

mediation with joe salama



San Rafael • San Francisco • Point Richmond
Telephone: 415.948.9030 • Facsimile: 415.492.1595
www.salama.com

Facebook: www.facebook.com/ConflictResolution
twitter @ <http://twitter.com/MediationJoe>
Linkedn: <http://www.linkedin.com/in/JoeSalama>

Tips on How to Reduce Workplace Stress – July 16, 2010 by Joe Salama

“Frustration, resentment, jealousy, anger, prejudice, and hatred can be catalysts for conflict. If we work or live in an close environment with someone else, there needs to be an open channel of communication, and people need to be able to give and receive criticism. Otherwise, one or more of these emotions will build up until it explodes into a conflict.”

After I posted this status update on Facebook, I got a few messages about difficult workplace environments from people who work under *A LOT* of stress. I was asked for more nuts-and-bolts tips on how to reduce stress at work. Here they are:

The first part consists of short term stress-relief tools to keep the stress from adding up:

- Exercise;
- Taking walks;
- Changing perspective within the workplace (moving chair, changing offices, etc.)

The second part consists of ideas to increase your energy level and overall health:

- Changing your caloric intake so you are having smaller, more frequent meals rather than one big meal in the middle of the day;
- Getting more sleep in the evening;
- Drinking less alcohol;
- Ingesting less nicotine;
- Taking the breaks that you have always been allowed to take during the day but never have been taking (it may seem like you are too busy to take these breaks, but the payback for a clearer mind is more productivity and greater happiness);
- Take a vacation (I know you can't afford to take one, you are behind at work, and you have no money to do it with, but see the point just before this one - the alternative is a negative spiral of stress and unhappiness.)

The last part of the solution is a long term one:

There needs to be a plan, or at least a search for a plan, for changing source of the stress - you need to figure out if it is personally sustainable in the long run. This may involve a sitdown/mediation with a boss, subordinate, or colleague to work through a difficult relationship or conflict - whether formally through an ombudsman or mediator, or informally, with just the two of you. Ideally, the stress level can get to a point where you can work there happily. Otherwise, for your own health and happiness, you'll eventually need to find another job.

The bottom line is that accumulating stress is not sustainable for the long haul. It WILL show up one way or another - whether if it's when your health begins to suffer or when tempers flare at work, or both.

© 2010 Mediation with Joe Salama