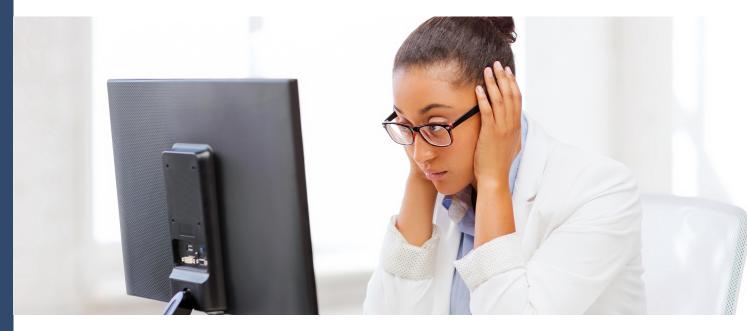## What is work related stress?

A healthy job is likely to be one where the pressures on employees are appropriate in relation to their abilities and resources, to the amount of control they have over their work, and to the support they receive from people who matter to them. Health is not merely the absence of disease or infirmity but a positive state of complete physical, mental and social well-being (WHO, 1986). A healthy working environment is one in which there is not only an absence of harmful conditions but an abundance of health-promoting ones. Pressure in some contemporary work environments is considered unavoidable. When pressure is perceived as positive by an individual, he or she may be motivated to work or learn depending on the available resources and personal characteristics. However, when pressure becomes excessive, unmanageable or perceived as negative, it leads to stress that is detrimental to employees' health and the business performance. Work-related stress can be caused directly by the work environment or indirectly by personal factors. Direct factors may include; work knowledge gaps, resource gaps, job insecurity and interpersonal conflicts. Indirect factors may include; personal safety, family, relationship, and financial challenges. According to the American Institute of Stress, about 77% of people experience stress that affects their physical health, 73% have an impact on their mental health and 48% have trouble sleeping.

How do you stay healthy?

People deal with stress differently. Learning to relax, taking short breaks throughout the day, prioritizing, managing time well and communicating effectively with coworkers can halp mange stress at work. Lifestyle changes such as exercising, engaging in hobbies and making healthy food choices are other ways that employees can decrease stress outside working hours. Though job-related stress may not be completely eliminated, strategies like these are effective in reducing its occurrence and improving the productivity and morale of employees. On the part of the organization, stress management training and employee assistance programs (EAP) can improve workers' ability to deal with difficult work situations through understanding the sources of stress, the effects of stress on health and strategies to eliminate stressors.

Technologies that help you manage stress.

- How to reduce stress using technology,Cloud App: (Watch now)
- Headspace: (Learn more)
- Colorfy, relax and be creative:(Learn more)
- Wearable tech: smart watches fit-bit, apple watch,etc.
- The power of relaxation: (Watch now)