Coping with workplace stress

By Kevin Rhee, Psy.D.

While some stress is a normal and healthy part of life, excessive stress interferes with our productivity and growth, challenges our physical and mental health, and is important to find ways to help manage it.

Fortunately, there’s a lot that you can do to manage workplace stress at work. Please read on for a list of suggestions, put together by a local psychologist with workplaces in mind.

- Prioritize: everyone talks about doing it, but how many of you actually do it? Prioritizing involves looking at your to-dos and using a sense of judgment to decide what is most important to do in a given time frame. If you are working on a project, make sure you have time to complete it before the deadline.
- Consider aka: setting goals: instead of trying to fit too much into your day, try to focus on accomplishing one task at a time. If you start many tasks but are unable to complete them, that can be overwhelming. Setting goals and breaking them down into smaller tasks can help you feel more accomplished.
- Task management: create a balance between work and household responsibilities. Downtime is necessary for mental health. It is important to take short breaks throughout the day to sit back and clear your mind. Sure to take short breaks throughout the day to sit back and clear your mind. If you are unsure about whether the person you are seeing is a psychologist, check out these Ethical Conduct of a Psychologist.
- Time management: create a balance of schedule. Analyze your schedule, responsibilites, and daily tasks. Try to map out your day and family life, social activities, and work environment. Plan your day with the understanding that your availability is limited.
- Make time for downtime: healthy workplace practices that they adopt. A list of the most common workplace practices reported by these N.B. organizations is presented in this diagram.

A Saint Mary’s University research team headed by Dr. Aria Day, Dr. Kevin Reilly and MSc student Krista Randell are investigating the Psychologically Healthy Workplace practices that they adopt. A list of the most common workplace practices reported by these N.B. organizations is presented in this diagram.

What is a psychologist and why do I care?

Psychologists
- are trained in the areas of psychology and science.
- are recognized experts in the field of psychology.
- can provide evidence-based treatments for mental health issues.
- can help individuals, couples, and families.
- can help people develop skills to handle stress.
- can help people improve their relationships.
- can help people achieve their goals.
- can help people improve their well-being.

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It is important to know that many terms are not licensed terms. For example, the term “psychologist” and singular terms such as “counselor” and “therapist” are not licensed terms.

There are a number of qualifications that are important to know about psychology. The Nova Scotia Board of Examiners in Psychology (NSBE) is responsible for protecting the public.

Psychologists are required by law to deliver competent, ethical, and professional services. They are accountable to the public and to the Board of Examiners in Psychology (NSBE). Psychologists must meet professional requirements and adhere to professional standards, guidelines, and ethical principles. Psychologists in Nova Scotia are required to pass a standardized written examination and an ethics examination. Psychologists must also be licensed to practice psychology in Nova Scotia.

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www.nsbeponline.org

Any Questions?

If you have any questions about the process you are seeing a psychologist, or have any concerns about the ethical conduct of a psychologist, contact the Nova Scotia Board of Examiners in Psychology.

The Chronicle Herald

A6 Sunday, Feb. 21, 2010
Workplace stress continues from /A

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Phone 902.444.3669 Fax 902.444.3665

Workplace stress

and it’s starting to take its toll on you (though frequently turned off)

impression of calming work counts. Don’t forget to be mindful

sharpens focus and relaxes both

tional balance.

through with laughter. Share a

soon find yourself drained of

close to you. The act of talking it

best stress-reducer is simply

co-workers who are willing to

let them? Let go of

marked 2500 years ago, “The

pleasant as a result.

time and STRESS… how can

may be thinking, ‘Yeah right!’

of teamwork at the College. The

we’re doing is creating a healthy

ship to the College, one of the

about what the College is doing to

mental health. Engaging in meaningful and

sta.

with dignity and respect Also in

experiencing mental health prob-

“Recipe for caring but there are a few

do you feel that your organization may be

organizational function, and listening skills are very helpful

employees who are experiencing men-

provide treatment. Examples of Thomson'swould include peer

psychologist, employee and health assistance services,

family service associations, community

organizations and is

employee health and well-being and well-being.

APA has come up with five components of Psychologically Healthy Workplace practices (see diagram: Psychologically Healthy Workplace Components). The five components to promoting employee health and well-being are:

As can be seen in the diagram, healthy employees have a positive impact on organizational function, and organizational functioning, and societal functioning (i.e., influence on both personal and societal context) and individual employees’ quality of life. In addition, the diagram shows that what can be done within the workplace to promote employees’ health and well-being.

However, even small steps such as a few minutes per day can make a difference.

Spotlight on College of Physicians and Surgeons of N.S.

The College of Physicians and Surgery of Nova Scotia is the professional body responsible for regulating the practice of medicine in the province and is dedicated to promoting and maintaining a psychologically healthy work environment.

The College was recently selected one of Nova Scotia Top 10 health care organizations, and was recognized in 2011 with the Nova Scotia Psychologically Healthy Workplace Award (now known as the NSPHW Program) for outstanding efforts in developing a psychologically healthy workplace.

One of the College’s key initiatives that improved the NSPHW Award was the introduction of a Health & Safety Committee (HSC) in 2009. The HSC was established to promote health and safety in the workplace and to develop a healthy workplace culture.

The College also provides its members an opportunity to participate in regular education sessions and training workshops, and to access resources and support from other organizations.

The College also provides its members with regular updates on workplace health and safety issues and provides them with access to training opportunities and resources, such as self-developing workshops and opportunities to follow up with professionals.

In addition, the College has an employee assistance program (EAP) that provides confidential and confidential counseling services to its members.

The EAP is a confidential service that provides employees with the support they need to deal with personal, emotional, or work-related problems. The College also provides its members with regular updates on workplace health and safety issues and provides them with access to training opportunities and resources, such as self-developing workshops and opportunities to follow up with professionals.

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