

*Teap.*

Everyone deserves a little couch-time.



Monthly Wellness Seminar

**Beyond Burnout:  
Understanding and Managing Stress  
in the Modern Workplace**

August 2024



# ABOUT YOUR PRESENTER

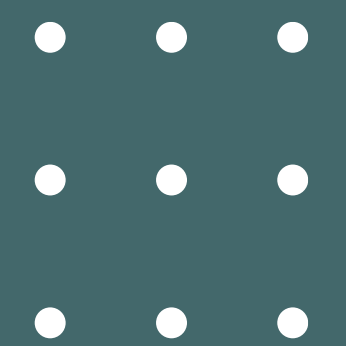
- Military Veteran
- Enjoys Traveling
- Burnout Specialist



# KEY TAKEAWAYS



- 1 Understand the causes and effects of workplace stress.
- 2 Learn practical strategies for managing stress.
- 3 Explore the role of organizational support in stress management.



# WHAT IS WORKPLACE STRESS?

- Workplace stress is the harmful physical and emotional responses that occur when job demands do not match the worker's capabilities, resources, or needs.
- It can lead to poor health and even injury.



## WARNING SIGN

- 1 High workload and long hours.
- 2 Tight deadlines and pressure to perform.
- 3 Lack of control over work processes.
- 4 Poor work-life balance.
- 5 Conflicts with colleagues or management.
- 6 Job insecurity and lack of career progression.

# STATISTICS ON WORKPLACE STRESS

- According to the American Institute of Stress, 83% of US workers suffer from work-related stress.
- Stress causes around one million workers to miss work every day.
- Workplace stress is estimated to cost American businesses up to \$300 billion a year in lost productivity, absenteeism, turnover, and healthcare costs.



# CAUSES OF WORKPLACE STRESS



01.

Physical Symptoms:  
Fatigue, headaches, insomnia,  
and increased susceptibility to  
illnesses.



02.

Emotional Symptoms:  
Irritability, anxiety,  
depression, and feelings of  
helplessness.



03.

Behavioral Symptoms:  
Decreased performance,  
withdrawal from  
responsibilities, and  
isolation from coworkers.



# IMPACT OF STRESS ON PRODUCTIVITY



- 1 Stress leads to decreased productivity and efficiency.
- 2 Increases absenteeism and turnover rates.
- 3 Negatively impacts employee morale and motivation.
- 4 Can result in higher healthcare costs for the organization.



# CASE STUDY

Case Study: Salesforce

Salesforce, a leading customer relationship management (CRM) software company, noticed increasing levels of workplace stress among its employees. This was reflected in higher absenteeism, lower productivity, and rising turnover rates. An internal survey revealed that employees were feeling overwhelmed by high workloads, tight deadlines, and a lack of work-life balance.

## Actions Taken

1. Implemented Flexible Work Hours and Remote Work Options
2. Introduced Wellness Programs
3. Enhanced Communication and Support
4. Recognition and Rewards

## Results

- Increased Employee Satisfaction
- Reduced Turnover
- Improved Productivity
- Better Work-Life Balance

# STRATEGIES FOR MANAGING STRESS



## For Employee:

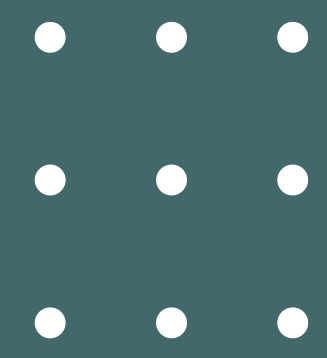
- Time management and prioritization.
- Taking regular breaks and practicing relaxation techniques.
- Seeking support from colleagues and supervisors.



## For Employers:

- Providing resources for stress management (e.g., Employee Assistance Programs).
- Encouraging a healthy work-life balance.
- Offering professional development opportunities.





# ORGANIZATIONAL SUPPORT

Importance of creating a supportive work environment.

- Examples of organizational support:
  - Mental health resources and counseling services
  - Flexible working arrangements (remote work, flexible hours).
  - Recognition and reward systems.

# CREATING A POSITIVE WORK ENVIRONMENT

- Promote open communication and feedback.
- Encourage teamwork and collaboration.
- Recognize and reward employee achievements.
- Provide opportunities for social interaction and team-building activities.





# THANK YOU

✉ kimberly@balancingactlms.com

🌐 www.balancingactlms.com



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# STRATEGIES FOR MANAGING STRESS

## For Employee

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- Taking breaks and practicing relaxation techniques.
- Seeking support from colleagues and supervisors.



## For Employers

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- Encouraging a healthy work-life balance.
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