



Employee fact sheet:

Understanding and managing stress

Stress is a normal response to pressure, change or challenge. At times, stress can help you focus, solve problems or respond to important demands. However, when stress becomes constant, overwhelming or difficult to switch off from, it can start to affect your wellbeing, relationships, work and daily life.

Understanding your stress signals and learning practical ways to manage pressure can help you respond earlier, before stress builds up or becomes harder to manage.

What stress can look like

Stress can affect your body, thoughts, emotions and behaviour. It may look different from person to person.

You may notice:

- headaches, muscle tension, fatigue or stomach issues
- changes in sleep, appetite or energy
- feeling irritable, emotional, anxious or overwhelmed
- racing thoughts or difficulty switching off
- trouble concentrating, remembering things or making decisions
- withdrawing from others or avoiding tasks
- relying more on alcohol, food, screens or other coping habits
- feeling like small things are harder to manage than usual

Stress can build gradually, so you may not always notice how much pressure you are carrying until it starts affecting your day-to-day life.

What can contribute to stress

Stress can come from many areas of life, including work, relationships, finances, health, family responsibilities, major life changes or uncertainty about the future.

Sometimes stress is caused by one major issue. Other times, it is the result of many smaller pressures building up over time.

Strategies that may help

1. Recognise your stress signals

Notice early changes in your sleep, mood, energy, concentration or patience. These signs can help you respond before stress builds further.

2. Pause and reset where you can

A few slow breaths, a quick walk or a short break can help reset your body and mind when things feel overwhelming.

3. Focus on what you can control

Small and tangible next steps can make pressure feel more manageable.

4. Stay connected

Talk to someone you trust. Sharing what is going on can help you feel less alone and think through possible next steps.

5. Set realistic priorities

Write things down, choose the most important tasks and consider what can be delayed, delegated or discussed with your manager.

5. Prioritise wellbeing

Make time for sleep, movement, connection, quiet time or activities that help you recharge.

6. Notice unhelpful coping habits

Pay attention if you are overworking, avoiding tasks, drinking more alcohol, scrolling late at night or withdrawing from support.

7. Seek support early

If stress is affecting your wellbeing, work or daily life, confidential support is available through PeopleSense by Altius, your [EAP](#). You can also use EAP support to build strategies to manage potential stressors ahead of time.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if stress, pressure or uncertainty is affecting your wellbeing, work or daily life.

Through your EAP with PeopleSense, you can speak confidentially with a qualified psychologist for support, practical strategies and guidance to help you manage challenges, strengthen coping skills and build resilience over time.



Reaching out early makes a real difference.
Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately. Call 000, Lifeline on 13 11 14.

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