# The role of line managers in preventing and reducing stress

### Line managers..

- Have a direct impact on workers
   (as a source of stress or wellbeing for their team)
- Are gate keepers, influencing their teams' exposure to sources of stress
- Are critical for identifying and tackling problems
- Are vital for supporting organizational interventions









## Line manager competencies for preventing and reducing stress at work

Research programme funded by HSE, CIPD, IiP

- c400 interviews and 800 survey responses from managers and employees, cross-sector insights
- Multiple studies show these behaviours predict individual, team and organisational health and wellbeing outcomes
- Behaviours can be mapped on to existing frameworks
- Behaviours are trainable

#### **Brief Description** Managing with integrity and consistency, managing Respectful and emotions/personal issues and taking a positive considerate responsible approach in interpersonal interactions Managing difficult Dealing with employee conflicts (including bullying and abuse) situations and using appropriate organisational resources Managing and Proactive work management with clear communication, advice communicating existing and guidance; empowers others and creates a participative team and future work Manages the individual Personal interaction with employees involving empathy and within the team consideration



# How are you equipping your managers to manage others?



## To find out more:

- HSE Management competencies for preventing and reducing stress at work https://www.hse.gov.uk/stress/mcit.htm
- CIPD developing managers <a href="https://www.cipd.co.uk/knowledge/fundamentals/people/line-manager">https://www.cipd.co.uk/knowledge/fundamentals/people/line-manager</a>
- For research and guidance from affinity health at work: <a href="www.affinityhealthatwork.co.uk/our\_research">www.affinityhealthatwork.co.uk/our\_research</a>
- Topic based evidence summaries see our evidence hub sponsored by our Work, Health and Wellbeing Research Consortium: <a href="https://www.affinityhealthhub.co.uk">www.affinityhealthhub.co.uk</a>
- If you would like to know more about our work or get involved in our research please contact us!



