

Stress Management

reduce stress and build resiliency



It's clear that stress from a demanding job, personal responsibilities, lifestyle, and the environment can have a major effect on health. Experts say that up to 80 percent of all chronic diseases may be related to stress. Health care expenditures are nearly 50 percent greater for workers who report high levels of stress. Employees who take time off from work due to stress-related symptoms may be off the job for as long as 20 days. Workplace stress management programs that are behavior-based have proven they can help reduce stress and build "stress resiliency" by teaching coping skills; encouraging the building of support networks; and integrating physical activity, deep breathing exercises, relaxation, visual imagery, and problem-solving techniques in the management of stress.



Features and Benefits for the Employer

- ❑ Employees' coping skills and resiliency boosted by online stress management program
- ❑ Opportunity to offer employees telephone-based health coaching with a stress management specialist, including an engaging workbook and toolkit
- ❑ Opportunity to schedule *MyHealth Connections* presentations on stress management
- ❑ Improvement of employees' productivity and reduction of absenteeism and presenteeism

Features and Benefits for the Employee

- ❑ Ability to learn effective coping skills to manage stress while making healthy lifestyle changes and improving overall health and mood
- ❑ Opportunity to be healthier and happier, and to work more creatively and productively
- ❑ Opportunity to discover the mind-body connection and develop strategies to balance work with personal responsibilities and life challenges

Stress management programs teach coping skills and help employees develop "stress resiliency."



Employees engage in a stress management program



Employees develop coping skills and learn deep breathing, relaxation, visual imaging techniques



Health coach provides support to reduce stress and increase resiliency



Health care costs, absenteeism, and presenteeism decrease; productivity increases

Options

- ❑ UPMC WorkPartners' Health Promotion Department staff will advise employers on building an overall strategy for wellness and stress management that includes incentives to engage employees and maximize participation.
- ❑ Health Promotion staff will also recommend assessments and incentives that can be made available to employees' spouses and adult dependents to support and encourage positive health changes.
- ❑ On-site health coach-led group sessions or telephone-based group sessions for 5 to 18 employees can be arranged.

Engagement Strategies

- ❑ Communications support including posters and e-mails is available to invite employees to begin a stress management program.
- ❑ Special "contemplation mailings" reach out to employees who have expressed near-readiness to engage with a health coach.

Wellness Consultation Services

- ❑ Health Promotion staff will provide an analysis of the potential benefits of introducing a stress management initiative for your employee population.
- ❑ Once a stress management initiative has been introduced, follow-up assessments support the calculation of population risk mitigation and return on investment.

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UPMC
WorkPartners

Two Chatham Center, 4th Floor
112 Washington Place
Pittsburgh, PA 15219

www.workpartners.com

1-866-229-3507

