



Stress management

In erhvervpsykologer.com we define stress as a fixed condition that is activated by a particular context in which the stressed person feels powerless, while not feeling that it is possible to act out of the situation. Stress can affect anyone and is therefore not delimited to a particular type of person. When someone suffers from stress, it can be a combination of several factors. Five factors in particular can play a role:

Workload

There is always a risk of stress if the individual's workload is perceived as unmanageable.

Poor communication

This factor can appear in many ways, but often it may be a question of a context that is unclear or maybe the manager is not clear in his statements.

Private life

For example, illness, or illness in the closest family, a divorce or a refurbishment at home will rarely be a good combination with a large workload at work.

The physical environment

This can be a question that the individual is in an office landscape that seems over-stimulating, which initially feels uncomfortable, but over time it can lead to a feeling of not being able to perform at work.

The mental environment

A typical scenario is that the individual feels bullied by both colleagues and managers.

Too often, we find that the person who suffers from stress is offered treatment but with the perception that it is an individual task to handle the stress. We commit ourselves to enter a partnership with the company for whom the stress-affected person works, so that the trinity in the management of stress, consists of the company, the psychologist and the stress-stricken. If the person who suffers from stress does not want involvement from the manager, it is also possible to participate in an individual development course that only involves the stress-stricken and the psychologist.



Course and content



Usually we are contacted by the manager of the stress-affected. In this connection, the background for the contact is identified.



Then the psychologist will introduce the course of treatment, and a date for the first session with the stress-stricken will be agreed. This session will last for one and a half hours.



After the first session, the psychologist contacts the manager of the stress-stricken with a feedback regarding the further procedure. In this connection, the manager will be offered both sparring and advice.



After four to six sessions with the stress-stricken, all three parties meet to evaluate the background of the stress condition. A framework regarding expectations for all parties will also be established here.



After a further number of sessions, all three parties will meet and make the concrete planning of the return of the stress-affected to the workplace, preventive measures etc. Sessions with the psychologist will continue until the stress-stricken is back at work full time.

Course without participation from company
During this process, the stressed person will have conversations with the psychologist on a regular basis. It is about identifying the cause of the stress, and discovering how the stress-stricken should handle the situation as an individual. If the stress-stricken person is on sick leave, he or she will, in collaboration with the psychologist, make a plan for returning to the workplace.

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