



Thriving in the Unknown: Take Control of Stress and Anxiety in the Workplace

Stress, anxiety, and worry are all **normal** responses to **abnormal** events. Stress and anxiety protect us from harm, keeps us alert, and focuses attention. Too much stress and anxiety can lead to absenteeism, presentism, and low morale. There are ways to lead employees through these anxious times.

Normalize Anxious Response to Crisis

- Stress, anxiety and worry are all hard-wired responses to crisis events.

Learn Common Signs and Symptoms of Stress

- Physical, emotional, behavioral, and cognitive signs of stress are common
- Recognize these signs so you can connect your staff to emotional wellness resources

Hold Objective, Informational Sessions Frequently

Stress and anxiety can overwhelm the brain and reduce the ability to process information. Communicating frequently during a crisis can help reduce anxiety. Gathering input from staff helps provide a sense of control.

- Set the stage – provide as much factual information as you have
- Offer reassurance about physical safety and health
- Ask for staff's input and feedback and acknowledge concerns
- Normalize stress and anxiety – remember – stress and anxiety are the normal responses to abnormal events!
- Repeat this process frequently

For More Information

Contact Angela Fileccia, MSW, LCSW
Northern Light Acadia's Healthy Life Resources
207.949.4634 or afileccia@northernlight.org