



I'M DOING  
A LITTLE  
RESEARCH  
FOR A JOB  
INTERVIEW!..



"FIRES EXPLOSIONS,  
FALLS AND OTHER  
HAZARDS CAN BE  
VERY DANGEROUS"



"SO WORKERS SHOULD  
BE ... FIRE-PROOF,  
BULLET-PROOF, SHATTER-  
PROOF, WATER-PROOF,  
BLAST-PROOF, TRAUMA-  
PROOF" !!!



"A GOOD  
WORKER  
IS AN  
UNBREAKABLE  
WORKER!"





I'M  
UNDER A  
LOT OF  
PRESSURE  
AT WORK

**IT'S OUR LATEST CASELOAD  
MANAGEMENT SYSTEM...WE JUST  
KEEP ADDING FILES UNTIL HE  
FALLS OVER!**



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# STRESS









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FRAN

It's a difficult job, he needed a bigger than average 'stress ball'.







## Stress Reduction Kit



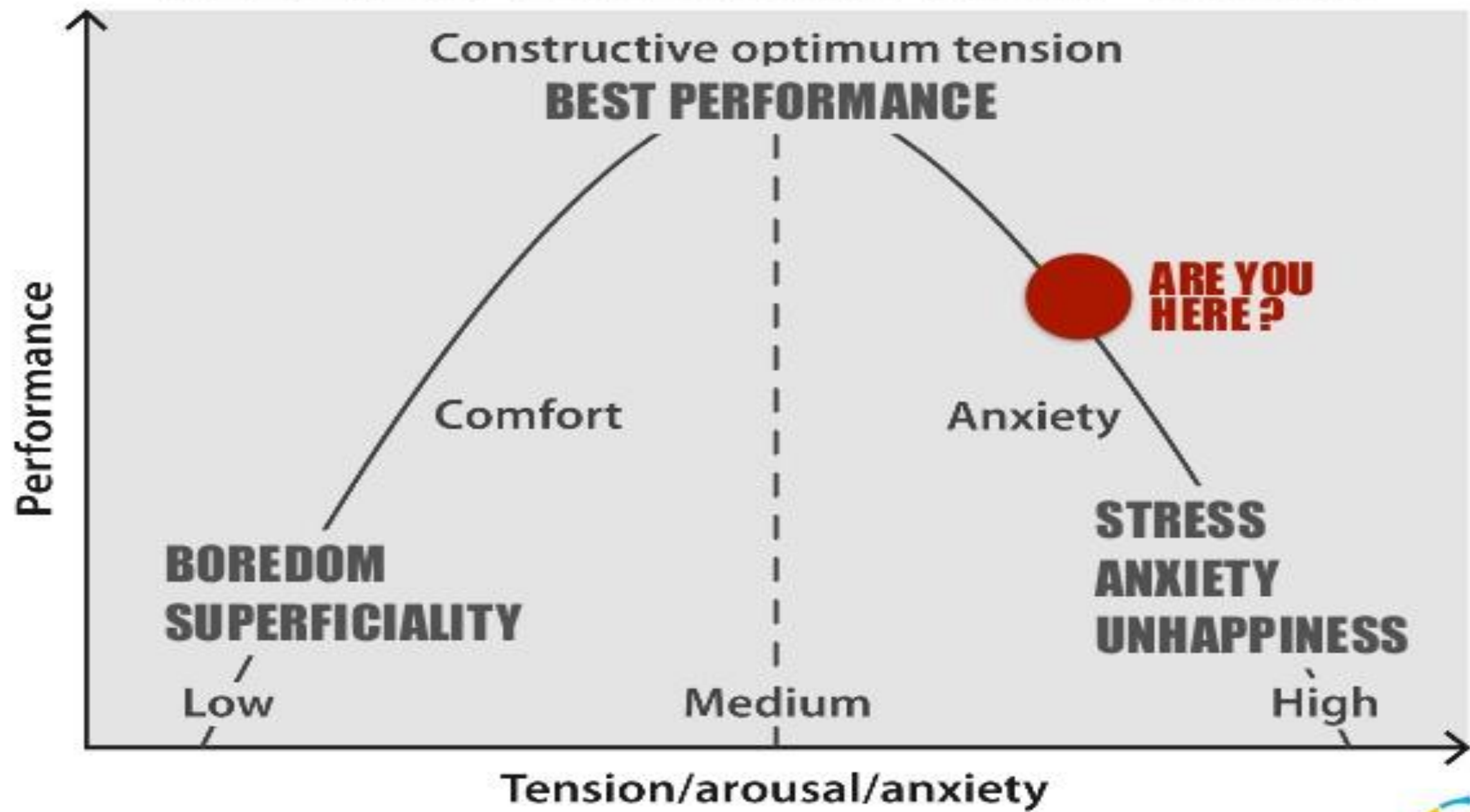
**Bang  
Head  
Here**

### Directions:

1. Place kit on FIRM surface.
2. Follow directions in circle of kit.
3. Repeat step 2 as necessary, or until unconscious.
4. If unconscious, cease stress reduction activity.



# YERKES-DODDSON LAW 1908





# HSE MANAGEMENT STANDARDS FOR WORK-RELATED STRESS

**DEMANDS** Issues such as workload, work patterns and the work environment.

**CONTROL** How much say the person has in how they do their work.

**SUPPORT** The encouragement, sponsorship and resources provided by the organisation, line management and colleagues.

**RELATIONSHIP** Promoting positive working to avoid conflict and dealing with unacceptable behaviour.

**ROLE** Whether people understand their role in the organisation and whether the employer ensures they do not have conflicting roles.

**CHANGE** How organisational change, large or small, is managed and communicated in the organisation.

Source: The Health and Safety Executive





# Work-related stress, depression or anxiety

**595,000**

Workers suffering from work-related stress, depression or anxiety (new or long-standing) in 2017/18

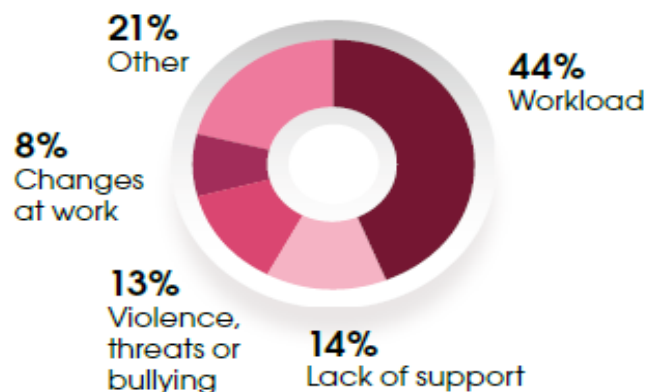
**239,000**

Workers suffering from a new case of work-related stress, depression or anxiety in 2017/18

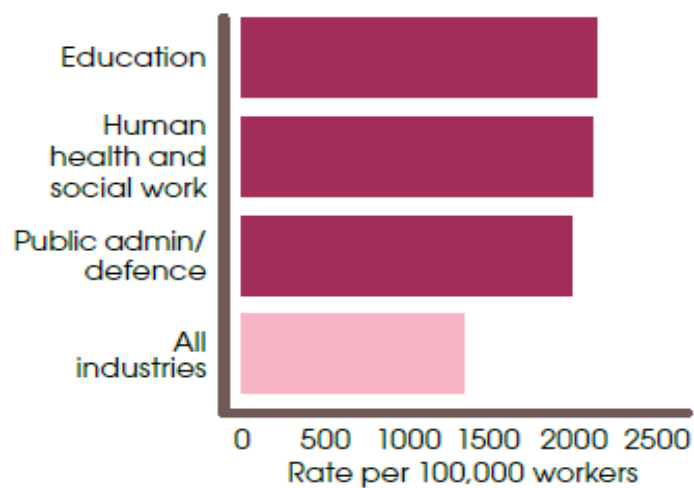
**15.4 million**

Working days lost due to work-related stress, depression or anxiety in 2017/18

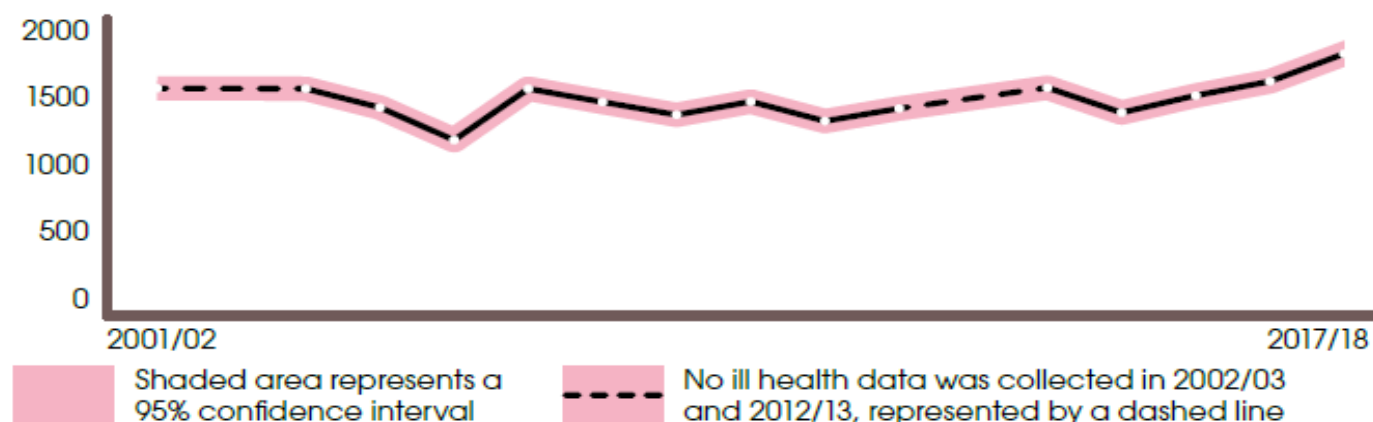
Stress, depression or anxiety by cause, averaged 2009/10–2011/12



Industries with higher than average rates of stress, depression or anxiety, 2015/16–2017/18



Stress, depression or anxiety per 100,000 workers: new and long-standing



The rate of self-reported work-related stress, depression or anxiety was broadly flat but has shown signs of increasing in recent years.

Working days lost per worker due to self-reported work-related stress, depression or anxiety shows no clear long-term trend.

Working days lost due to stress, depression or anxiety account for 57% of all working days lost due to ill health.

Estimates of work-related stress, depression or anxiety based on self-reports from the Labour Force Survey (LFS).

To find out the story behind the key figures, visit [www.hse.gov.uk/statistics/causdis/](http://www.hse.gov.uk/statistics/causdis/)

# The Management Standards Approach



# HSE Talking Toolkit



Helping managers start a conversation with their people in identifying stressors (risks) to help manage and prevent work-related stress

Simple, practical approach which focuses on the Management Standards

Supports employers, particularly SMEs, to start the process of identifying and managing risks

Starts engagement with employees in developing solutions on identified risks (risk assessment process)



# Balance or Imbalance

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UNLESS THE MOMENT IS UNPLEASANT,  
IN WHICH CASE I WILL EAT A COOKIE



# Balance or Imbalance

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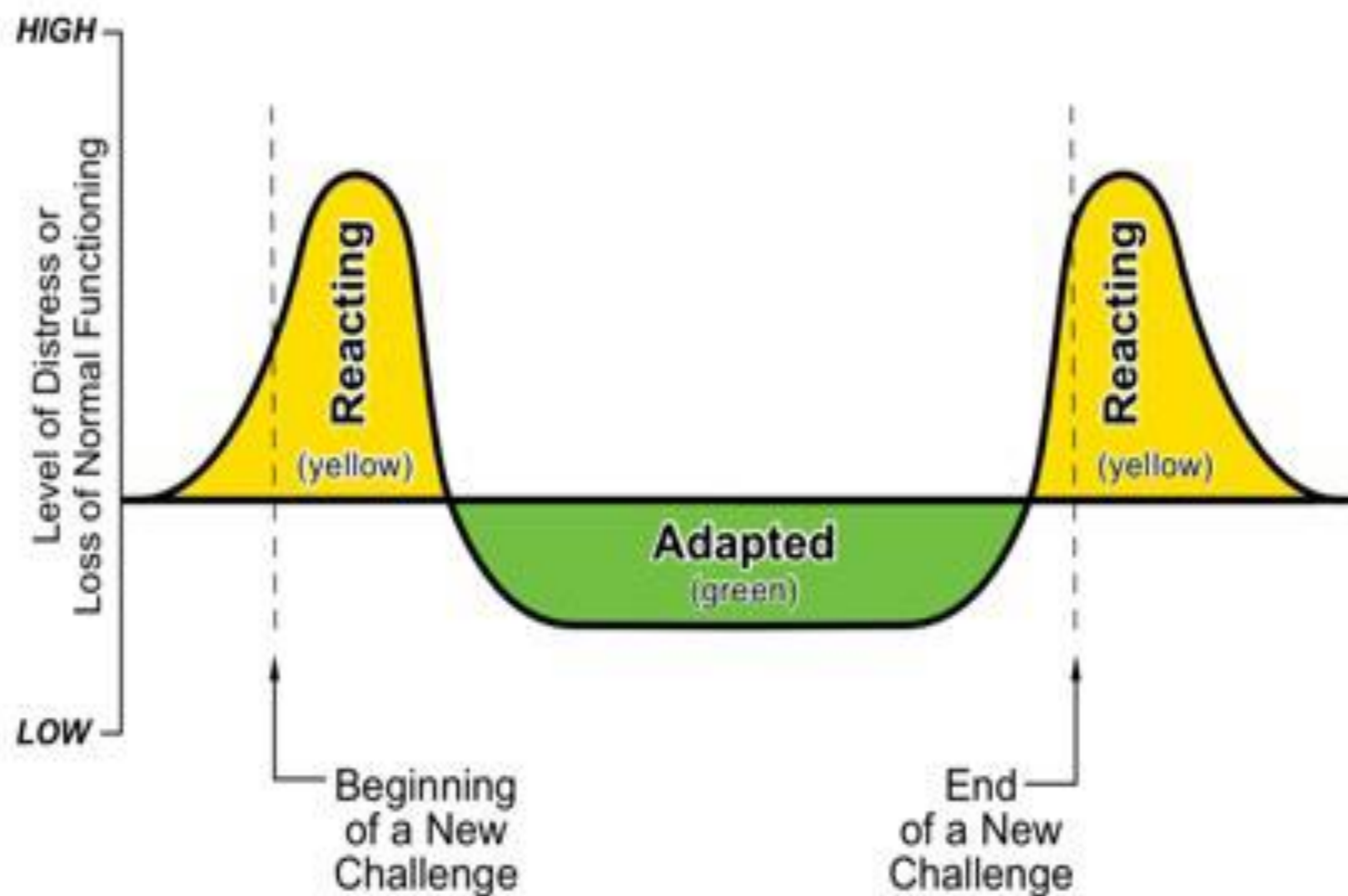
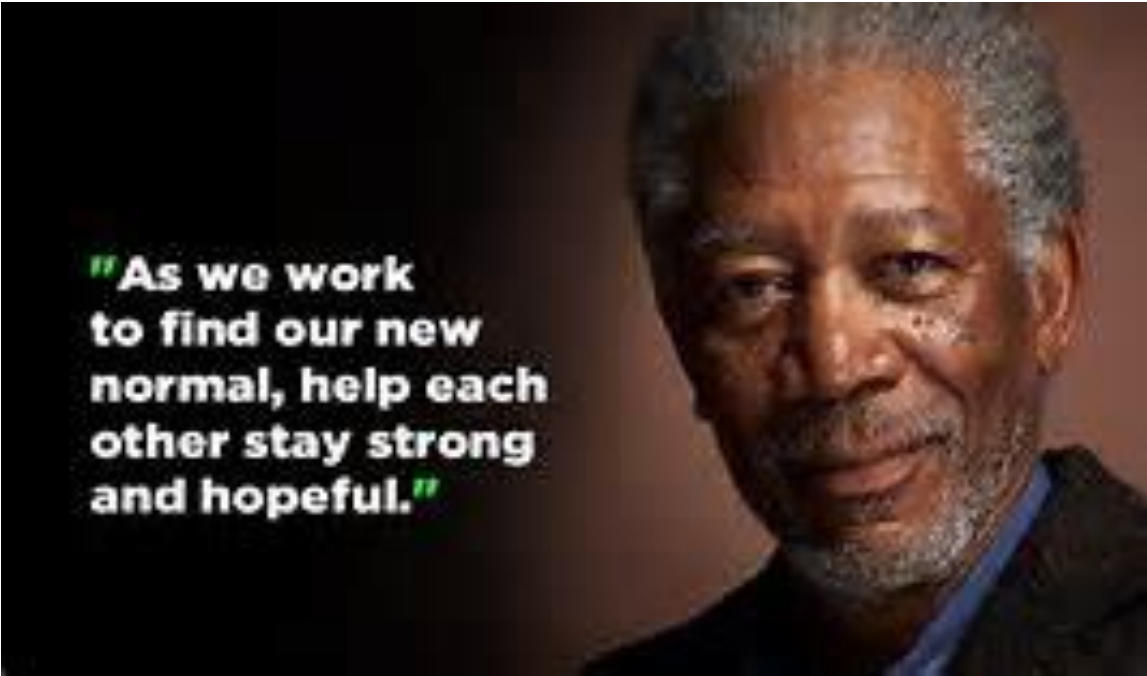


Figure 4-3. Usual Course of Yellow Zone Stress Reactions.



A portrait of Morgan Freeman, an older man with grey hair and a beard, wearing a dark suit jacket over a blue shirt. He is looking slightly to the left of the camera with a thoughtful expression.

**"As we work  
to find our new  
normal, help each  
other stay strong  
and hopeful."**