

## The Trainer



After a career in sales and marketing in the motor manufacturing and pharmaceutical industries, David Carpenter trained in Social Work at

Coventry University, qualifying in 1983. While working as a social worker, he studied further, qualifying as a hypnotherapist in 1989, and as a certified practitioner of the approach to psychotherapy called NLP in 1990, when he began practicing as a therapist.

After further study, he was certified as a Master Practitioner of NLP in 1997, and became an Accredited NLP Psychotherapist, registered with the UK Council for Psychotherapy. In 1999 he was elected a Fellow of the Hypnotherapy Society.

Today, the work of the practice includes staff counselling for a number of large organisations in public and private sectors, and work with private individuals, some of whom have referred themselves, while others have been referred by Medical Practitioners.

His practice has gained a reputation for careful, effective, skilled, and caring work with those suffering from a wide variety of emotional and psychological problems.

To arrange a meeting without commitment to discuss the needs of your organisation, please phone the practice number:

**0845 8334458**

David Carpenter  
CQSW, UKCP, FHS

89 Addenbrooke Street  
Darlaston  
Walsall  
WS10 8HJ

Phone: 0845 8334458  
Email: [david@helpishere.co.uk](mailto:david@helpishere.co.uk)

HELP IS HERE

## WORK STRESS AWARENESS

*... a one day training for  
managers and supervisors*



**David Carpenter**  
CQSW, UKCP, FHS

**Psychotherapist  
And Stress Manager**

## Stress Impact on Business

Major corporations have recognized that stress at work is a major cost item for employers. The proper management of stress reduces accidents at work, lawsuits, employee absenteeism, work injuries, health costs, and worker turnover. It also improves quality and productivity.

- Stress is said to be responsible for more than half of the workdays lost every year from absenteeism.
- Burnout – a debilitating reaction to job stress – is a major cause of inefficiency and low productivity.
- 60% to 80% of all industrial accidents are due to stress.
- In the UK there is a growing number of successful lawsuits by employees who have suffered from stress-related illness due to work stress, as employers have a statutory duty to provide a safe working environment
- 40% of employee turnover is due to job stress. Xerox estimates costs to replace high level executives are about one to one and a half million dollars, and that worker turnover average costs are between \$2,000 to \$13,000 for each worker.
- Workplace violence is increasing, mostly directly related to stress.

## Why Stress Awareness Training?

**An awareness of stress can enable managers within an organisation to identify at an early stage when workload or structural issues are putting individuals at risk.**

Without preventative measures, employees may bravely soldier on until incapacitated, resulting in lengthy sickness leave, or even leaving the organisation. Often, workload reduction or the redesign of a job function is entirely feasible. Stress management, and stress reduction, can also prevent many problems. And prevention is far less costly, and far easier, than the alternatives.

- A three-year study conducted by a large corporation showed that 60% of employee absences were due to psychological problems such as stress.
- The proportion of workers who reported "feeling highly stressed" more than doubled from 1985 to 1990.
- A recent CBI survey on annual absence estimates the cost of sickness averaging at £438 per employee per year.

An increasing number of companies in the UK are becoming aware of the benefits of stress management and personal counselling and are making this available to employees when required, usually through independent counsellors outside the organisation..

Employing companies can derive considerable benefit from such a programme, including the following:

- Reduce Sickness and Absenteeism
- Increase Productivity
- Improve Performance
- Raise Morale and Creativity
- Improve Quality of Work
- Reduce Staff Turnover
- Increase Levels of Achievement
- Increase Efficiency

**Whether or not there is a formal counselling resource in place, it is clearly important that those in supervisory and management roles have a basic ability to recognise stress symptoms** – not only in themselves, but also in employees for whom they have responsibility.

This is because, paradoxically, those suffering from stress symptoms are often the last to be aware of the problem. Sometimes this is compounded by a 'macho' attitude in the employee, or even within the culture of the organisation, which can cause sufferers to deny the problem to themselves and others, until there are major effects on personal and professional functioning.

This one day seminar provides a foundation of awareness of stress, and skills for the recognition of stress symptoms in self and others. Training methods include individual and group exercises and discussion, and notes are provided. During the day, participants will have the opportunity to:

- Acquire an awareness of stress – what it is, and how it relates to the functioning of body and mind
- Gain an awareness of the signs that can lead the stressed individual to recognise the need to seek help
- Privately complete a psychological assessment of their own personal stress levels
- Identify features of lifestyle shown by research to increase vulnerability to stress
- Understand the distinction between useful and dysfunctional stress
- Appreciate the difference between 'inside' and 'outside' perceptions of stress symptoms
- Recognise the signs in an employee that should lead to a consideration of the possibility that he/she may be suffering from dysfunctional levels of stress