CREATING A CULTURE OF HEALTH AT YOUR COMPANY:

STRESS MANAGEMENT IN THE WORKPLACE

TUFTS
Health Plan
momentum

This guide will help you get started with your own workplace wellness activities. It was developed by our experienced clinical team of nurses, dieticians, health coaches and others.

Stress in the workplace has become a major concern for employers. When employees are unable to manage stress effectively, they can become fatigued, prone to mistakes and injuries, less productive and more likely to be absent from work.

Your company can create a culture of health by addressing stress management through organizational change and by providing support and instruction on stress management techniques. Your efforts can improve the health and happiness of your employees while cutting costs and improving productivity.

Here are some tips for effective stress management in the workplace:

▶ Conduct an employee survey to understand the underlying causes of stress at your workplace.

▶ Offer sessions on money management to help employees deal with financial stress.

▶ Create an employee assistance program.

▶ Establish a "quiet room" for employees.

▶ Keep employees informed about the company to help reduce confusion and uncertainty.

▶ Clearly define employee roles and responsibilities.

▶ Give workers the opportunity to participate in decisions that affect their jobs.

▶ Promote communication that is friendly and efficient, not mean-spirited or petty.

▶ Consult employees about scheduling and work rules.

▶ Be sure that employee workloads are suitable for each individual's abilities and resources. Avoid unrealistic deadlines.

▶ Show that individual workers are valued by offering rewards and incentives. Praise good work performance, and provide opportunities for career development.

▶ Promote an "entrepreneurial" work climate that gives employees more control over their work.

▶ Provide opportunities for social interaction among employees.

▶ Establish a zero-tolerance policy for harassment.

▶ Make management actions consistent with organizational values.

▶ Encourage employees to exercise both on and off the job.

CONTINUED ⟫⟫

How Tufts Health Plan Can Help

To help you develop a culture of health at your company, Tufts Health Plan provides a number of benefits and resources for covered members that can help address workplace stress. They include:

Member discounts – Members can receive discounts on programs offered by the Mindfulness Based Stress Reduction Program at UMass Medical Center.

Online resources – Employees have access to a range of mental health and substance abuse information, online health coaching, tools and support on our member website. Log on to www.mytuftshealthplan.com and go to Explore Health & Wellness Resources > Start Living a Healthy Lifestyle

Mental health benefits (for plans with mental health benefits administered by Tufts Health Plan) – Employees are covered for outpatient services, including mental health and substance abuse treatment. They also have access to a select network of hospitals for emergency, inpatient and partial hospitalization.

Seminars – We offer seminars, which can be delivered at your worksite:

▶ Everyday Stress Management

▶ Practicing Yoga

▶ Meditation: It's Not What You Think

▶ Stress Buster: Stretch, Relax, & Renew

▶ Other titles available upon request

If you have any questions, please contact your Tufts Health Plan Account Manager.