



ASK THE EXPERTS

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MINDSET AND MENTAL HEALTH

Considering our increased workload and stress due to a recent reorganization, what personal wellness strategies can my teammates and I employ to stay balanced and healthy?

This is such an important question. US businesses lose up to \$300 billion annually because of workplace stress and the impact this has on productivity. [1] Excessive workloads, remote work transitions, and lack of support can significantly impact employee engagement and productivity. 91% of US workers say having unmanageable workplace stress negatively impacts the quality of their work. [2]

Navigating increased workloads and stress, especially after a recent reorganization, requires a multifaceted approach to wellness. Here are several strategies you and your teammates can consider to maintain balance and optimize health:

- **Regular Physical Activity:** Engage in activities you enjoy outside of work, like cycling, yoga, or swimming, to reduce stress and improve physical health.
- **Mindfulness and Relaxation Techniques:** Practice mindfulness and meditation to enhance focus and reduce anxiety, and deep-breathing exercises or progressive muscle relaxation to alleviate immediate stress.
- **Healthy Eating Habits:** Opt for nutritious meals and snacks that fuel your body and brain, avoid excessive caffeine and sugar, and stay hydrated throughout the day to maintain energy levels and concentration.
- **Adequate Sleep:** Prioritize getting enough sleep, aiming for 7-9 hours per night to support recovery and cognitive function. Establish a regular sleep schedule and a relaxing bedtime routine.
- **Social Support:** Maintain open communication with teammates about workload and stress. Spend quality time with friends and family outside of work to strengthen your support network.
- **Time Management:** Use tools and techniques to use your time more effectively, such as prioritizing tasks, setting realistic deadlines, breaking projects into manageable parts, and learning to say no to non-essential tasks.
- **Professional Help:** Consider seeking support from a mental health professional and explore resources your employer may offer, such as employee assistance programs (EAPs) or wellness initiatives.
- **Hobbies and Interests:** Dedicate time to hobbies and interests outside of work. Engaging in enjoyable activities can significantly reduce stress and enhance your quality of life.
- **Digital Detox:** Set boundaries around work-related communication outside of working hours and limit screen time before bed to improve sleep quality.

Implementing these strategies requires commitment and practice, but even small changes can significantly improve your and your team's overall well-being. Encourage each other to try different approaches and share what works, creating a culture of health and balance in your workplace.

REFERENCES

[1] Toner Buzz, "[Hard to Believe Workplace Stress Statistics \(US & Global\)](#)," April 18, 2022.

[2] Spill Chat, "[70 workplace stress statistics you need to know in 2024](#)," Feb. 8, 2024

RESOURCES

[National Alliance on Mental Illness \(NAMI\)](#) - one of the largest mental health organizations, providing support, education, and advocacy for individuals and families affected by mental illness.

[Anxiety and Depression Association of America \(ADAA\)](#) - dedicated to promoting the prevention, treatment, and cure of anxiety, depression, OCD, PTSD, and co-occurring disorders through education, practice, and research.

[The Trevor Project](#) - the leading national organization providing crisis intervention and suicide prevention services to LGBTQ+ young people.

[Brain & Behavior Research Foundation](#) - funds innovative research to better understand, treat, and ultimately prevent mental illness.

Career Experts Group

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