







SAMPLE STRATEGIES FOR INTERVENTIONS TO REDUCE WORKPLACE STRESS

The sample strategies provided below are intended to be used as a starting point in generating ideas to deal with common stressors in the work environment. They are not one-size-fits-all solutions. These sample strategies should be considered by a Design Team when planning interventions for specific concerns identified in their workplace.

You can apply **best practices** for intervention planning by:

- Taking time to **discover employee perspectives** about causes and contributors to stress in the workplace.

- Provide clear communication channels for employees to voice safety concerns or suggestions.
- Provide ongoing workplace safety training for all employees, including new hires.
- Assign a safety committee (or link with Healthy Workplace/Wellness Committee) to meet regularly
- Integrate safety and health committee activities
- Recognize and reward excellence in workplace safety.

Adapted from [nonprofitrisk.org](http://www.nonprofitrisk.org) Organization Safety Culture Checklist

<http://www.nonprofitrisk.org/tools/workplace-safety/public-sector/concepts/orgchk-ps.htm>

Sample strategies to address low perceived organizational support for active living/working, eating healthfully, managing stress, getting enough sleep, and working safely.

- Involve employees across the company in planning the worksite health program. Find out what is important to them, when they can participate, what the potential barriers are.
- Enhance communication campaigns to increase awareness of any existing programs.
- Find out why employees don't participate in existing programs. You can do this formally with a survey or focus group or informally with conversations in the workplace. Establish nutrition standards to assure healthy food in vending machines, snack stations, and cafeteria.
- Provide meal break areas that are clean, furnished, well-equipped so employees can eat home cooked meals in a social environment.
- Organize schedules to allow at least 30 minutes for a work-free meal break.
- Use incentives to encourage participation in healthy lifestyles. Offer educational programs and information to all employees
- Offer a health coaching service to employees
- Provide safe, clean, and attractive stairs and walkways; encourage walking one-on-one meetings.
- Offer flexible scheduling to employees to participate in worksite health programs and to attend preventive health screenings.

Sample strategies to address low coworker and supervisor social support

- Sponsor social events to foster c612 71 0 0 1 108.05

Sample strategies to address high job demands with low job control

- Train managers and supervisors how to encourage employee involvement, how to communicate supportively, and other aspects of cultivating employee performance and development.
-

[American Psychological Association Help Center](#)

<http://www.apa.org/helpcenter/depression.aspx>

This website offers education and guidance on depression and other mental health concerns.

NIOSH (National Institute for Occupational Safety and Health)

<http://www.cdc.gov/niosh/topics/ergonomics/>

This site provides information on ergonomics and musculoskeletal disorders in the workplace. It includes a list of ergonomics programs and interventions, evaluation of risk factors for lifting