

## **Appendix 1**

### **Stress Management Policy Statement**

#### **The Symptoms of Negative Stress**

There are a wide range of physical and psychological symptoms associated with stress. The symptoms are not caused by stress exclusively and may be due to other causes but the common ones are listed below:

##### **Physical Symptoms**

Headache, sleep disruption, nausea, loss of appetite, muscular tension, aches and pains, an increased susceptibility to infections, digestive disorders, skin disorders, palpitations and high blood pressure. There is growing evidence that chronic stress can also increase the risk of strokes and heart attacks.

##### **Psychological Symptoms**

Mood changes, negative thoughts, anxiety, depression, apathy, poor concentration and memory, confusion, indecision, low self esteem and a fear of failure.

##### **Behavioural Changes**

In addition there are a series of recognised behavioural changes linked to both acute and prolonged stress. As above these changes are not caused by stress exclusively and may be due to other causes but the common ones are listed below:

Irritability, tearfulness, aggression, poor time keeping, absenteeism, "presenteeism", a drop in performance at work, social withdrawal, an increased intake of stimulants such as caffeine and nicotine, inappropriate use of alcohol or other substances, eating disorders and working long hours.