

HEALTHY WORKPLACES MANAGE STRESS 2014-2015

causes OF WORK-RELATED STRESS

- **EXCESSIVE WORKLOAD**
and/or not enough time to complete tasks
- **CONFLICTING DEMANDS**
and lack of clarity over roles
- **MISMATCH BETWEEN THE DEMANDS**
of the job and competence required
- **LACK OF INVOLVEMENT**
in making decisions
- ...

stress is

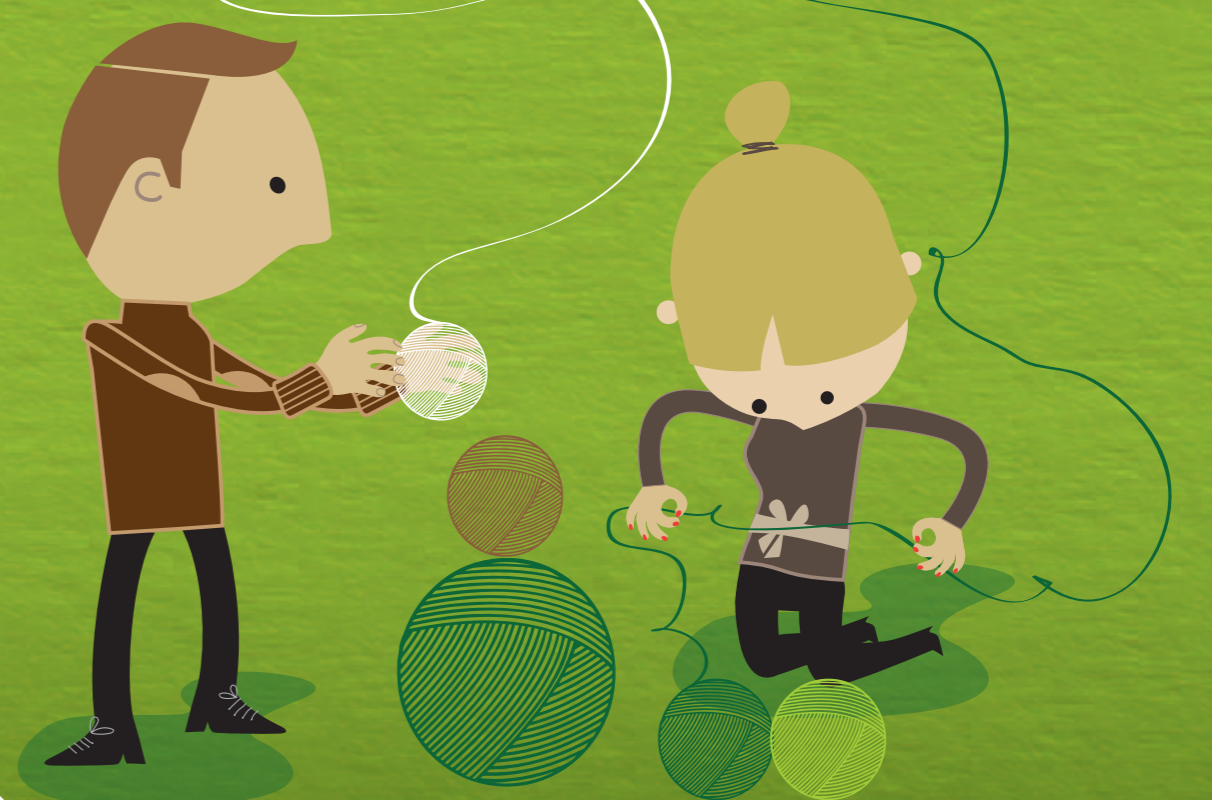
**OUR MIND AND
BODY'S REACTION
TO A SITUATION THAT
IS OVERWHELMING**

It can lead to burn-out, anxiety, depression and symptoms like high blood pressure, sleeplessness, stomach problems and back pain.

WORKERS attribute¹ STRESS TO



HOW IS STRESS managed² BY COMPANIES/ MANAGERS IN EUROPE?



¹ Pan-European opinion poll on occupational safety and health', EU-OSHA 2013 ² European Survey of Enterprises on New and Emerging Risks (ESENER), EU-OSHA 2010