Stress Management at Work for Employers
Building a low-stress workplace

Over three quarters of UK employees report above-average levels of stress at work in 2023*. Research has found that the UK workforce is chronically stressed, and this is having a huge impact on both employee mental health and business productivity. So how can employers help?

*Champion Health, 'Workplace Health Report', 2023

1 Build a culture of psychological safety

Psychological safety at work means that employees feel safe to raise concerns, ask questions, and make mistakes without fear of reprisal or punishment

Promote transparency – Keep your team in the loop to drive a sense of belonging and purpose

- Offer availability – When employees want to feel heard, an 'open-door policy' can make a huge difference
- Provide training – Psychological safety training can help your leadership team to inspire change

2 Recognise how our brains focus

Studies differ on how long the human brain can maintain concentration but agree that prolonged focus periods can severely increase stress levels.

- Encourage breaktimes – Build regular breaks and rest periods into the work day (including during long meetings!)
- Provide spaces to focus – Designate quiet spaces or rooms in your workplace as optional 'do not disturb' zones
- Acknowledge individuality – Every employee works differently, including what best helps them focus

3 Establish work-life boundaries

The advent of home- and hybrid working has led to a surge in presenteeism in many workplaces, as employees struggle to leave their desks.

- Offer flexible working – Flexible working, when possible, allows employees to better balance their work and home lives
- Be aware of digital presenteeism – Many home workers report that productivity monitoring and constant digital availability is a key stressor

4 Build a culture of reward and recognition

Feeling unappreciated, unnoticed, or lacking control at work are some of the main reasons that employees burn out and lose motivation.

- Encourage engagement – Help your employees to feel like they are an active, important part of their workplace
- Promote positive thinking – A positive and honest outlook from leaders can make a huge difference to workplace attitudes

5 Offer wellbeing benefits & support systems

Even the most stress-aware workplaces need a support system for when employees feel burnt out or overwhelmed. Offer your workforce a listening ear 24/7 with telephone or virtual counselling and support services such as via an **Employee Assistance Programme or 24/7 stress support helplines**

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