

Employee fact sheet:

Managing anger and strong emotions



Anger is a normal human emotion. It can show up when you feel hurt, threatened, frustrated, overwhelmed, disrespected or under pressure. Anger itself is not wrong, but how it is expressed can affect your wellbeing, relationships, work and sense of control.

Strong emotions can sometimes build quickly, making it harder to think clearly, communicate calmly or respond in a way that reflects your values. Learning to recognise triggers, pause before reacting and use practical calming strategies can help you manage emotions more safely and effectively.

What anger and strong emotions can feel like

Anger and emotional overwhelm can affect your body, thoughts and behaviour.

You may notice:

- feeling tense, hot, restless or keyed up
- a racing heart, tight chest or clenched jaw
- wanting to argue, withdraw, shut down or walk away
- raising your voice or saying things you later regret
- replaying situations or feeling unable to let things go
- feeling easily irritated, defensive or impatient
- difficulty concentrating or thinking clearly
- feeling guilty, embarrassed or drained afterwards

Strong emotions can be harder to manage when you are tired, stressed, overwhelmed, in conflict or dealing with ongoing pressure.

If you are worried about safety, including the safety of yourself or someone else, seek urgent support through emergency services or an appropriate crisis service.



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

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

Managing anger is not about ignoring your feelings—it's about recognising what is happening early and learning to choose a response that protects your wellbeing and the wellbeing of those around you. Changing how you respond to anger can be challenging, and confidential support from PeopleSense psychologists through your [EAP](#) can help you build more constructive and effective approaches.

1. Notice your early warning signs

Pay attention to changes in your body, thoughts or behaviour before anger escalates.

2. Pause before responding

Take a breath, step away if safe, or give yourself a moment before speaking or acting.

3. Reduce the intensity

Use grounding, breathing, movement, a short break or a change of environment to help your body settle.

4. Choose your response

Ask yourself what response will help the situation, and work on developing these responses.

5. Repair when needed

If you reacted in a way you regret, acknowledge it and consider what needs to happen next.

6. Seek support early

If anger is affecting your wellbeing, work or relationships, confidential support is available through [PeopleSense by Altius](#), your EAP.