

## Preventing stress

To create a positive environment at work and help prevent work-related stress, employers should:

- have a clear policy on mental health and stress
- address the causes of stress through risk assessments and surveys
- encourage people to raise their concerns – for example, if a person feels they are being discriminated against
- provide training for managers – for example, on managing conflict, change and work-related stress
- support workers – for example, listening to concerns and acting on them quickly
- promote a work-life balance – for example, encouraging workers to use their breaks and take holiday
- provide access to support – for example, an employee assistance programme (EAP) or training on stress management techniques

Taking steps to prevent work-related stress will help:

- make workers healthier and happier at work
- improve performance and make workers more productive
- reduce absence levels
- avoid disputes at work
- make the organisation more attractive to job seekers

## How workers can look after themselves

To look after their own health and wellbeing at work, workers should:

- raise their awareness of what might be causing them stress
- take steps to reduce their stress levels – for example, taking regular breaks or getting outside on a lunch break
- tell their employer when they're experiencing stress at work and ask for help – managers should know where to go for advice and support
- make use of support and training offered by their organisation

The support employers offer might include:

- counselling or mental health support through an employee assistance programme (EAP)
- a mental health peer support programme or employee support network
- occupational health

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[Blog – Make it routine to prevent work-related stress](#)