

How to recognise and manage stress in your team



Things you can do help manage stress



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By Health Shield's Wellbeing Team

Stress is a common issue in the workplace that can impact productivity, morale, and employee wellbeing.

By recognising and managing stress in the workplace, you can take steps towards a healthier and more engaged team. This tipsheet outlines how to spot the signs and take action to manage them effectively.

Recognising Signs of Stress in Your Team

Behavioural Indicators

- Increased absenteeism or lateness
- Reduced productivity or quality of work
- Avoidance of social interactions
- Uncharacteristic mood swings or irritability

Physical Symptoms

- Sudden weight gain or weight loss
- Complaints of muscle aches and headaches
- Visible fatigue or sleep problems

Emotional and Cognitive Signs

- Increased irritability, anger or impatience
- Feeling overburdened or overwhelmed
- People can seem anxious, nervous or afraid*

* Mind - Symptoms of stress

5 tips for managing stress in the workplace

1 Create a supportive culture

- Encourage an environment where employees feel comfortable discussing their concerns
- Train managers to use active listening and show empathy during conversations

2 Offer access to resources

- Promote Employee Assistance Programmes (EAPs) that provide confidential counselling
- Provide information on mental health resources, such as wellbeing apps

3 Encourage work-life balance

- Support flexible working hours or remote work options where possible
- Discourage a culture of long hours or working through breaks

4 Provide stress management training

- Organise workshops on mindfulness, time management, and resilience
- Offer access to mental health first aid training for key team members

5 Regularly check in

- Conduct one-to-one meetings to discuss workloads and wellbeing
- Use anonymous surveys to gather feedback on workplace stressors and potential improvements

Supporting your team effectively

Recognising and managing stress in your team is vital for maintaining a productive and healthy workplace. By staying alert to the signs of stress and offering meaningful support, you can create an environment where employees feel valued and cared for.

Extra benefits, extra care

Help your people discover and make the most of the additional benefits in their health cash plan.

Find out more

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Got a question about your cash plan?
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