

Introduction to Managing Stress

by Sophia Tutorial



WHAT'S COVERED

This lesson will identify the challenges of stress in the workplace. Specifically, it will cover:

1. Challenges of Stress in the Workplace
2. Nursing Leadership Skills

1. Challenges of Stress in the Workplace

Nursing leadership has evolved into a complex, multifaceted role that requires adapting to and strategizing to meet the challenges of our current healthcare delivery system. Meeting the needs of the department, the interdisciplinary team and the government regulatory and state requirements can be overwhelming, leading to stress within the work environment. Occupational stress and organizational change are now widely accepted as two major issues in organizational life. In addition, issues such as lateral violence and violence against healthcare workers are leading to increased stress in the healthcare workplace. Effectively managing stress related to these and other issues in the workplace is key for nursing leaders.

Research has identified that stress can reduce motivation and productivity. Therefore, leaders are responsible for recognizing employee stress levels and intervening to reduce stress to the lowest possible level.

2. Nursing Leadership Skills

The new normal for nursing leadership roles require that we develop skills such as:

- Resolving interdepartmental conflicts
- Promoting change
- Delegating responsibilities
- Creating innovation
- Improving professional relationships
- Obtaining organizational goals



THINK ABOUT IT

What are the most common stressors that face a nurse manager—for the manager themselves and for the

team?

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Support

If you are struggling with a concept or terminology in the course, you may contact **NurseLeaderSupport@capella.edu** for assistance.

If you are having technical issues, please contact **learningcoach@sophia.org**.