

Food Safety and Inspection Service  
**Wellness Training Program**

**Supervisory Job Aid: Elements of a Team Focused Stress Management Plan**

Use the following list of suggestions to help you develop a team approach to stress management.



**1. Baseline Assessment**

Assess what is going on with your employees by asking questions. You may want to use a written survey format.

**2. Team Member Attitude and Interest**

Ask for input from your employees regarding their views about the needs and practicalities of stress management on the job.

**3. Education and Consultation**

FSIS has recognized the need for stress management in the workplace. Be aware of the nature of educational and consultative support available to you and your employees.

**4. Physical Fitness**

Physical fitness is an essential component to a stress management program. What can you do to support physical fitness in your work environment? What can you do to support physical fitness for your employees when they are not at work? What does your behavior in this area model for your employees?

**5. Communication and Information Sharing**

Talk to your employees frequently and regularly about the need for self-care. This activity on your part will increase the awareness of your team members. As you are able to share information and make suggestions in this atmosphere, your employees will become increasingly receptive.

**6. Support Groups and Support System**

Change is greatly enhanced and accelerated in the presence of encouragement, support, and monitoring. The social pressure of a group with one, agreed-upon goal can be monumental. How might you lead your people to develop an onsite support system for stress management?

**7. Incentives**

Obvious personal care incentives relate to living a stress-managed life. These health incentives are important and need to be encouraged. Are there other incentives of a more tangible and immediate nature that are possible on the job?

**8. Program Evaluation**

Ongoing assessment is critical to the improvement and credibility of any program. Use your team members to help you evaluate their program. Listen to what is said and incorporate as much feedback as you can in the program.

