



The Wellness Newsletter

THE OFFICIAL BULLETIN OF THE KNUST WELLNESS CENTRE

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PRACTICAL STEPS TO REDUCE WORK-RELATED

1. Recognize Stress Symptoms

To really help your employees manage stress, you'll need to learn how to recognize the symptoms. Stress symptoms can be grouped into four areas: physical (e.g. headaches, tiredness, muscle tensions), cognitive (e.g. impaired memory, low concentration, irritability), emotional (e.g. emotional outburst, low confidence anxiety, low mood) and behavioral (e.g. decreased performance, higher absenteeism, high staff turnover).

2. Understand how to respond

Engage with stressed employees by:

- Approaching them with care and concern.
- Listening actively without judgment.
- Offering reassurance and scheduling regular check-ins for ongoing support.

3. Support employees to develop stress coping skills

What are your options to support your employees?

- * Option 1: Take the demands away
- * Option 2: Ensure your employees have the resources to manage the demands

It's clearly not always possible in the workplace to choose option #1, but you can support your employees to build enough resources (the skills to cope) to effectively manage their demands.

4. Reduce the Gaps

Encourage employees to identify specific stressors which they can address, focusing on small, manageable changes to enhance their coping abilities.

5. Lead by Example

Leaders should model healthy stress management behaviors by:

- Discussing stress reduction openly.
- Educating the team on stress symptoms and causes.

6. Be Transparent

Honesty and clarity are vital for supporting employees. Acknowledge uncertainties and set clear expectations, such as working hours. Ensure that employee goals are transparent, clear, and achievable to reduce ambiguity and stress.

7. Involve Employees in Decision-Making

Empower employees by involving them in decisions related to their work to increase their sense of control, which is linked to lower stress levels. Strategies include:

- Allowing flexibility in working hours.
- Collaborating on setting performance targets.
- Giving employees control over their work pace.

NUTRITION CORNER

KNUST WELLNESS CENTRE

A TASTY SOLUTION TO YOUR STRESS PROBLEM

Bananas are not just a convenient snack; they provide a number of health advantages that may help reduce stress. Here are some key reasons why bananas can be an excellent addition to your diet for stress relief:

1. Rich in Potassium

- Regulates blood pressure.
- Promotes relaxation of blood vessels.

2. Contains Tryptophan

- Converts to serotonin, enhancing mood.
- Promotes a sense of well-being.

3. High in Vitamin B6

- Aids in neurotransmitter production.
- Helps regulate mood, reducing stress and anxiety.

4. Natural Sugars

- Provides a steady energy boost.
- Prevents blood sugar spikes that can contribute to stress.

5. Contains Magnesium

- Aids in muscle relaxation.
- Reduces stress hormones.

Including bananas in your diet can effectively help manage stress and improve overall well-being.



... HEALTH PROMOTION
June Wellness Month 2024



STRESS IS NOT WHAT HAPPENS TO US. IT'S OUR RESPONSE TO WHAT HAPPENS.
And response is something we can choose.

-Maureen Killoran



Your Wellbeing, Our Priority
Knustwellness

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