

YOU WILL NEVER SUCCEED

You suck

DON'T

WHY?

YOU FAIL

Give up

You will lose

Give

UP

Now

Why bother?

HATE

HATE

Why bother?

Mental Health
& Safety

LEARNING TO RECOGNIZE STRESS IN THE WORKPLACE

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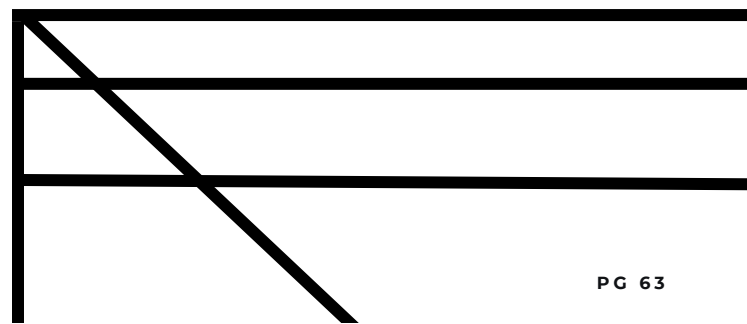
External Stressors in the Workplace

Hi again. In our first instalment on Stress in the Workplace, we identified several possible indications that may manifest in individuals who are experiencing either “internal” or “external” stressors. In this second instalment, the focus will be on external stressors.

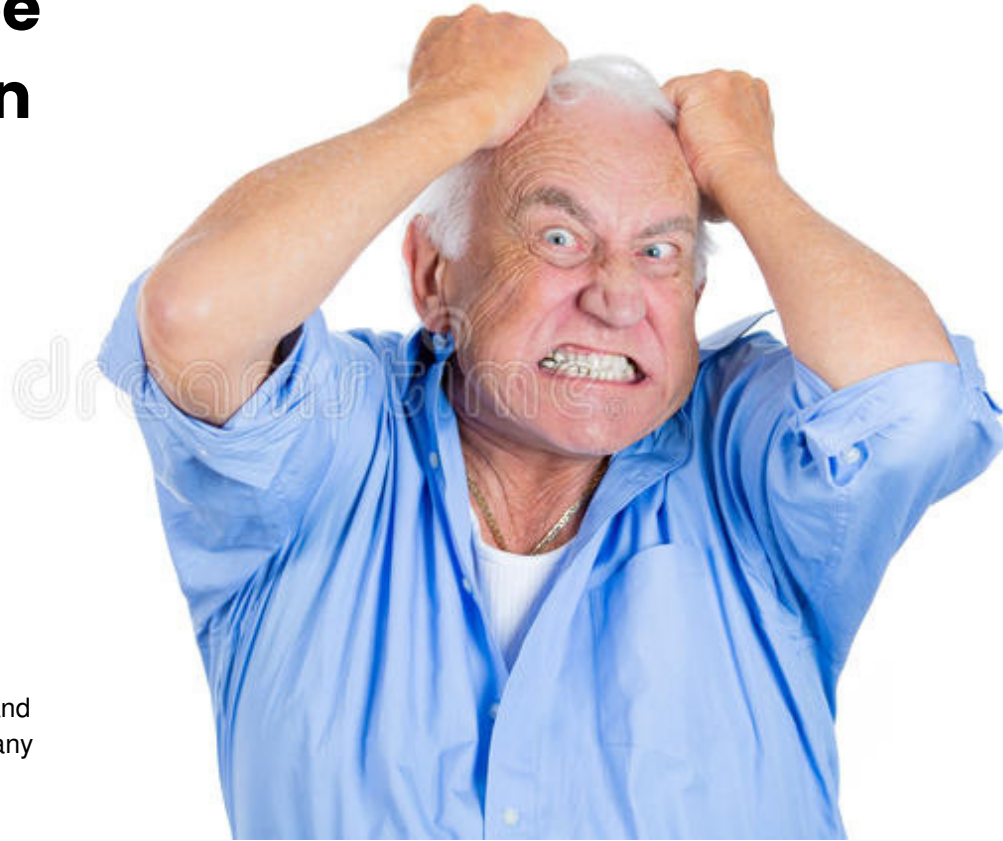
There is a difference between internal and external stressors; the former refer to difficulties from within the individual (i.e. home-life or relationships), while the latter most frequently have to do specifically with the actual workplace environment. Usually, external issues can be remedied, or at least acknowledged, and mutually agreed to work out satisfactorily, within a reasonable time frame. Due to the nature of the more personal aspects of internal stressors, resolution may take a significantly longer period. This instalment will focus on external stressors first, as they most frequently involve many crew members, and if one listens or observes closely, discontent/concern is quite apparent. Examples may be complaints about foremans' attitudes, poor work example strategies (i.e. do as I say, not what I do), too few hours or too much overtime. A frequent perceived complaint is the sense that supervisors or foremen don't really care about workers or their safety.

These issues may seem daunting, or may appear to border on becoming union issues, but they are quite solvable when your crew believe that you truly give a damn. While you may feel that these issues are not in your purview, successful completion of projects falls on the foremen/supervisors. In an effort to assist in maintaining a safe, effective, and productive crew, the faster you recognize potential challenges, the better you are able to resolve issues before they poison the whole crew.

“...the faster you recognize potential challenges, the better you are able to resolve issues before they poison the whole crew.”



Solutions can be implemented in quick order



1

There must be a clear understanding that there is a pathway for open dialogue between supervisors and those making the final decisions.

2

Supervisors must feel and be comfortable reporting challenges and feel able to move forward without any ramifications from their bosses.

3

Bosses must remain open and permit a free dialogue with their supervisors, acknowledging that the goal here is Workplace Safety and projects getting done on time and with excellence.

4

If there is not a system in place where supervisors and foremen can discuss mutual challenges or potential issues, then a system should be developed in which they can present potential challenges, pose potential solutions, and have a forum where they can feel supported and discuss potential problems before they become major issues.

The powers that be must recognize there is no benefit trying to maintain dissatisfied, or disgruntled workers. Nor is there any positive outcome from making your supervisor/foremen feel you believe they are unable to manage their crews.

Please remember that while the big bosses can't supervise/run the entire project, the supervisors/bosses hired people to do that. If these individuals don't have their support and confidence, the crew will sense it and stress levels will certainly rise. Consequently, safety and satisfaction will decrease, and I can pretty much guarantee the project will most certainly cost more in accidents, damaged equipment, and eventually a shortage of staff.

