

# Dealing with Employees under Psychological Stress

## Content and goals

There is often a great deal of uncertainty involved when dealing with employees under psychological stress. The working environment often delays matters until the situation escalates. And this happens despite the fact that mental illnesses are anything but rare: Every second person is subject to psychological illness at least once in her or his life. The early recognition of employees with psychological stress, and an adequate reaction, often stop the progress of the illness, and reduce absenteeism from work and other unpleasant follow-up costs, thus saving not only the affected person but also the company a great deal of suffering.

This event is aimed at employees in management positions and HR professionals.

## Topics

- Understand how psychological stress and mental illness are classified and their relevance in the workplace.
- Know the responsibilities and limits of managers in supporting employee mental health.
- Recognize signs of mental strain, address concerns appropriately, and offer targeted support.
- Consider the team's role, avoid common pitfalls, and act prudently in emergency situations.
- Participants receive practical handouts to support workplace application and encourage further self-study.

## Trainer

Our trainers are specialists in occupational health management or psychologists with many years of professional experience as occupational and organizational psychologists.

## Duration

|               |                                      |
|---------------|--------------------------------------|
| Lunch Session | 1 h: Theory                          |
| Workshop      | 2 h: Theory and practice             |
| Training      | 4 h: Theory, practice and experience |

## Target audience

Executives and management