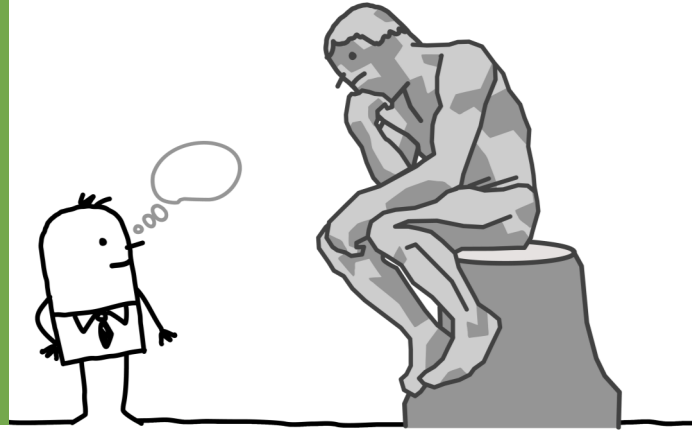


Health Matters Assistance Programme

Employee Support Bulletin May 2013



Recognising Stress in Individuals



Stress occurs when an individual perceives that the pressures or demands they experience, exceeds their ability to cope. The effects of stress can be both physical and psychological. The following symptoms can indicate stress but are not exclusively related to stress:

- **Emotional Effects:** Anxiety, anger, frustration, tenseness, moodiness, irritability, depression, loss of pleasure and interest.
- **Physical Effects:** Increased heart rate, a sense of difficulty with breathing, panic attacks, headaches, frequent minor illnesses, appetite disturbance, nausea, and tiredness.
- **Cognitive Effects:** Loss of concentration and impairment of perception, memory, judgement, decisiveness, accuracy, motivation, and creativity.
- **Behavioural Effects:** Difficulty with relationships, increased dependence on alcohol, caffeine, cigarettes or drugs. Loss of interest in personal appearance.
- **At Work:** Irregular attendance or conversely working excessive hours. Frequent absences due to minor illness. Poor timekeeping. Deterioration in performance. Missed deadlines. Deterioration in relationship with work colleagues. Increased levels of accidents.

The Health Matters Assistance Programme (HMAP) can provide advice on a wide range of work, family and personal issues including stress, anxiety and depression.

You are encouraged to contact the HMAP as soon as an issue presents itself and before matters become more serious. The HMAP service is completely confidential and all of the HMAP advisors and counsellors are bound by their Professional Code of Practice.

Just some of the issues covered...

- Stress & Anxiety
- Depression
- Feeling SAD
- Bullying & Harassment
- Performance at Work
- Self-Confidence
- Managing Pressure
- Retirement
- Family Life & Relationships
- Divorce & Separation
- Illness, Health & Wellbeing
- Childcare & Parenting
- Eldercare
- Bereavement
- Traumatic Incidents
- Cancer Concerns

Your HMAP is available to support you 24 hours a day, 365 days a year. A confidential* counselling and information service on hand when you need it.

Call us on Freephone 0800 988 8809
www.hmap-hub.co.uk