

Identifying The Signs Of Stress In Your Staff




Identifying The Signs Of Stress In Your Staff

In times of change, it's normal for staff to feel worried or stressed. Change in business can stir up feelings of uncertainty as staff consider the implications around their job/financial security. As a manager, it's important to support your staff through challenging times. The first step in supporting them is to recognise signs of stress.

How to identify signs of stress

To identify stress in your team, look out for changes in their normal patterns. Among the signs that may indicate increased and potentially destructive stress are:

When it comes to observable work behaviours, the key things to look out for are changes from normal patterns. Among the signs that may indicate increased and potentially destructive stress are:

	Changes From	Changes To	
	Regular Attendance	Absenteeism	
	Punctuality	Lateness	
	Diligent work habits	Careless work habits	
	Positive Attitude	Negative Attitude	
	Openness to Change	Resistance to change	
	Co-operative	Hostile	
	Flexibility	Inflexibility	
	Focus on the 'big picture'	Focus on the detail	

What to do

If you identify that your staff are stressed, the next step is to work to alleviate any unnecessary concerns. You may be able to achieve this through one simple, open conversation, or a refresh in how you motivate your staff.

If the stress your staff are experiencing goes beyond what you can work through with them, they may require a more comprehensive solution. Support systems such as Employee Assistance Programmes (EAP) and counselling are great options for providing a comprehensive approach to alleviating stress and anxiety in staff.



Contact Us

Let's talk you through your needs and how we can best assist you.

Give us a call directly on one of our office numbers, or email us, and we'll get back to you quickly and responsively.

Email:

info@cdlinsight.com

Auckland

Tel. + 64 9 300 3292

Wellington

Tel. + 64 4 499 9774

Christchurch

Tel. + 64 3 366 0711