The nature and demands of the workplace have evolved significantly over the last 50 years. Perhaps now more than ever, work-related stress poses a recognizable threat to the health of workers.

**WHAT IS STRESS AT THE WORKPLACE?**

The CDC defines workplace stress as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the employee.

- 40% of workers report their jobs to be **Very or Extremely Stressful**
- 26% of workers report they are **Often or Very Often Burned Out** or stressed by their work
- 29% of workers report they are **Quite a Bit or Extremely Stressed** at work
- 25% of employees view their jobs as the **Number One Stressor** in their lives
- 73% regularly experience **Psychological Symptoms** caused
- 77% regularly encounter **Physical Symptoms** caused by stress
54% said stress had caused them to FIGHT WITH PEOPLE close to them.

60% of 26,000 U.S. workers surveyed said they would prefer to choose a NEW CAREER ALTOGETHER.

$300 BILLION Employers spend $300 billion annually for health care and missed work days, AS A RESULT of workplace stress.

**LEADING CAUSES OF STRESS AT THE WORKPLACE**

**LEADING CAUSES OF STRESS AT THE WORKPLACE**

- 6% lack of job security
- 20% juggling work/personal life
- 26% people issues

**SYMPTOMS CAUSED BY OCCUPATIONAL PRESSURES**

- 30% suffering from back pain
- 46% workload
- 20% fatigue
- 28% complaining of “stress”
- 13% headaches

**SPIRALING DOWN — HOW STRESS AFFECTS HEALTH**

The human and capital costs of stress have far-reaching ramifications for both the economy and public health. The impact is significant, affecting more than half of all working Americans.
52% of U.S. workers admit to calling in sick because of stress.
42% of employees have changed jobs due to stress.
48% reported lying awake at night due to stress.
60% - 80% accidents on the job due to stress-related distraction or sleepiness.

**Physical Symptoms of Stress Include**
- Fatigue: 51%
- Headache: 44%
- Upset stomach: 34%
- Muscle tension: 30%
- Change in appetite: 23%
- Teeth grinding: 17%
- Change in sex drive: 15%
- Feeling dizzy: 13%

**Psychological Symptoms of Stress Include**
- Irritability or anger: 50%
- Feeling nervous: 45%
- Lack of energy: 45%
- Waiting to cry: 35%

**The Pocket Pinch - Economic Ramifications of Stress**
- An estimated one million workers.
- Workers who report that they are stressed incur.
- Employees coming to work yet not functioning up to.
Companies that recognize the kind of impact stress workers have on overall productivity and on the bottom line and overall productivity have taken some innovative measures to relieve stressed employees. The APA noted that a few companies introduced policies that significantly impacted stress levels.

The companies had a **starkly lower rate of turnover** - only 6 percent - compared to the national average of 38 percent.

They had almost **half the average** rate of employees reporting **chronic work stress** - 19 percent compared to the national average of 35 percent.

Their employees were also **less likely to want to find a new job** and had much greater employee satisfaction.

**WHAT TOP EMPLOYERS ARE DOING TO MANAGE WORKPLACE STRESS**

- **Work-Life Balance**
- **Employee Recognition**
- **Employee Involvement**
- **Employee Growth and Development**
The architectural and engineering firm of Bowers + Kubota Consulting offers flex time and telecommuting and paid time off instead of 'sick leaves'.

Occasional **ON-THE-SPOT BONUSES**, 401K matching, profit-sharing programs and cost-of-living raises

Staff retreats, surveys to **MONITOR EMPLOYEE SATISFACTION**, and finding and fixing problems areas with employee's wellbeing in mind

Courses on leadership, emotional intelligence, team management, conflict resolution, ethics, strategic planning and process improvement

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**FORTUNE 500s TO THE RESCUE**

When PwC employees check their work e-mail over the weekend, a **NOTE POPS UP** reminding them that it's the weekend. Employees are encouraged to use carried over leaves for vacations

GlaxoSmithKline offers a "**PERSONAL RESILIENCE** SEMINAR" to equip employees with skills to ward off stress and thrive in a challenging work environment

Accounting and consulting firm Ernst & Young also is **WEAVING STRESS MANAGEMENT** into its employee assistance program, EY/Assist

AOL Media Networks offer **FREE IN-OFFICE YOGA CLASSES** to their employees to relieve and better manage stress

Bank of America uses an executive on-boarding program to reduce the stress of being new to a large company, a **SOCIALIZATION PROCESS** rather than just an orientation program

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For Cognitive Science Workplace Training Solutions go to [www.CBTandFeelingGood.com](http://www.CBTandFeelingGood.com)

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