> These costs come from absenteeism, turnover, productivity issues and medical expenses. Some stress originates at work, while some comes from home or other sources. But no matter where it starts, you can have a positive impact on your team's stress level.

Here are some ways you can help:

**Ask for input.** If you give your employees permission to tell you how their stress level could be improved at work, you might be surprised how much you can do. Challenge everyone on your team to think of three changes that would reduce their stress, then hold a brainstorming session together to talk about which suggestions can be put into practice.

**Communicate good news at least as often as not so good news.** Let your employees know when they do things right. It not only improves morale; it also reinforces the behaviors you want to see repeated.

**Build relaxation into your culture wherever you can.** Employees can only work faster than full speed in small, tiring bursts. Be sure your culture allows for some downtime. If business needs dictate that's only possible on breaks, it can help to promote a culture in which your team members hold each other accountable for taking their breaks rather than working through them.

**Show you value your team's work-life balance — and your own.** Conflict between work and family responsibilities — and enjoyments — can cause stress. Fostering a culture that values personal time for rejuvenation means your staff can find ways to cover business needs without missing important family events or earned time off. Be sure to value your own work-life balance, too. It'll help you feel better about your job and set a positive example.

**Offer a financial wellness program.** Did you know 64 percent of Americans say money is a "somewhat or significant source of stress?"<sup>2</sup> A financial wellness program can help with a variety of services such as personalized coaching, resources and tools for meeting financial goals. **Click here to sign up for a free webinar about financial wellness programs.**

**Forgive mistakes as much as possible.** Unless you're in a high-stress profession in which an error can endanger your staff or the people you serve, mistakes make for great learning opportunities. By creating a forgiving environment, you allow for innovation and help team members identify and correct problems. Keeping the focus on making things right for the customer rather than assigning blame can do wonders for your staff's stress levels.

While some stress can be good for motivation, too much for too long can be unhealthy for your employees and your bottom line. Give some of these ideas a try, and see if you can come up with even more ways to help your team stress less!

<sup>1</sup>[www.businessnewsdaily.com](http://www.businessnewsdaily.com)

<sup>2</sup>[www.apa.org](http://www.apa.org)