

Your Healthy Workplace

February 2021



STRESS: A COMMON WORRY THESE DAYS

Worried about COVID. Worried about family, coworkers, friends. Isolating from others. Working from home. Few social activities.

Stress has always been part of our lives, and it isn't always bad. In fact, a little bit of stress can help us stay focused, energetic and able to meet new challenges in the workplace.

In the past year, however, it seems like stress is more prevalent, harder to shake off. And when stress exceeds our ability to cope, it stops being helpful and starts causing damage to our minds and bodies.

When we feel overwhelmed, we lose confidence and may become angry, irritable or withdrawn. Other signs of excessive stress include ...

- Feeling anxious or depressed. Apathy,
- loss of interest in work.
- Trouble concentrating.
- Problems sleeping.
- Fatigue. Muscle tension or headaches.
- Stomach

problems. Social withdrawal. Using alcohol or drugs to cope.

Here are some things we can do to help reduce that stress.

- Reach out. Turn to coworkers for support. Sometimes the best stress reducer is simply sharing our stress with someone close to us. The act of talking it out and getting support and sympathy can be a highly-effective way of blowing off steam and regaining a sense of calm. The other person doesn't have to "fix" our problems; they just need to be a good listener.

- Support our health with exercise and nutrition. Both will help us feel stronger and more resilient to stress.

- Don't skimp on sleep. This impacts our daytime productivity, creativity, problem-solving skills and ability to focus. The better rested we are, the better equipped we'll be to tackle our job responsibilities and cope with workplace stress.

- Prioritize and organize. Take practical steps to retain control of our lives.

Managers can help

As a manager or employer, you can help lower workplace stress. The first step is to act as a positive role model. If you can remain calm in stressful situations, it's much easier for your employees to follow suit.

- Talk to employees. Listen. Share information. If possible, communicate one-on-one.

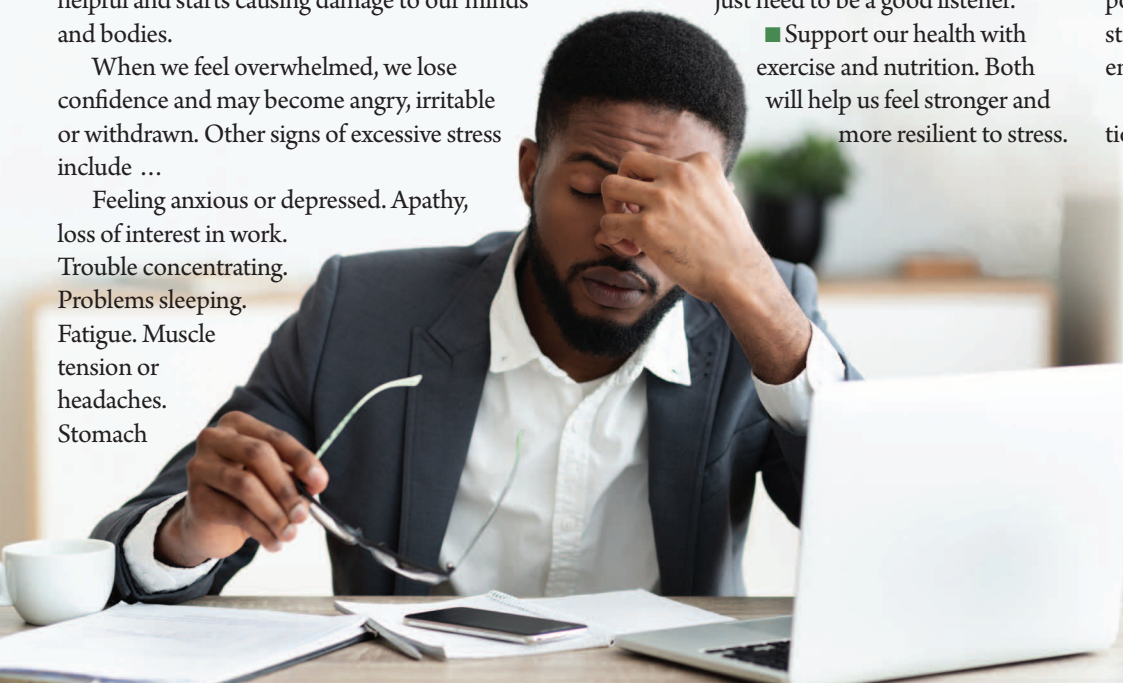
- Deal with workplace conflicts in a positive way. Respect the dignity of each employee; establish a zero-tolerance policy for harassment.

- Give workers opportunities to participate in decisions that affect their jobs.

- Avoid unrealistic deadlines.

- Offer rewards and incentives. Praise work accomplishments verbally and organization-wide.

Source: HelpGuide, a nonprofit mental health organization



Bosses need a little love, too

Feeling appreciated by their employees is good for bosses and their companies, a new study says.

The study included 79 supervisors who, twice a day for 10 consecutive workdays, recorded how much they felt appreciated by their staff, and how that affected their energy levels, job satisfaction, sense of optimism and life satisfaction.

“On days supervisors felt more appreciated, they had more energy, and this translated into higher levels of optimism, life satisfaction, job satisfaction and helping,” said Maureen Am-

brose, professor of business ethics at University of Central Florida. She co-authored the study with Sharon Sheridan from Clemson University.

“We typically look at how supervisors can boost the resources of subordinates – not the other way around.”

Researchers also found that feeling appreciated by workers had an especially strong effect on supervisors with weak self-validation.

Feeling appreciated by another person sends a strong signal that you are positively regarded, and feelings of positive regard evoke a sense of vigor – or high energy, she said.

Research suggests that when people have more energy, they are better able to maintain a positive outlook and engage in positive behaviors at work. On the other hand, when bosses have low energy, they engage in more abusive supervision, creating worse workplaces for employees.

“Anyone who has managed people knows how influential the relationships with subordinates can be,” Ambrose said. “Taking this upwards perspective may help us better understand ... why supervisors do the things they do.”

Source: HealthDay



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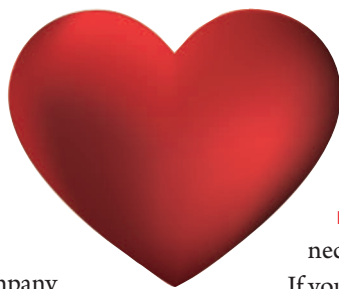
High blood pressure may not be noticed

One of the most dangerous aspects of hypertension – or high blood pressure – is that you may not know you have it. In fact, nearly one-third of people who have high blood pressure don't know it.

Employee health fairs, company wellness programs or onsite clinics can help identify employees with high blood pressure so it can be treated and kept under control.

Symptoms of severe high blood pressure include ...

- Severe headaches
- Nosebleed



- Fatigue or confusion
- Vision problems
- Chest pain
- Difficulty breathing
- Irregular heartbeat
- Blood in the urine
- Pounding in your chest, neck, or ears

If you or someone you work with has any of these symptoms, see a doctor immediately. You could be having a hypertensive crisis that could lead to a heart attack or stroke.

Meanwhile, companies interested in a wellness fair or onsite clinic should contact Jennifer Carmack at 731-984-8400 or jennifer@physiciansqualitycare.com.

We speak OSHA!

To help you comply with OSHA, we offer ...

- ▶ On-site CAOHC-certified audiometry in our mobile unit
- ▶ DOT, non-DOT & hair follicle drug screening
- ▶ Breath- & blood-alcohol testing
- ▶ Health fairs
- ▶ Strength & agility testing
- ▶ NIOSH-approved pulmonary function testing
- ▶ DOT, wellness & pre-employment physicals
- ▶ Respirator-fit testing & respirator medical evaluations
- ▶ Heavy-metal testing
- ▶ Industrial hygiene: noise sampling, air sampling, dust sampling, etc.
- ▶ Nerve conduction studies
- ▶ X-rays and EKGs