



The Centre for
Occupational Safety

BE WELL AT WORK

A guide for employees and
supervisors on the manage-
ment of psychosocial stress



All work has both stressors and resources

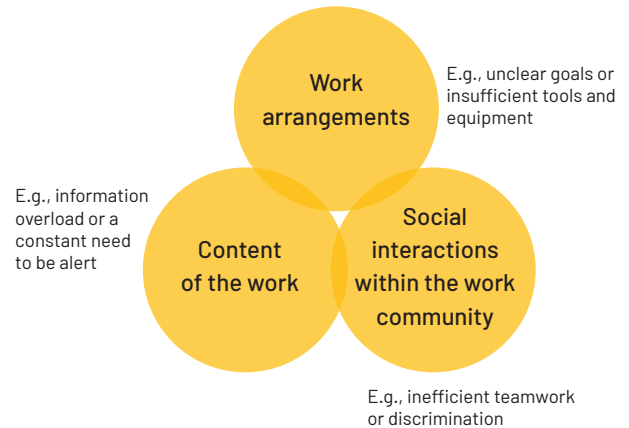
Appropriate levels of stress support well-being and productivity at work.

Harmful stress is created when stressors and resources are at an imbalance. Harmful stress can result in burnout, or long-term work-related stress, which also has links to cardiovascular diseases and depression.

The supervisor and employees who know their work and their working conditions best are crucial in identifying the stressors and resources of the job.

Workload Assessment Tool,
The Centre for Occupational Safety
kuormitusvaaka.fi

The Occupational Safety and Health Administration categorises psychosocial workload factors as follows:



Psychosocial workload,
The Occupational Safety and Health Administration
tyosuojelu.fi/web/en/working-conditions/psychosocial-workload

Prevent it!

Employee

- Identify the stressors of your job and work environment, and act on them.
- Identify the resources of your job and work environment, and reinforce and use them.
- Show initiative in developing your job and the conditions in your work community into a healthier direction.
- Adhere to the agreed upon rules of your workplace that support well-being at work.
- In your own well-being, ensure adequate rest, recreation and exercise, as well as a healthy diet.

Supervisor

- Know your responsibility and role in the management of psychosocial stress at your workplace.
- Include psychosocial stressors in the analysis and assessment of the risks at work.
- Identify stressors together with staff and utilise the expertise of healthcare professionals in your risk assessments.
- Together with your work community, design and agree on measures and instructions that support stress management.
- Monitor the stress level at your workplace.



The Earlier the Better –
Identifying Psychosocial Stress
ttk.fi/psychosocial-for-supervisors

Act when you notice harmful stress!

Employee

- Adhere to the instructions at your workplace.
- Notify your supervisor if your well-being at work is at risk or if you notice factors that cause harmful stress at the workplace.
- Participate in solving your situation and suggest corrective measures.
- If needed, ask your occupational safety representative or occupational health care provider for support.
- In your own well-being, ensure adequate rest, recreation and exercise, as well as a healthy diet.



Supervisor

- Adhere to the instructions at your workplace.
- Act on harmful work-related stress that is brought to your attention.
- Prepare to bring up stress with your employee.
- Come up with measures that support stress management together with the employee.
- Decide on the measures to take.
- Monitor and evaluate the effectiveness of the measures.
- If needed, ask your own supervisor, occupational safety manager, occupational safety representative or occupational health care provider for support.



Supervisor and the management of psychosocial stress(pdf)
ttk.fi/files/7329/Supervisor_and_the_management_of_psychosocial_stress.pdf

Be Well at Work

This guide helps employees and supervisors prevent harmful psychosocial stress and provides support in situations where harmful stress is present.

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