

## How to reduce and manage stress at work.



In today's fast-paced automotive industry, where teams are often smaller and resources are limited, prioritising your wellbeing can be a challenge. Our [M]enable Moments guides are designed to assist you in navigating various aspects of mental wealth.

In our fourth guide, Stephen Whitten, founder of [M]enable, explains what strategies you can put in place to reduce and manage stress at work.

**Stress can manifest in a variety of ways, and our approach to managing it is largely a matter of personal preference.**

Each person's definition of stress can differ greatly, ranging from something mildly irritating to the massive, incapacitating feelings associated with being overwhelmed.

It's also worth noting that, for some, stress can be positive, driving them to reach their full potential.

So, how can we reduce and manage stress in the workplace?

Any imbalance in key competencies can contribute to increased stress—whether it be a lack of belonging (or the sense of), emotional strain from changes in circumstances, or other factors.

Once again, each of us will respond to these challenges in our own unique way.

As leaders or managers in the workplace, it is crucial to be mindful of the culture and working practices that can elevate stress levels, potentially impacting performance and productivity. Here are a few tips:

- Ensure expectations and objectives are clear and aligned with the organisation's purpose—allow teams the chance to contribute to shaping their work
- Make sure workloads are evenly distributed and realistic
- Involve team members in discussions about managing workloads and expectations
- Foster an open environment where colleagues feel comfortable discussing challenges and concerns



## About Stephen

Stephen Whitton was an Automotive Trainer, Speaker, Consultant, and Coach, known for his ability to captivate an audience on stage.

Despite his outward success, for many years he faced mental health challenges stemming from unresolved childhood trauma.

In 2020, he confronted these challenges head-on with the guidance and support of his inner circle.

This journey inspired the creation of [M]enable, an initiative focused on equipping leaders and businesses with tools to prioritise mental wellbeing in the workplace.

[M]enable fosters open discussions to promote a more empathetic, supportive, and resilient industry culture.

If you'd like to learn more or want help to embed mental wealth thinking into your business, please contact us via [www.menable.org](http://www.menable.org)

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