

Workplace Perceived Pressures

Workers at all levels can experience an increase workload and pressure to get the job done. Workers in safety sensitive positions should assess pressures they are faced with to maintain perspective. Understanding internal or external pressures, whether real or perceived, can influence the ability to manage workloads.



Pressure Factors:

- Starting a new job or task
- Lack of support
- Negative thinking
- Personal matters
- Lack of experience
- Eager to please



Pressure Reliefs:

- Pause and take a deep breath
- Refocus your thoughts
- Get moving
- Reach out to mentor
- Make a list
- Get help prioritizing

What Can Workers Do?

- » Focus on things within your control
- » Create realistic expectations for what you can handle
- » Develop a routine to help stay focused
- » Keep your mind on the task
- » Exercise regularly
- » Eat a healthy, balanced diet
- » Take advantage of counselling
- » Have a good balance between work and personal interests
- » Repeat back to your supervisor what expectations you heard
- » Prioritize tasks with your supervisor

What Can Employers Do?

- » Provide clear objectives and deadlines
- » Anticipate the needs of your workers and solve problems together
- » Regularly check-in with the worker regarding their workload
- » Trust your gut, if you feel that something is not right with your workers, stop and ask questions
- » Practice active listening
- » Ask the worker what their plan for today's work is and discuss
- » Ask the worker to tell you what they heard you ask for
- » Have realistic expectations based on past performance while encouraging continued improvement

Ask yourself: Is the pressure I am feeling real or just perceived?

For more information, visit enform.ca