

MANAGING MANAGERIAL STRESS: SIMPLE & EFFECTIVE STRATEGIES

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matters 

A world where **you** can be **you!**

Stress Management for Managers

In today's fast-paced work environment, stress affects employees and managers alike. Managers can use practical strategies to tackle challenges as they arise. These simple techniques help build habits that reduce workplace stress.



1 Communicate effectively

As a leader, your team relies on you to layout the responsibilities of each member. When employees know what they need to do to satisfy the requirements of their position, they are less likely to become complacent. Clear communication between team members will shine through in their work when they are confident in their roles.

2 Set clear (or clearer!) goals for your team members

As a manager, setting clear goals helps your team stay focused and avoid confusion. With clear direction, they won't waste time figuring out tasks or going off track. This prevents lost time, rework, or you having to step in. Clear goals give team members peace of mind, knowing their priorities. They understand what to do and why it matters.

3 Workplace recognition

Another way to reduce stress in the workplace is by encouraging workplace recognition. Great companies know that the employees are the heart of the business. However, a great manager should recognize the effort of their team members and appreciate what they have done for the company. So, you can either have a short chat with them or tell them what a great job they have been doing, or make a small announcement about it during your weekly meetings in front of their colleagues.

4 Identify your stress triggers

One of the first steps to successful stress management is identifying the triggers that introduce the most stress into your life. Pay attention to the fluctuations of your stress level throughout the day. Are there moments when you feel more irritable, less patient, more excited, more anxious, or tenser? If so, take note, and see if you can figure out the root cause for those feelings. If you notice that certain people or certain situations stress you out more than others, work to avoid those situations, or experiment with new ways of dealing with them.

Stress is not what happens to us. It is our response to what happens. And response is something we can choose.
– Maureen Killoran



5 Find activities that counteract stress

When confronted with a stressful situation, rely on specific activities that help you relieve stress. There's no right or wrong way to relieve stress, though some activities have more evidence behind them as effective stress management tools. For example, mindfulness meditation is useful to clear your head and help you feel more relaxed. Physical exercise, listening to music, and deep breathing also is common choices.

6 Lead a healthier lifestyle

Leading a healthy lifestyle is key to managing stress, according to the American Psychological Association. This includes getting quality sleep, eating healthy meals, staying hydrated, and exercising regularly. These habits improve your overall health, mood, and resilience to stress. While it takes time to incorporate these habits, the effort is well worth it. By making these changes, you can better manage stress and improve well-being.

7 Look and Listen

As a manager, it is important to pay attention to your employees. When you observe your employees in action, do they appear to be overwhelmed? Are they agitated when speaking with you? Do they express concern or anxiety over a project or deadline? What words are they using to describe their workload? Has their demeanour changed? If you notice that an employee's mood has changed and he or she appears more stressed than usual, it's time to initiate a conversation on how you can help.

8 Work hard, switch off, recharge!

Maintaining work-life balance helps reduce stress and prevent burnout. Switching "on" at work ensures productivity, while switching "off" allows for rest and personal time. Clear boundaries between work and personal life improve focus, efficiency, and overall well-being. Taking time to recharge enhances creativity, decision-making, and job satisfaction. A healthy balance leads to a happier, more fulfilling life both professionally and personally.

Stress Management Self-Reflection worksheet

When you are stress, always ask yourself:

Why am I feeling anxious, stressed, overwhelmed or worried about this issue?

Am I thinking about the problem or am I focused on a solution?

How do I define a healthy, happy, lasting resolution to this stress?

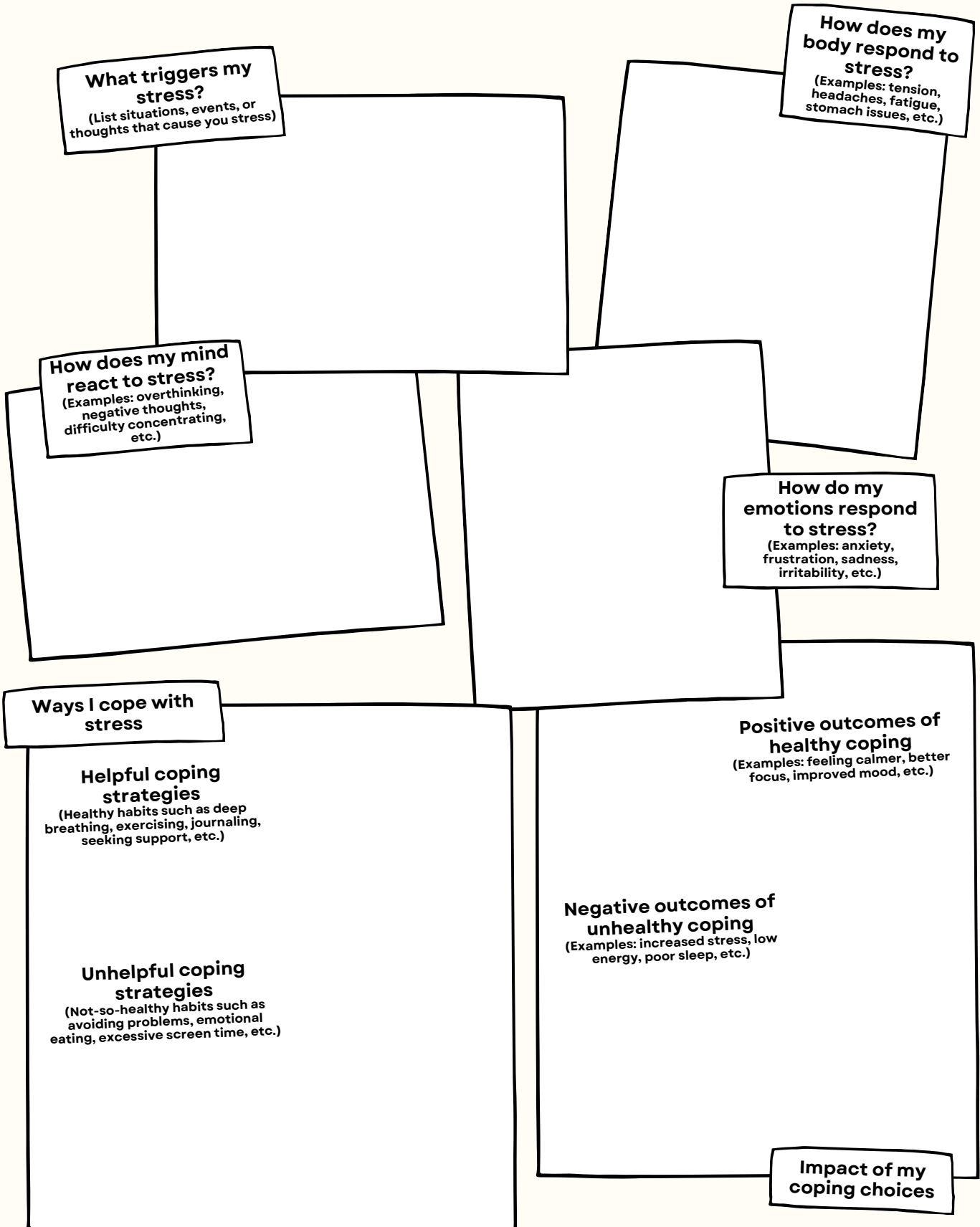
Who can I turn to for help?

What will I do, today, to find a better way?



From Stress to Strength: My Personal Plan

In the boxes below, share your thoughts!
What triggers my stress? How does my body respond to stress? Ways I cope with stress



What triggers my stress?
(List situations, events, or thoughts that cause you stress)

How does my mind react to stress?
(Examples: overthinking, negative thoughts, difficulty concentrating, etc.)

How does my body respond to stress?
(Examples: tension, headaches, fatigue, stomach issues, etc.)

How do my emotions respond to stress?
(Examples: anxiety, frustration, sadness, irritability, etc.)

Ways I cope with stress

Helpful coping strategies
(Healthy habits such as deep breathing, exercising, journaling, seeking support, etc.)

Unhelpful coping strategies
(Not-so-healthy habits such as avoiding problems, emotional eating, excessive screen time, etc.)

Positive outcomes of healthy coping
(Examples: feeling calmer, better focus, improved mood, etc.)

Negative outcomes of unhealthy coping
(Examples: increased stress, low energy, poor sleep, etc.)

Impact of my coping choices

About My Mind Matters



A world where you can be you!

- Founded in 2014, My Mind Matters is here to support you on your journey to emotional well-being.
- Feeling overwhelmed, stuck, or looking for clarity? We offer personalized therapy, corporate training, and holistic healing to help you move forward.
- Struggling with anxiety, self-doubt, or past trauma? Our expert team provides guidance and practical strategies to help you regain confidence and balance.
- Looking for a safe space to grow and heal? We create a supportive environment where you can explore your thoughts, emotions, and goals without judgment.
- Your mental wellness matters. Whether it's self-improvement, stress management, or emotional resilience, we're here to help you take the next step.

