

# STRESS & BURNOUT PREVENTION





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# STRESS AND BURNOUT: A BREEDING GROUND FOR ABSENTEEISM

A stress-free work environment is a healthy work environment. Too much work, too little work, feeling overqualified for the job, issues with co-workers, vague rules and regulations, etc. can all lead to workplace stress. Workers who feel good at work are less likely to suffer from stress, burnout or illness-related absenteeism. An integrated approach towards stress – with a focus on prevention, control and remediation – can bring peace and balance to your organisation.

## Stress is caused by an imbalance between demands and resources

Stress exists in every organisation but manifests itself in various ways. **Work-related stress** emerges when the demands placed on workers outweigh their ability to cope.

When the setup, organisation and management of work duties fail to take into account the well-being of workers, psychosocial risks may arise. Some working conditions that contribute to these situations are:

- ⚠ Excessive workloads and time constraints
- ⚠ Conflicting demands
- ⚠ Lack of clarity about the role of the employee
- ⚠ Ineffective communication
- ⚠ Poorly managed changes within the organisation
- ⚠ Lack of support from management or colleagues.

Subjective elements may also contribute to this imbalance, such as:

- ⚠ Perfectionism
- ⚠ Lack of assertiveness
- ⚠ Etc.

If your workers are affected by chronic workplace stress, they may develop (serious) **mental and physical health issues**, such as burnout, which leads to absenteeism.



## Stress in numbers: a harsh reality



4 out of 10

employees feel that **stress is not dealt with well** at their job

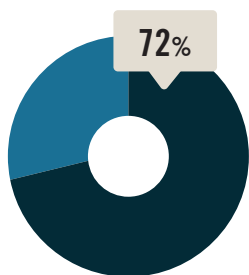
(Source: EU-OSHA survey)



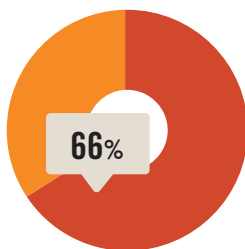
out of **10** usually or always **experience stress at work**  
(regardless of gender, age or professional activity)



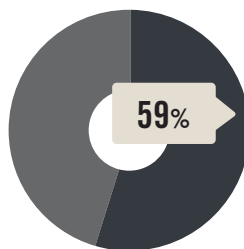
Primary **causes** of work-related stress



**Reorganisations and job insecurity**  
(Source: EU-OSHA survey)



**Long workdays and too much pressure at work**



**Bullying and intimidation in the workplace**



Of all **lost workdays** can be attributed to **work-related stress**

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# Our approach



Mensura can help you achieve measurable results with your workplace prevention budget. Together, we will identify the needs of your organisation, generate personalised advice and develop a concrete plan of action. We will work closely with you to create a better workplace with less stress, thereby **reducing preventable absenteeism within your organisation**. Mensura developed a specific programme to prevent and reduce stress and burnout where needed.



### SCAN

#### Where does it hurt?

- ✓ Analyse actions and objectives
- ✓ Implement the SONAR method

### GOAL

Identify psychosocial risks and areas for improvement

### ADVICE

#### What to do about it?

- ✓ Plan of action
- ✓ Working group on well-being in the workplace

### GOAL

establish a plan of action with KPIs

### ACTION

#### How to tackle the problem?

- ✓ Custom solutions (for individuals, management, teams)
- ✓ Implemented within the organisation
- ✓ Evaluate and adjust as needed

### GOAL

make a real impact on the experience of stress and stress-related absenteeism

## STEP 1 **SCAN**

### We **assess** the risk of stress and burnout within your organisation

We begin with a **thorough analysis** of your organisation by looking at your absenteeism figures and the outcome of any satisfaction surveys you may have conducted. We also review your existing initiatives that promote well-being in the workplace and analyse the objectives of your organisation in this area.

Mensura can also conduct a scan of your organisation based on the **SONAR method**. This means we will survey your employees and enter into a dialogue to gain insight into the psychosocial risks in their work environment.

The **SONAR method** includes five steps:



- 1 Scan
- 2 Checklist
- 3 Initial feedback
- 4 Dialogue
- 5 Final feedback

#### Result

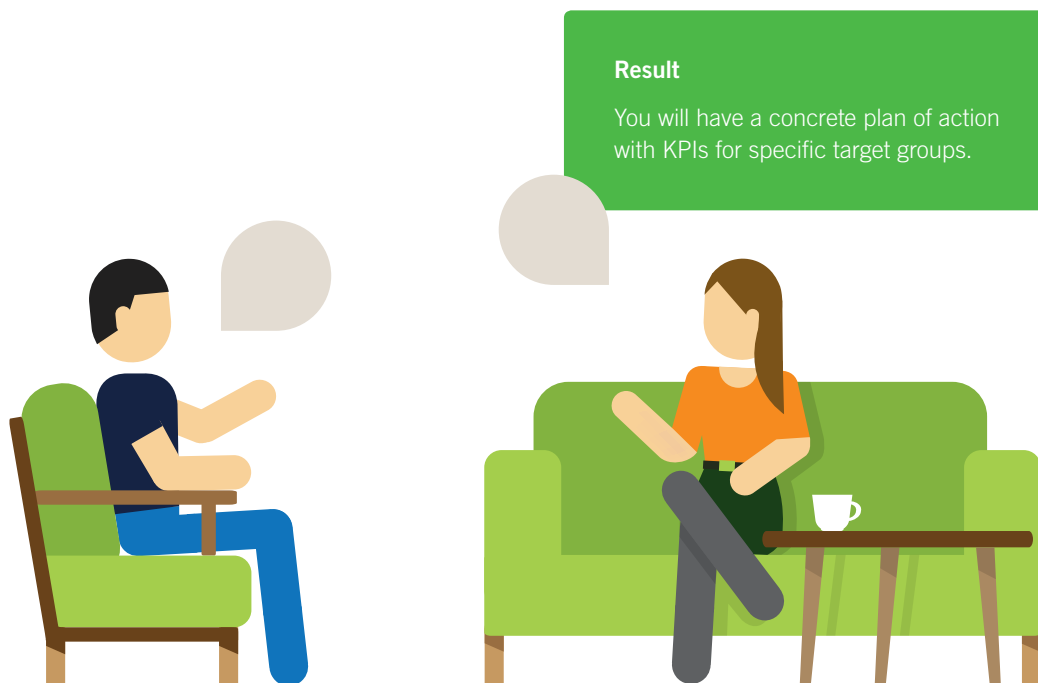
You will gain real insight into the psychosocial risks in your organisation that may lead to stress and burnout among your workers, and receive feedback about areas for improvement.

## STEP 2 ADVICE

### We make concrete recommendations to suit your needs

To reduce **psychosocial risks** within your organisation, you need a plan of action. Mensura can help you develop this plan of action and successfully execute it. By establishing a working group on well-being in the workplace, we can develop custom recommendations and a phased action plan.

The working group may include HR staff, union representatives, the occupational health physician and the prevention advisor on psychosocial aspects. Other people can be included upon your request.



## STEP 3 ACTION

### We implement the **action plan** within your organisation

Mensura recommends a number of solutions to minimise the levels of stress and burnout in your organisation. The analysis will determine the best approach for your needs.

**Our focus is not only on the individual, but also on the team and supervisors.** Here are some of the solutions we deliver.



#### Organisation

##### Communication coaching

- We will help you to communicate the actions within your company (emails, intranet, posters, etc.) so that stress and burnout are no longer taboo



#### Managers

##### Stress awareness workshop

- Removes the taboo from stress
- Managers gain insights into the causes and impact of stress
- Focusing on employees gaining insights into themselves and giving them specific tips

## Result

By implementing these actions, you can reduce stress-related absenteeism in your organisation.



## Team

### Employee resilience workshop

- Removes the taboo from stress
- Employees gain insights into the causes and impact of stress
- Interaction and specific tips make employees aware of their own role in the approach to stress

### Team-building

- We support teams where the stress is high and teach them how to recognise stress signals and deal with the issue behind the signals



## Individual level

### Stress Q

- Online questionnaire that assesses the causes and severity of stress on a physical, emotional and mental level and offers advice on dealing with stress

### On-duty service for stress

- Low-threshold support through the psychosocial safety officer's regular presence within the organisation
- Focus on stress management coaching for employees

### Individual assistance for stress or burnout

- If an employee is absent, an individual process can be launched to make his/her reintegration possible

# Expanding your prevention policy?

The action plan provides your organisation with a detailed well-being policy that helps prevent and reduce stress among your workers. As a next phase, we can examine various ergonomic and health-promoting interventions to add to your policy, such as neck and back strain prevention methods, the promotion of physical exercise in and outside the workplace, and regular, detailed health checks.

**This will help keep your workforce mentally and physically fit, energetic, resilient and less likely to be absent from work due to illness.**

#### MORE INFO?

Get in touch with our team of experts so we can help you achieve measurable results with your workplace prevention budget.

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Mensura inspires and assists clients with improving the health and employability of their workers. As an expert in the field of workplace **prevention, safety and health**, Mensura provides you with personalised advice and custom solutions to meet the needs of your business, not only in terms of legal compliance, but in all aspects of the workplace. Together, we will set a number of specific, measurable targets that we can achieve as a team.

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