

Stress Management

Staff Wellbeing & Stress at Work

Stress can impact wellbeing in the workplace. By understanding the sources of workplace stress, colleagues and managers can support each other to promote **wellbeing**. According to the CIPD Health and Wellbeing Survey Report (2020), the main causes of employee stress are: **workloads**/ volume of work; **management style**; **relationships** with family, friends, and colleagues; illness or **health** issues; **pressure** to meet targets or deadlines. **Change** can also be a cause of stress, including shifts in working practices or environments and departmental structures or processes.

For more detail on **spotting signs** of stress, **supporting** each other, and having wellbeing **conversations**: hr.qmul.ac.uk/media/hr/wellbeing/A-Guide-to-Promoting-Staff-Wellbeing-2021.pdf

For broader information on **wellbeing at work**: qmul.ac.uk/staff-wellbeing/wellbeing-at-work/

For **urgent mental health support**, or help in a crisis: qmul.ac.uk/welfare/help-in-a-crisis

Wellbeing Essentials Toolkit

'Five Ways to Wellbeing': There are simple and effective strategies you can take to improve your wellbeing, which will make you feel more positive and able to get more out of life: qmul.ac.uk/staff-wellbeing/wellbeing-at-work-/wellbeing-essentials-toolkit



Staff can always use the **Employee Assistance Programme** to get support with life's everyday issues to help alleviate stress: qmul.ac.uk/staff-wellbeing/wellbeing-at-work-/employee-assistance-programme



QM's **CPD** offers **courses** on Mental Health Awareness, Mental Health First Aid, and Stress and Resilience: qmul.ac.uk/staff-wellbeing/wellbeing-at-work-/wellbeing-workshops



Wellbeing Tools for Researchers

QM offers **workshops and resources** to help doctoral and postdoctoral researchers **build emotional resilience, manage stress**, and look after their wellbeing: qmul.ac.uk/queenmaryacademy/doctoral-students/wellbeing/wellbeing-training



Researchers may also find support with [The Wellbeing Thesis, Togetherall](#), and the [Mental Health Foundation](#).

Wellbeing Tools for Managers

Line managers have a central role to play in ensuring positive mental health and wellbeing for employees in the workplace. Queen Mary has a number of resources and HR policies to support employees and managers with their wellbeing: qmul.ac.uk/staff-wellbeing/for-managers/

