What are the trends you are observing regarding stress in the workplace?

-coming to work loaded with stress from home and work, inability to access information and content online with no media, advertising and a current political situation are adding to the stress. Bringing stress levels back to work affects coworkers and cuts off time for real work discussions.

Managers need to discuss with employees how to focus on the company’s vision and avoid letting these issues impact their workplaces.出土 in addition, people have access to social media and accessing it during the workday. If you could take these things off, you would get more work done more efficiently. Keep the workplace a neutral environment.

Social media and politics are certainly an issue but management style sets the tone in the organization. The tone in the group should convey a sense of belonging and encouraging, which makes a big difference alleviating the stress levels within the organization.

How is your organization addressing workplace stress?

Offer live webinars on topics employees choose based on interest level, provide spaces for exercise and yoga, and work to balance emails.

Communicate where you stand, where you’re going, what your plan is to get there and keep the lines of communication open. Communication is critical. If you don’t over-communicate, some people will fill in the blanks with whatever they want.

Provide employees information about avoiding stress factors with food choices and too little sleep, turn to a coworker for support, take a walk or run at lunch to get a change of scenery outside of the office.

How does your company approach strategic planning?

3-5 year plans are fairly typical. Year one is in more detail where budget rolls into plan. Need input from management and work within the team for strategic planning. The process and thinking behind the numbers are more important than the numbers themselves.

Review strategic plans on a quarterly basis and make sure people have the tools they need to do the job and take responsibility for their part of the strategy.

Managers do quarterly reviews with their employees to make sure they are on target with objectives.

Use strategic planning to identify company vision and decide if you want to change it because of the current environment. Move forward on information based on today knowing it may change tomorrow. SWOT analysis needs to be updated to determine how to move forward.

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