



Preventing STRESS at Work

Although almost ALL senior HR professionals believe stress is a major threat to the UK

workforce, it is also said that many employers fail to tackle stress at an early stage. Personnel Today - December 2007

This message is typical of numerous articles in the media and professional journals which constantly remind us of the damage stress can do to people's health and the knock-on effect on staff-turnover, absenteeism and productivity.

This simple to use yet powerful training activity PREVENTING STRESS AT WORK can help your staff get to grips with lowering their own stress levels – and those of people around them!



Timing	one hour
Participants	for one or two groups (of four-six people per group)
Price	£150 (plus delivery & VAT)

*** All Northgate Activities are LICENCE-FREE so you can use them over and over again.

Preventing STRESS at Work

Key Benefits

- To create awareness of the issues surrounding stress
- To discuss the benefits of a sensible work-life balance
- To explode some enduring myths about stress
- To encourage a greater understanding of one's own and other people's response to stress

Preventing STRESS at Work is a straightforward activity designed to bring issues to the fore and encourage lively discussion and debate on stress in today's workplace. The activity uses real situations to demonstrate many misconceptions that affect how we view stress as well as allowing participants to express their own feelings about what causes them stress and to consider how they might develop stress-reducing techniques.

Used as part of any management development or stress programme, this activity ensures that participants gain a basic understanding of what stress is and how it can be minimised at work.

Preventing *STRESS* at Work

What happens?

Teams work their way round a board using playing pieces and dice. In turn, participants pick up cards from a pile of 30 on the board. There are three types of cards:

1. True or False cards

These require that a statement on the card is read out to the group and a decision made as to the validity of the statement.

2. Round Robin cards

These offer participants the opportunity to discuss amongst themselves what causes them stress at work, whether it's the tight deadlines, the boss or customers!

3. Group Tasks cards

These encourage lively debate among teams, encouraging them to reflect on some key issues and noting their conclusions on a special form.

Teams discuss each of the above types of card in detail and sometimes find it difficult to come to a consensus. By putting the cards for both teams in the *same* order before the exercise starts you can ensure that each team deals with the same issues – which makes the Debrief all the more effective - and easier to control. At the end of the exercise - when time runs out, or teams have worked through all the cards - a Debrief consolidates the learning by running over, comparing and contrasting the responses of the group(s).

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What to do

1. Introduce the session (option to use the **PowerPoint** in the pack).
2. Divide participants into two teams and allocate **team materials**.
3. Issue **Handout A** to teams. This explains how they should proceed. When they are ready, place a **set of cards** face down on each of the two boards and let teams begin.
4. Allow teams 40-50 minutes to work round the board, picking up the cards (**True or False** cards, **Round Robin** cards or **Group Task** cards) and debating the issues raised or completing the tasks.
5. At the Debrief, start with the True or False cards and in turn, discuss each decision teams have made. Use the commentary in the **Trainer's Notes**.
6. Encourage a **wider discussion** on the implications of out-dated opinions and prejudices in your own workplace, and on how you can ensure stress is minimised.

Full details on all the answers and how to conduct the Debrief are given in the Trainer's Notes that accompany the pack.

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Trainer's Comments

*This is a very useful, interactive pack.
Participants find it enjoyable.
Raises awareness and creates great group discussion towards improving working practices.*

R.R.Bain
Consultant

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ONLY!!!

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