



10 Tips To Remove Relationship Stressors

Relationships at work include the connections between colleagues, managers and leaders, as well as the social support available to employees.

Potential Stress Risk		Tip to Remove/Reduce Stressor
Is there clarity over management reporting lines, i.e., who people should go to for direction, coaching and general guidance?	1	Ensure managers are properly trained in people management practices (coaching, feedback, difficult conversations, development etc)
	2	Ensure reporting lines are outlined and provide a clear view of the company structure/hierarchy and where the individual fits into this
	3	Consider a 'buddy' system for new starters for additional support as this can be daunting to navigate as a new starter
Is there a lack of support or fear about being honest and raising issues?	4	Create a safe environment for employees to raise issues, such as within a people forum or wellbeing focus group
	5	Investigate all issues and take appropriate action as soon as possible to build trust and demonstrate full commitment
Is there any evidence of poor relationships/ongoing grievances between team members?	6	Consider team-building or leadership development initiatives if teams are not working well together
	7	Discuss problems openly with individuals at an early stage for informal resolution, grievance should be the last resort
	8	Consider an independent facilitator for objectivity or use a mediation service, again to support informal resolution
Is there any evidence of employees feeling bullied, harassed, or excluded?	9	Consider diversity and equality training if feedback from engagement surveys etc suggests that this is an issue
	10	Create a Bullying & Harassment, Speak up or Dignity at Work type policy and communicate to all teams, again to build trust in the process

For more detail, [click](#) here to see the full Everymind at Work Mental Wellbeing Risk Assessment.