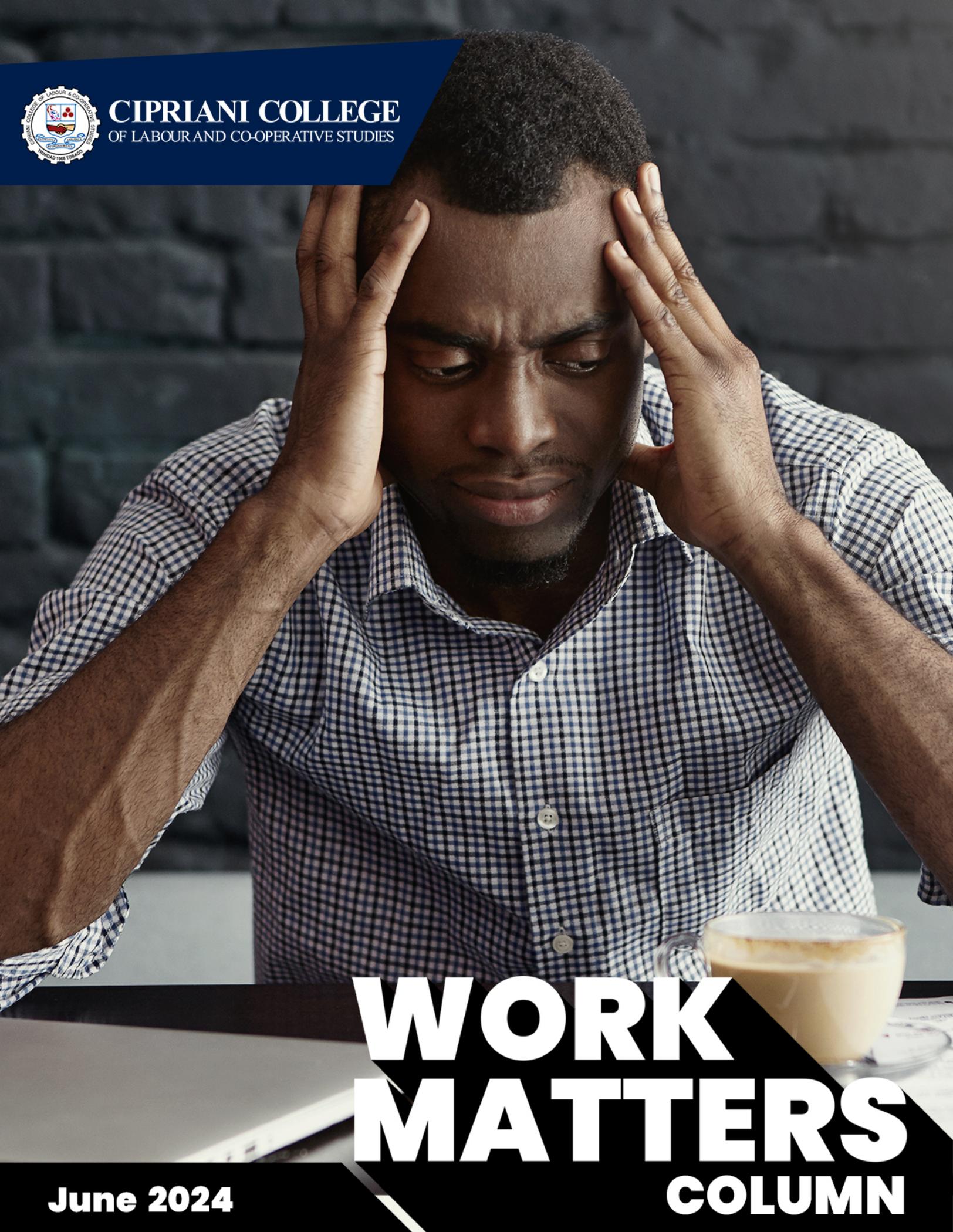




CIPRIANI COLLEGE
OF LABOUR AND CO-OPERATIVE STUDIES



WORK MATTERS COLUMN

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Managing Workplace Stressors

As professionals in health and safety, our main concern is the safety of workers, clients, and everybody else that we may encounter. Within our area of responsibility, we work hard to detect and reduce any possible stressors that can be detrimental to a person's health and productivity. Our objective is to establish a favorable and supportive environment that enhances general health and lowers the likelihood of mishaps or occurrences by tackling these stressors.

Job stress can be considered the most significant stressor to the individual, as it is identified as a psychological hazard that can negatively affect the physical and mental well-being of workers. Factors that can create a stressful work environment include excessive workload along with unrealistic deadlines, poor working conditions such as an overcrowded working area or room, excessive noise, poor lighting, conflicting demands, roles and functions not being clearly defined, ineffective and insufficient communication, a lack of support from management, a negative or hostile working environment, and sexual and verbal assaults. These are just some of the stressors that can contribute to stress at the workplace, and I'm sure you can think of many more to add to this list.

But how do we achieve the goal of effectively dealing with stressors at work? Nearly everyone agrees that job stress results from the business of the worker and the conditions of the work. Views differ still on the significance of worker characteristics versus working conditions as the primary cause of job stress. These differing views are important because they suggest different ways to help reduce stress at work. We often forget the importance of our own health throughout our daily lives; and fail to prioritize our well-being by neglecting the impact that stress has on our overall productivity and health.

Yes, we all know what it's like to feel stressed, and we all deal with it differently. But how much stress is too much? Well, we can start off by looking at the different signals that would be sent to you, which indicate "stress

alert." It sets off an alarm in the brain which responds by preparing the body for protective action. The nervous system is aroused, and hormones are released to edge the senses, quicken the palpitation, consolidate respiration, and tense the muscles. This response (called the fight or flight response) is important because it helps us defend ourselves against challenging/stressful/harmful situations. It has been argued that this response is pre-programmed biologically, as one witnesses muscle tension, sweaty palms, difficulty sleeping, feeling worried, fearful, fatigued, or having a hard time concentrating.

Trust me, I know from experience that my body was crying out and I completely ignored it, which led me to have major anxiety and panic attacks. My body literally shut down to the point where I felt like it had restarted, and I was not sure what to do or how to deal with it. That's when I realized that I've been ignoring the "stress alerts" I was receiving, and I had to find a way of coping with both work and home stressors. As individuals, even though we identified the stress at work, we go home to face other challenges, whether it involves carrying assignments home from work, helping the kids with homework, household chores or other duties. Stress is all around us.

Without recognizing these issues, we become more susceptible to burnout and other negative consequences. Hence, it is crucial to find ways to manage and reduce these stressors in order to maintain a healthy work-life balance. Taking care of our physical and mental health should be a top priority. It is important to prioritize self-care and establish healthy boundaries in order to prevent work-related or any type of stress from negatively impacting our well-being.

You must first find solutions that best help you. Implementing strategies such as focusing on self-care and stress management, regular exercises and mindfulness practices (yoga and meditation), consoling (private or at work) through their Employee Assistance Program (E.A.P.), getting a pet, or even finding a hobby. To en-

sure that we achieve this goal effectively, we must be willing to recognize that we need help. By taking care of ourselves, we can ultimately improve our productivity and overall success in life, at work, and in anything we set our minds to achieve. By setting realistic expectations and learning to say 'no' when necessary, we can create a healthier work-life balance. This will ultimately lead to increased productivity and overall satisfaction in both our personal and professional lives, resulting in a happier and more fulfilling existence.

Prioritizing self-care and establishing boundaries are essential for achieving a work-life balance that promotes well-being and long-term success in your life. By prioritizing self-care and establishing boundaries, individuals can create a work-life balance that promotes well-being and long-term success, which ultimately leads to a happier life.

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