

STRESS MANAGEMENT INTERVENTIONS

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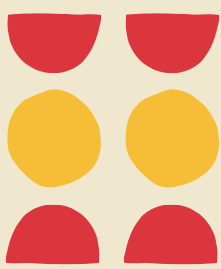
INDIVIDUAL-FOCUSED

PRIMARY



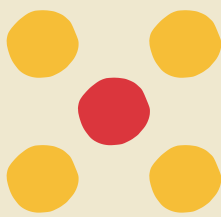
Selection & assessment
Pre-employment medical examination

SECONDARY



Mindfulness training
Health promotion
Cognitive-behavioral therapy
Relaxation
Personal and interpersonal skill training
Meditation
Acceptance and commitment therapy
Resilience training
Psychosocial intervention training
Coping skills training

TERTIARY



Employee assistance program
Counselling
Posttraumatic stress assistance
Disability management

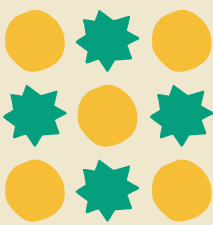
ORGANIZATIONAL-FOCUSED

PRIMARY



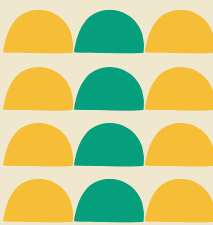
Job redesign
Working time and schedule
Management training, e.g. mentoring

SECONDARY



Improving communication and decision making
Conflict management
Peer support group
Coaching & career planning

TERTIARY



Vocational rehabilitation
Outplacement

Primary interventions: To be proactive in preventing stress from occurring; focusing on all employees regardless of whether or not they are at risk.

Secondary interventions: To reduce the severity or duration of stress once it has occurred; focusing on employees who have been exposed to risk factors, seeking to eliminate the risk factor, or providing employees with knowledge and skills to cope with the stressor.

Tertiary interventions: To rehabilitate and maximize functioning for those who are experiencing distress and need support to recover from stress-related symptoms.