



Building A Stress-Resilient Workplace: Strategies For Success

High stress and burnout are causing American workers to struggle, with severe consequences for employers and employees. Fortunately, employers can address these issues by focusing on employee well-being, which can mitigate the effects of high-demand jobs and foster a stable, creative, and engaged workforce.

Mitigate burnout with workplace culture

Unmanaged stress is the primary cause of burnout, which results in higher health care costs, lower productivity, and increased turnover.¹ Most of this stress originates from work, with common stressors including large workloads, lack of communication or support from managers, and lack of role clarity.²

Organizations build employee resilience to stress by fostering a workplace culture that actively supports emotional health and reduces mental health stigma. They offer flexible work arrangements and encourage open communication. They gather employee insights from listening sessions and surveys, revisit work design (including workload, variety, and autonomy), and recognize employees. It's also crucial for managers to proactively support employees struggling with early signs and symptoms of burnout. Learn more in our [guide](#).



¹Julie Thompson, "Why You Need to Worry About Employee Burnout," Business.com, updated December 12, 2024. ²Ryan Pendell, "Employee Wellbeing Starts at Work," Gallup Workplace, July 20, 2022.



What Others Are Doing:

Integrating mental health breaks into the workday with Calm can help employees de-stress and regain balance. Clinical studies of Calm App users demonstrate 95% sleep better, 90% feel less anxious, and 81% feel less stressed. Companies like Ogilvy have implemented a [Calm Mindful Manager meditation program](#) with great outcomes. Starting your meetings with a short Calm meditation (which KP members receive at no cost!) can help employees feel recharged, more focused, and less stressed.



Resources for your Employees

[Stress Management Email](#)

[Finding Balance stress management toolkit](#)

[Reduce Stress with Meditation \(Calm App\)](#)

[RISE UP mini-training videos for stress relief \(Thriving Schools\)](#)



KP Member Specific Resources

[Stress and Emotional Health Class](#)

[Wellness Coaching by Phone](#)

[Self-care Apps](#)

[Managing Stress Resources](#)

***Members may see articles or information authored from KP partners in other regions, but they should seek care directly from their local care team.*



Strategic Planning Resources

[Mental Fitness Guide](#)

[How to Reduce Workplace Stress](#)

[The Battle against Workplace Stress \(HBR and Calm report\)](#)

[Employee Burnout Guide](#)

*All kp.org information is available to view in Spanish or English depending upon user preference

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Other Resources

[How to Reduce Workplace Stress](#)

[Workplace Stress - Guidance for Employers](#)

[Coping with Stress at Work](#)

