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“Wellness in the Workplace – What More Can You Do During Times of Change?”

Adecco takes a look at how organizations are facing up to the increased stress caused by the changes taking place in the global economy.

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Adecco, Singapore's leading human resource and staffing solutions company, takes a look at how organizations are facing up to the increased stress caused by the changes taking place in the global economy.



Stress in the workplace is a major cause of ill-health, absenteeism, depression and anxiety in employees. The results include millions of dollars lost in work days, health bills, lower productivity, injuries and low morale.

To be effective in helping employees manage stress, the key is to cater to the individual. Large and all-encompassing programmes rarely work as they assume everyone responds to stress in the same way. However, the way people view environmental input varies enormously from person to person. A change in the organization structure may be seen as a relief for some, but a disaster for others.

To help employees manage themselves, it is recommended that a wide range of different tools are offered so that a balance can be achieved and each individual can adapt the tools to best suit their own individual personality and needs.

Tools to Improve Physical Resilience:

Exercise, not only improves general health, it also relaxes tense muscles and helps promote better sleep. Exercise improves blood flow to the brain, helping to clear toxins and keep focus and clarity. Exercise also releases endorphins into the blood stream promoting a feeling of happiness and positively affecting well-being.

There is also ample evidence that physically fit people have less extreme physiological responses when under pressure than those who are not. This means that fit people are more able to handle the long-term effects of stress, without suffering ill health or burnout.

How companies in Singapore can help: gym memberships or facilities, encouraging exercise in teams, lunch classes, health screening and talks, introducing fun and different exercises like belly dancing, African drumming, brain gym, dance. Something different and interesting!

Diet, A healthy diet directly affects hormonal balance and the immune system. Stimulants such as caffeine, alcohol, salt and sugar may give a temporary lift but in the long term only increases damage to the adrenal glands, digestive and hormonal organs in the body leading to illness and disease. Switching to whole grains, fruit and vegetables can help the production of serotonin, which is a natural stress soother.

Helping employees understand the importance of good dietary habits not only improves their immune system but allows them to reduce stress instead of inadvertently increasing it.



How companies in Singapore can help: fill the pantry with herbal teas and healthy snacks, healthy lunch options, allergy testing, healthy cooking classes and nutritional talks,

Tools to Improve Mental Resilience:

Martin Seligman, Director of the University of Pennsylvania Positive Psychology Center, has been studying optimism and pessimism for years and sees a clear link between optimism and many health and happiness benefits. This is echoed by the positive thinking movement in general with many tools and techniques for helping people to shift their thinking from negative to positive emotions. The benefits of this type of training is not only a happier outlook on life, but also stronger resilience, better health, higher achievements, less stress, less depression and increased longevity.

How companies in Singapore can help: Courses specifically designed to help employees learn optimism include Solution Focus coaching, Cognitive behaviour therapy, EQ (Emotional Intelligence) training, law of attraction coaching, NLP (neuro-linguistic programming) and many other methodologies specifically aimed at helping people restructure their habits and negative beliefs.

Tools to Improve Connectedness:

Perhaps the least talked about stress management tool in the Corporate toolbox is the ability to connect the body and mind together to create a greater feeling of wholeness. Tools such as meditation, Reiki and Tai Chi are used by a growing number of highly successful companies making it hard to ignore the benefits.

Meditation has been extensively researched for its effectiveness as a stress reduction tool, with findings consistently demonstrating a decrease in the production of chemicals associated with stress, anxiety, depression and insomnia. At the same time they show an increased ability to relax, heightened levels of concentration and the alleviation of the many aches and pains that plague employees. Reiki and Tai Chi are also becoming more accepted for their similar abilities.

How companies in Singapore can help: Meditation and related classes, tastings and introductions. Quiet rooms with music or guided meditation audio, encouragement to take time to meditate on company time.

In these challenging times there are various ways for companies to support and encourage wellness in the workplace. What is your organization doing?

“Stress is a biological term which refers to the consequences of the failure to respond appropriately to emotional or physical threats to the organism, whether actual or imagined.”

Wikipedia

“Psychological stress is the net effect of a condition that is being resisted. . . .but the condition does not have any power in itself. Nothing has the power to ‘create’ stress”

David Hawkins,
MD, PhD,
author of Power Vs Force.

“Optimism and hope – like helplessness and despair – can be learned. Underlying both is an outlook called self-efficacy, the belief that one has mastery over the events of one’s life and can meet challenges as they come up”

Daniel Goleman,
author of Emotional Intelligence

Adecco S.A. is a Fortune Global 500 company and the global leader in HR services. The Adecco Group network connects over 500,000 associates with clients each day through its network of over 34,000 FTE employees and over 6,600 offices in over 60 countries and territories around the world. Registered in Switzerland, and managed by a multinational team with expertise in markets spanning the globe, the Adecco Group delivers an unparalleled range of flexible staffing and career resources to clients and associates.

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