

Staying Stress-Free

Tips for dealing with job-related stress *By Pat Lozito, MBA, COO*

THERE IS LIKELY TO BE STRESS IN EVERY JOB, but it is the unnecessary stress that affects productivity and impacts physical and emotional health. The first step is to recognize that you have job-related stress.

Ignoring stress only adds more pressure to the situation. Remember, the only thing that you can control is you. Depending on what you are specifically dealing with, you don't necessarily have to make dramatic changes, but coping with stress is a must. Here are 5 tips:

1 Talk with someone about it, but not a coworker. Discussing with a coworker could be perceived as gossip, and gossip is a definite no. Sometimes just vocalizing why you are stressed helps put things in perspective.

2 Get some fresh air, take a break and walk. Most employers have "break periods" that employees do not take advantage of. Sometimes just getting out of the workplace helps reduce stress. If it's cold and rainy, walk the halls or climb the stairs. Just get up from your desk and out of the office for a few minutes.

3 Look for better ways to communicate with your coworkers and employer. Better communication skills improve your work relationships. Remember you can only control you.

4 Get organized. Stop procrastinating. This is a big step because most people are unorganized and think organization causes more stress. But actually, the converse is true. Tasks don't seem as daunting when you prioritize and schedule them. Do not over commit - it is okay to say no. Delegate responsibility.

5 Do something you enjoy. Go to church. Go shopping. Read a book. Volunteer somewhere. Take time for you. Getting outside of your own head puts stress into perspective. A healthy work-life balance is extremely important to handling stress on the job.

THE STRESSES OF THE HIM INDUSTRY

Like other industries, HIM is a fast-paced and changing environment, and stressful situations happen.

Good communication is extremely important. Everyone is responsible for their own actions and good communication should

exist at all levels. If you don't understand a process or need help, ask a manager.

Sometimes stress is caused by unnecessary worry and uncertainty. You can't control someone else's poor communication, but asking more questions and getting clarity reduces anxiety. Lead by example.

Finally, positive feedback and encouragement help coworkers stay positive and reduces reactivity during stressful situations. Create an environment that fosters teamwork, positive energy and fun. Remember that only you can control you.

HIM JOB PERFORMANCE

When you feel stressed, you lose confidence and can either withdraw or become irritable. This makes the work seem less rewarding and affects your productivity and effectiveness. In addition, extra stress leads to emotional and physical health problems, which no one wants.

Even stress from your personal life carries over to your professional life, so managing stress in all areas of your life is important.

Surround yourself with a good support system and try to find the positive in every situation.

Remember that there is no such thing as a "stress free" life. Learning how to manage your stress will make you a much happier and healthier person.

Pat Lozito is chief operating officer for HIM Connections. Lozito combines more than 15 years of account management and recruiting experience, an MBA and real-life experience with executive expertise in the staffing industry. He spent the last 14 years with COMFORCE where on multiple occasions he won the prestigious Recruiter of the Year/Recruiting Excellence and Account Manager Excellence in Performance Awards.

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