



# Mental Fitness to Manage Stress

Just like physical fitness requires a commitment to exercise, mental fitness means actively doing things to manage stress and keep your emotions and outlook healthy. It's an ongoing process that involves daily practices to stay well. Here are some tips:

## TIPS TO SUPPORT YOUR OWN MENTAL HEALTH

- [ ✓ ] Care for your mental health the same as you would your physical health.
- [ ✓ ] If you are struggling, don't be ashamed to ask for support.
- [ ✓ ] Be compassionate and kind to yourself.
- [ ✓ ] Practice mindfulness and gratitude to reduce stress, anxiety and depression.
- [ ✓ ] Do things that bring you joy.
- [ ✓ ] Eat healthy, exercise and get plenty of sleep.

## TIPS TO SUPPORT A TEAM CULTURE OF MENTAL HEALTH

- [ ✓ ] Have your manager and team take the [KP Mental Health Training](#) so that everyone is on the same page regarding mental health.
- [ ✓ ] Start your huddles or team meetings with a group check-in or by showing appreciation.
- [ ✓ ] Lend an ear if someone needs to talk about struggles they're having.
- [ ✓ ] Practice mindfulness and gratitude.
- [ ✓ ] Acknowledge life events and milestones.

## ACTIVITY: Reduce workplace stressors as a team

1. Have your team take the Stress Test on page 2. If average scores are higher than 30, then work together to choose a process, procedure, or workplace behavior that might be causing the team stress and develop a change or solution.
2. Create a SMART Goal so that you can measure the reduction of stress in the team. For example: *"We will decrease the average stress level on our team by \_\_\_\_\_ (name the stressor and how you will reduce it). We plan to reduce our average stress metric by \_\_\_\_\_% within \_\_\_\_\_ (15, 30, 45 days) by using pre and post metrics from the Stress Test."* (See the Stress Test on page 2) →
3. At the end of the goal date, have everyone take the test again, and compare the average of the pre and post scores to see if you reduced your percentage by the agreed upon amount.
4. To actively assess workplace stressors and reduce them, you can use this goal again and again.



**MENTAL HEALTH REMINDER:** Go to [kp.org/employeementalhealth](https://kp.org/employeementalhealth) to find all the resources KP has to offer to support your mental health, including education, talking with someone, self-care resources, classes, and much more.





## STRESS TEST

Choose the number that best describes your state of mind. Tally your score at the bottom.

**1. I feel rushed; I do not seem to have enough time.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**2. I suffer from physical aches and pains, sore back, headaches, stiff neck, stomachaches.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**3. I feel preoccupied, tormented and worried.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**4. I feel confused; my thoughts are muddled, I lack concentration and I can't focus my attention.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**5. I feel a great weight on my shoulders.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**6. I have difficulty controlling my reactions, emotions, moods or gestures.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**7. I feel stressed.**

Not at all    Not really    Very little    A bit    Somewhat    Quite a bit    Very much    Extremely  
 1     2     3     4     5     6     7     8

**Add up your total score. If you scored:**

**40 and above:** Severely stressed

**30 – 40:** Moderately stressed

**20 – 30:** A little stressed

**Under 20:** Not stressed

**TOTAL:**

