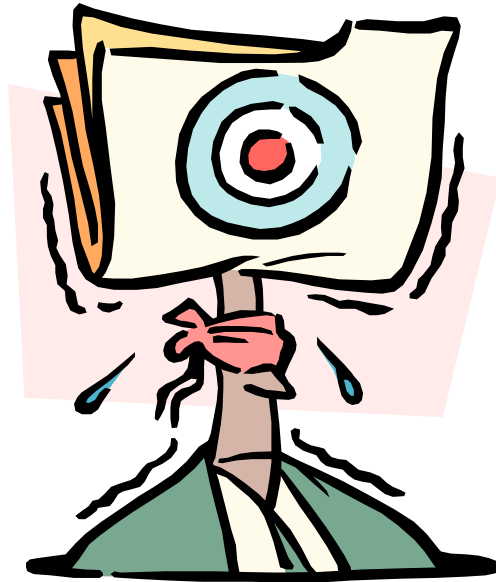


# Reactions to Stress in the Workplace



## Managers: What You May Notice Among your Staff

These are stressful times. Anxiety about being laid off, fears of financial insecurity, and feelings of being overwhelmed and helpless can affect your employees and impact the productivity of your work team. These are normal reactions to stress, but they can be a problem when they show up in the workplace. In your role as a supervisor or manager, you may observe certain behaviors in the workplace that indicate physical, cognitive and emotional stress reactions, including:

- **Anger**
- **Mental Confusion**
- **Inability to Concentrate**
- **Increased Incidence of Errors**
- **Irritability**
- **Mood Swings**
- **Jumpiness**
- **Substance Use or Abuse**
- **Grief and Loss**
- **Increased Absenteeism**
- **Acting Out Behavior**
- **Avoidant Behaviors**
- **Difficulty with Decision-Making and Problem Solving**

## What You Can Do To Help

- ✓ **Refer troubled employees to the Employee Assistance Program (EAP)** for counseling.
- ✓ **Call EAP to consult** about any workplace concerns and get coaching to handle them.
- ✓ Ask about **EAP's Workshops, Orientations** and other services. **Call 1-800-795-2351.**
- ✓ Talk with your employees. Use your human side as well as your professional side.
- ✓ **Listen.** Acknowledge feelings. Offer support and resources. Find teambuilding opportunities.
- ✓ **Communicate!** Keep all team members informed and up to date with news and details.