

Managing Occupational Stress

Our Vision

At PRIMEXL we aim to be the partner of choice in the creation of better organisations and better lives.

Our Values

We value:

- **Meaningful relationships**
- **Premium quality services**
- **Innovation** – we are always looking for ways to add more value to our clients
- **Accountability for our performance**

For more information about our suite of solutions, please contact:

PRIMEXL

461 Scarborough Beach Road
OSBORNE PARK WA 6017

PHONE +61 8 9492 8900

FAX +61 8 9446 8089

FREECALL 1800 674 188

EMAIL [training@primexl.com.a](mailto:training@primexl.com.au)

[u](#)

WEB www.primexl.com.au

Occupational stress is the physical and emotional reaction to work situations resulting from an imbalance in level of demand and a person's ability to cope. High workloads, interpersonal issues, change, low morale, threats to security or long term frustration can all lead to stress.

The following are typical signs that can indicate stress:

- Lack of motivation with work tasks
- Absenteeism or illness
- Withdrawal from social aspects of work
- No or limited participation in work matters / meetings
- Short temperedness or irritability
- Fatigue and / or sleeplessness
- Worrying
- Poor concentration

The following thoughts often accompany these signs:

- A feeling of what is the point or it is all too much
- Feeling that the situation will never change
- Fear that you will not cope or make a mistake
- Worry that you will lose or have to change your job

It is important to recognise your personal signs of occupational stress in order to manage it effectively.

- Have regular medical check ups
- Manage your fatigue and tiredness
- Identify events which stress or mentally drain you – work out strategies to deal with these
- Accept change is inevitable and try to be flexible

Occupational stress can be managed in a number of ways including:

- Exercise
- Relaxation & progressive muscle relaxation
- Mental relaxation ie. meditation
- Stress reduction techniques ie. time management
- Getting to know your stress responses and early signs
- Having a healthy diet
- Separating your work from home / leisure activities
- Know your own limits

Methods of avoiding or preventing stress can include:

- Balance your life – home, work, leisure
- Time management
- Talk to and enlist the help of your personal support systems i.e. partner, friends
- Communication ie. talk about things rather than ‘bottling them up’.

Employees can minimise their own stress level by:

- Participating fully in meetings and decision making activities
- Communicating concerns openly, honestly, and in a constructive manner
- Clarifying job expectations, workload issues and responsibilities
- Developing a good rapport with peers and supervisory staff
- Communicating expectations of supervisors and work environments
- Clarifying and staying up to date with company policies– knowing what these documents mean in everyday work behaviour
- Accessing internal and external assistance provisions EAP services, HR Staff

To access the PRIMEXL EAP service or for further information about our stress management workshops simply contact us on 9492 8900 and arrange an appointment or visit www.primexl.com.au