



# Healthy Workplaces for Helping Professions

*info@hwhp.ca*

## Wellness Leadership

Tom Barker, Project Lead

# Five Ways to Reduce Stress in Human-Services Work

## BUILD GOOD RELATIONSHIPS

This means being empathetic and respectful towards others, building trust and being committed to working on a team.

- Be transparent
- Clear communication
- Ask for feedback
- Job shadowing
- Empower and recognize
- Participate in team building activities
- Follow through with goals
- Turn to co-workers for support
- Talk to your supervisor on how to best perform the job

## LOOK AFTER YOURSELF

Follow the basics of proactive self-care by tending to your physical, emotional, spiritual, workplace, and relationship needs to create life balance.

- Eat well
- Get enough rest
- Exercise regularly
- Be mindful
- Spend time with friends and family
- Avoid "escapist behaviours"
- Take time to recharge
- Prioritize and organize your tasks
- Leave work at work

## TAP INTO WORKPLACE RESOURCES

Take advantage of employee assistance plans, which usually offer go-to services like counselling, classes and, in extreme cases, disability leave that can help workers address their wellness issues.

- Promote/encourage EAP use
- Get access to online information
- Learn about available counseling and referral to mental health professionals
- Incorporate best practices
- Advocate for updated policies

## UNDERSTAND YOUR STRESSORS

Experiencing stress in your job is not inevitable. Learn about it to overcome it.

- Take the Be a Wellness Leader workshop
- Talk to experts
- Discuss stress with your coworkers and friends
- Track your stressors – keep a journal
- Develop healthy responses

## COMMUNICATE SOME CARING

When we help others, we can also help ourselves.

- If you see a colleague who is having a bad day, stop and say, "I've been there."
- Show support and share resources
- Do not try to solve the problem for others
- Share your stories in informal and formal occasions



Healthy Workplaces for Helping Professions  
www.hwhp.ca

Thank you to the participants of the Be a Wellness Leader Workshops for your ideas!

Looking for more ways to manage stress at workplace?

Visit us at: [hwhp.ca](http://hwhp.ca)



Organizational Factors	%	Individual Factors	%
Opportunities and support for self-care	59.3	Communicating ideas, including wellness ideas	53.8
Open communication about workplace health issues	73.0	Physical and mental exercise	76.3
Reflective and relevant job supervision	42.7	Seeking support from co-workers and supervisors	66.0
Job control	71.4	Seeking social support	78.3
Flexible work arrangements	57.3	Regularly updating knowledge, including knowledge on stress and hazards	51.8

Native Counselling Services of Alberta

Jasper COS

Multicultural Health Brokers Co-op

Pathways Family Services

WJS Canada

Society of Edmonton

The Canadian Mental Health Association

Ben Calf Robe Society

Edmonton Public Schools

Aspen Family

Multicultural Family Resources Society

Lead Foundation

Mountain Plains Family Service

Enviros

UP Community Services

Calgary SCOPE Society

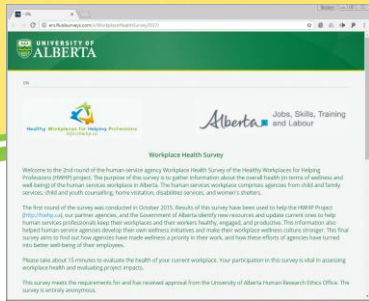
Crossroads Family Services

North East Family Connections

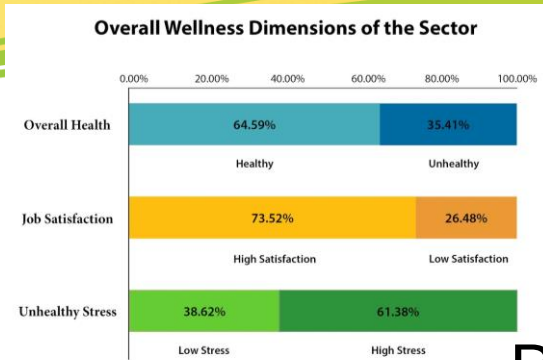
CMHA-ER

Boys & Girls Club Calgary

Wild Rose Community Connections



# Survey



Organizational Factors	%	Individual Factors	%
Opportunities and support for self-care	59.3	Communicating ideas, including wellness ideas	53.8
Open communication about workplace health issues	73.0	Physical and mental exercise	76.3
Reflective and relevant job supervision	42.7	Seeking support from co-workers and supervisors	66.0
Job control	71.4	Seeking social support	78.3
Flexible work arrangements	57.3	Regularly updating knowledge, including knowledge on stress and hazards	51.8

# Results

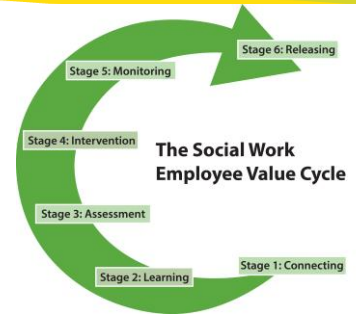
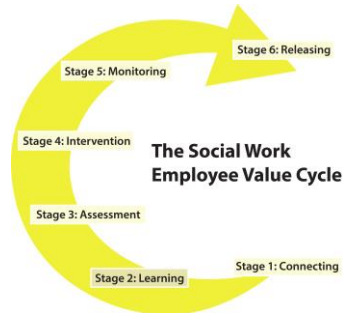
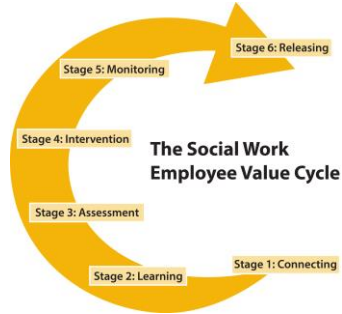
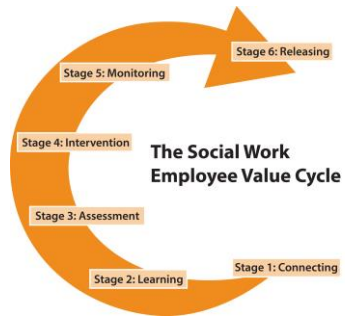


# Wellness Ideas



# Staff Intervention Resources





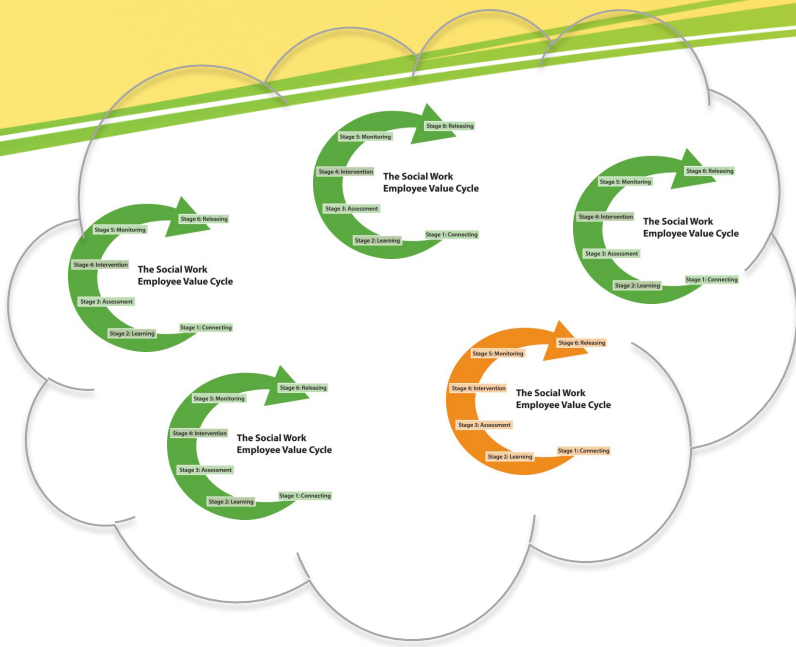
Communicate  
Some Caring

Use Agency  
Resources

Build Good  
Relationships

Practice Self-Care

Understand Your Stressors



## Learning

*Explore gaps in agencies and organizations that might impede the uptake of wellness knowledge systems.*