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How to Manage Workplace Stress

Delete Stress. Restore Workplace Wellness.

Forward-thinking companies are always in search of effective ways to address stress in the workplace. Not only has workplace stress escalated progressively over the past few decades, but a recent national study also found that 95% of human resource leaders admit that employee burnout is sabotaging workforce retention. If a stressful work environment becomes public knowledge, like on Glassdoor, it can even make it hard to acquire new talent.



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Fortunately, fostering a corporate culture of wellness can empower employees to be healthier, happier, and more productive. Addressing workplace stress and helping reduce its effects is one of the easiest, cost-effective ways for companies to stem talent “burn and churn” and help employees be their best performing selves.



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Stress Management Made Easy.

Mind and body are inextricably linked, and it's clear that the relationship between stress and job performance is not a positive one. Even when employees are inspired, appreciated, and have an intellectual or emotional engagement with their work, they still can feel overwhelmed. Signs of stress include headaches, trouble sleeping, problems focusing, short temper, upset stomach, unhappiness, and low self-esteem.

Incorporating stress management practices in a workplace wellness program is one of the highest-impact strategies a company can take on. On-site massage, yoga, mindfulness meditation, and fitness classes have been shown to boost resilience and help employees better manage workplace stress—physically and mentally. And when offered as an employee benefit, these perks help HR directors and managers meet employee recruitment, retention, and engagement goals.



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National workplace stress management companies are adapting to support companies in their workplace goals. The best offer proprietary scheduling software and customized programs, and also feature nationwide networks of therapists and instructors to meet clients' needs anywhere in the U.S. Proven providers like [Body Techniques](#) also capture and analyze data to prove the effectiveness of stress management programs, which often satisfies C-level decision makers' need for ROI.

Six Pillars of Effective On-Site Stress Management Programs

While survival stress helps us get through difficult “fight or flight” situations, and a healthy amount of daily stress can lead to productivity and creativity, we cannot always control how much stress we are exposed to in our lives. Incorporating Body Techniques' six pillars for an effective on-site stress management program can help you easily create a rewarding system for your company and employees:

- 1. Access:** Prioritize low or no-cost services for employees. Many of Body Techniques' clients subsidize the cost of services, which boosts participation levels and ensures the program is viewed as a true employee benefit. True on-site integration is as essential as a supportive corporate wellness culture, because convenience matters.
- 2. Acceptance:** Offer activities your employees already love doing and make the process easy. Employees don't want to deal with complicated activities and procedures.
- 3. Culture:** A wellness program should be a natural extension of a company's identity and aspirations. Collaborate with your worksite wellness staff and external partners to determine what kind of incentives will motivate your staff and fit with your culture.
- 4. Excellence:** Wellness programs must be comprehensive, engaging, and just plain excellent. Employees participate more when managers and leadership share their own stories, empathizing with a heavy workload, sharing favorite stress relievers, and making a personal, relatable effort to talk about stress with employees.
- 5. Messaging:** Stress reduction is not just a mission—it's a message. Reach out to your employees through emails, signage, and newsletters to enhance and



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drive employee participation. Consider health fairs, competitions, and other internal communication platforms to make employees aware of the program.

- 6. Partnership:** Active, ongoing collaboration with internal and external partners, including vendors, can provide a program with some of its essential components and many of its desirable enhancements.

Proven Activities to Reduce Workplace Stress



From our experience, we've found the following activities help reduce workplace stress:

- Partner with Body Techniques to offer corporate chair massages once per week, bi-weekly or monthly. Massage therapists travel to local businesses, offering chair massages for a reduced rate to employees. According to studies, this short massage lowers blood pressure and can equate to a whopping 85-percent reduction in stress.
- Provide a designated space for yoga and mindfulness meditation sessions or a place for employees to sit quietly and engage in mindfulness activities to



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alleviate their stress. Yoga is a practice of poses and breathing techniques designed to strengthen and balance the body and the mind. Its mind-body techniques help counteract stress and some of the physical demands of work, whether manual labor or sitting hunched over a computer.

- Offer various types of fitness classes and a variety of class times (before and after work, during lunch) to relieve and prevent stress. Exercise increases blood flow to the brain and serves as a powerful energy boost, resulting in greater alertness and concentration. Employees who move more, produce more.
- Present stress management classes or educational materials that help employees manage time and tasks. For example, lead employees in breathing exercises before meetings. An authentic culture of wellness will go a long way in boosting employee morale and positivity.



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