

MANAGING STRESS & CONFLICT IN THE WORKPLACE

APRIL 2021



April is Stress Awareness Month, and what a stressful month it has become as we continue to endure lockdowns and drastic changes to our work life balance. By definition, stress is a normal human reaction to changes or challenges that present themselves within our daily lives. Although stress can certainly be positive as it keeps us motivated and alert, it has the potential to become severe and harmful if improperly managed and without sustained periods of relief and relaxation.

Work-related stress and workplace conflict are examples of potentially destructive forms of prolonged stress. In this issue of HR In-Brief, we provide you with tips and guidance on how to best manage stress and conflict in the workplace on an individual level as well as amongst your teams at work.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.
- Sheenagh Beadell, *Partner*, Chemistry Consulting Group

GUEST FEATURED BLOG



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[How to Manage Workplace Stress](#)

Our featured guest blog this month is presented in partnership by **Judith Mewhort** from [Montridge Advisory Group LTD.](#)

"Stress and anxiety are omnipresent in our lives and the pandemic has only increased its intensity. As an employer, supporting your workers' mental health is of paramount importance to the success of your business. However, given the many causes of employee stress, you may feel that your ability to help is limited. The truth is that the root cause of stress for many employees can be improved or resolved through changes in the workplace."



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"Difficult conversations are a part of life, yet most of us would agree that we're not particularly skilled at having them and would prefer to avoid them if we could. But according to clinical psychologist and bestselling author Dr. Paul Marciano this is one of the main reasons dysfunction proliferates at work and at home."

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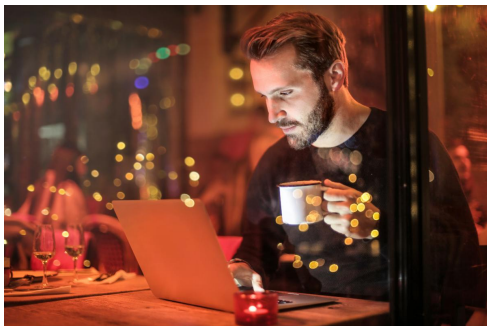


[Global News](#)

"McIntyre said while many Canadians will feel low amid the pandemic, there are a number of "red flags" that suggest you may be in need of professional help. 'If you're finding that you are really down, it's persisting for weeks and you're just stuck there — that's a red flag,' he said."

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"On one hand, this gives workers more freedom to work in a way that makes sense for our lives. However, some say asynchronous communication is slower and less collaborative, and can make us feel isolated. So, as more companies bang the drum of worker flexibility in the post-pandemic world, should we all expect to operate asynchronously in the future? And how will this change the way we do our jobs?"

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**"Employment growth continues and
unemployment rate falls"**

The Daily - Labour Force Survey

	JANUARY 2021	FEBRUARY 2021	MARCH 2021
VICTORIA	5%	5.1%	5.9%
VANCOUVER	7.6%	7.8%	8.1%
BRITISH COLUMBIA	8.0%	6.9%	6.9%
CALGARY	10.2%	10.5%	10.2%
ALBERTA	10.7%	9.9%	9.1%
CANADA	9.4%	8.2%	7.5%

Source: **Statistics Canada Labour Force Survey**, March 2021



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advice on how to build a successful **mental health program**?

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