

Early identification of stress problems

Flipchart Exercise: "What you see and what you hear"

Exercise: 3 Sources of Data

A principle of this course is that it is critically important to identify stress-related problems early. There are 3 sources of data you have access to as a manager, all of which are useful when considering stress risk:

1. Negative changes in the individual. Your perceptions are important. Are you seeing or hearing negative changes? Are those changes sustained?
2. Objective data related to the impact of stress on the team/individual. Is the stress having an effect that is measurable or quantifiable e.g. on performance, absence etc.
3. Qualitative data. Others' perceptions are also important. How do people describe their experience? Data like these can come from chance remarks, one-to-ones or perhaps most importantly from team meetings.

In this exercise, consider each of these sources and reflect on your team over the past month. What data can you think of that might be relevant?

1. Observable negative changes
2. Objective, quantitative data
3. Subjective, qualitative data