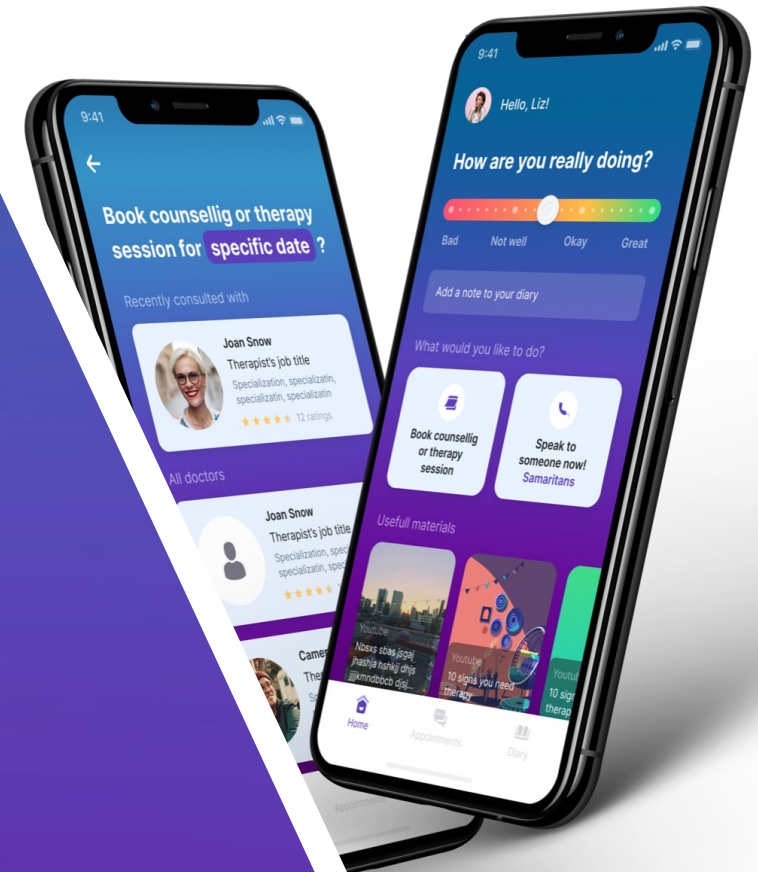




Marpe Wellbeing

Wellbeing in the Workplace: Managing work related stress and anxiety



For Employers and Managers

Here are some unhealthy workplace practices that lead to work related stress, anxiety, depression and burnout.

Chronic Urgency Culture

Ever present deadlines, crisis situations, + an expectation for employees to be robotic

No Boundaries

An expectation to work over time (or as much time as needed to serve clients.)
Expecting to be available 24/7 or “on call”

Uncompetitive Salary

Low pay that leaves employees unable to have their basic needs met. This creates a need for “side gigs” leaving little or no time for family building or emotional health.

Micromanaging

A constant watching over of employees, their actions, and their productivity that leads to hypervigilance + chronic workplace anxiety.

Bosses who are unable to regulate their emotions

Can look like yelling at, humiliating, or shaming employees due to poor communication skills

Constant Pressure

A “pressure cooker” environment with a constant target to meet a goal, hit a quota or perform without any rest or time to emotionally recover.

Lack of Appreciation

Employees are seen as robots rather than human + not appreciated for their roles

Unhealthy Competition

Pinning employees against each other or directly/indirectly letting employees know they’re replaceable. Rather than feeling safe, or open to collaboration

Recognising Work related ill-mental health

Recognising work related stress in yourself or others may require attention to detail. For example, Phil, who is your colleague, loves going out with friends and gradually he started to become more withdrawn and wanted to be away from other people. Jennifer, who is a great manager at work, starts to come to work looking tired, he is no longer his usual upbeat self rather can be snappy.

Yourself

If you are stressed you may notice changes in the way you think or feel, for example:

- Feeling negative
- Being indecisive
- Feeling isolated
- Feeling nervous
- Being unable to concentrate
- Eating more or less than usual
- Using cigarettes / alcohol or drugs 'to cope'
- Having difficulty sleeping

Your colleague

If your colleague starts acting differently, it can be a sign they are stressed. Here are some signs of stress in a team or with your colleague:

- Having mood swings
- Being withdrawn
- Loss of motivation, commitment and confidence
- Increased emotional reactions – being more tearful, sensitive or aggressive

And in the team

- Higher staff turnover
- Increased sickness absence
- Increased lateness
- Decreased performance



The Mindfulness Playlist

Listen and allow yourself to focus on the present moment and non-judgmentally. Pay particular attention to those positive thoughts and allow your mind to stay on these as you listen.



Spoo

Keeping a Gratitude Journal is a way that we can capitalise on positivity

There is ample evidence to suggest that taking some time out everyday to remember the things that we're grateful for can lead to increased happiness, optimism, success, better sleep and even a healthier immune system.

And what we're grateful for doesn't have to be big things! It could be a journey to work without a delay, a really good cup of tea – or reading a good book. The small things all contribute towards our happiness.

People that complete a gratitude journal are:

- *Happier*
- *Sleep better*
- *More optimistic*
- *Physically healthier – it can strengthen your immune system*

JOURNAL

Envisioning & Breathing

This breathing technique is grounded on Positive psychology theory that focuses on positive thinking, positive emotions and positive behavioural qualities that enhance human potential in various domains such as work, coping with stress and health. By thinking positively, we perceive the stress as less threatening, and in turn, are able to cope with it effectively (Naseem et al 2010).

Think of a recent time when you felt really good?

- What did it make you feel grateful for?
- What did you do to help create this positive feeling?
- What's the positive insight you can take with you into the future?

Practice on



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Better Sleep tips

Mental

- Journaling - for tracking changes and progress
- Practicing gratitude (can prime us to see and appreciate things that we might take for granted)
- Meditation - relaxes the body and brain, reducing distractions. Also lowers levels of cortisol, a stress-associated hormone.

Physical

- Introduce short walks/runs/calming activity in your daily routine
- When working from home, try to keep your work space separate from your relaxing space
- Set screen time limits / downtime on your devices to promote time away from screens.

4-7-8 Breathing Exercise

Breathing techniques are a powerful resource used to manage anxiety, panic attacks and stress. They are highly recommended self-help measures. The 4-7-8 technique was founded by Dr Andrew Weil. Apart from helping with anxiety symptoms, It can help people get off to sleep.

It can be done in any position; however best learnt in a sitting position with your back straight. For the purposes of this exercise, inhalation is through the nose and is quiet; exhalation is through the mouth making a 'whooshing' noise.



Listen on

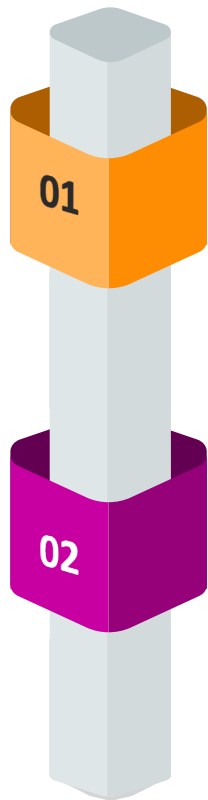


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Connect with us

We hope you found the event highly insightful. Marpe Wellbeing are actively looking to support companies to understand the strength of processes in place to identify and manage work related stress and anxiety.

If you would like a free and informal chat to share best practices, please email us.



Individuals

Book GP appointment or ADHD Assessment

Go on the website, download the app and book an ADHD assessment or GP appointment

Corporate

Commercial Offering

We are happy to discuss our commercial offering with you to develop a package that meets your needs

Contact:
hello@marpewellbeing.uk

Dr Oluwatobi Adesanya
Medical Director
tobi@marpewellbeing.uk

Imran Abdulla
Head of Growth
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- Digital GP service
- Mental Health Consultations
- Employee Wellbeing Programme
- Wellbeing workshops

Resources

- **Spotify Mindfulness Playlist**

<https://open.spotify.com/playlist/0NfiUsMfGo8ZWveGuZoT5y?si=31c39ef14e0f45cc>

- **Marpe Wellbeing App**

<https://apps.apple.com/us/app/id1525376817>

<https://play.google.com/store/apps/details?id=uk.marpewellbeing>

- **Marpewellbeing.uk**