



Dialogue cards for employees

# What do you know?

- preventing stress in the workplace

### **DIALOGUE CARD – 1**

Your good colleague, Marianne, has looked a bit under pressure lately. She's usually happy and full of ideas, but now she seems tired and has no energy. When you collaborate at work, it's as if she's lost track of things and she finds it difficult to accomplish even routine tasks. You're worried about Marianne.

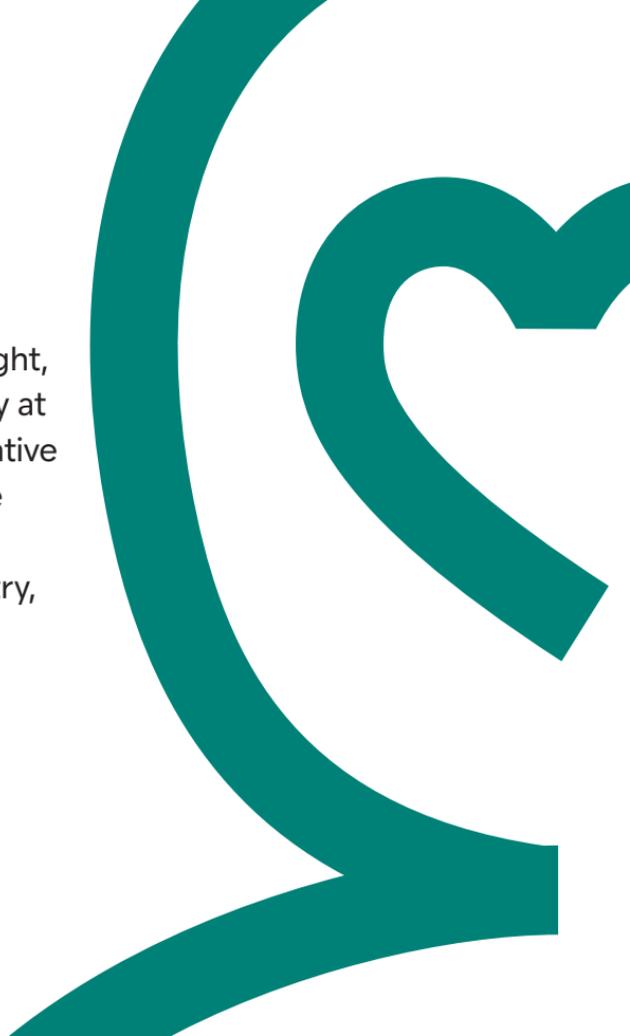
### **WHAT DO YOU DO?**



## DIALOGUE CARD – 2

You've been busy at work recently. You're happy with your work duties and don't mind giving a little extra at times. But in hindsight, it's been going on for a while now. You've begun sleeping poorly at night and your spouse says you're much more irritable and negative than usual. You know it's largely due to the work pressure you're experiencing, and you've tried to talk to your colleagues and manager about it, but no one is taking it seriously. "In our industry, there are peak loads at times – that's just how it is," says your manager. But it's now been going on for a year.

## WHAT DO YOU DO?



### **DIALOGUE CARD – 3**

You've been employed by the company for five years and have worked hard to get a specific type of job. You're delighted when the company lands a new big customer and hope that you get the account. Instead, you find out that your newly hired colleague gets it and you have to continue with your normal work. You were sure it was your turn and feel this is unfair. You're upset, angry and disappointed and feel discomfort in your body.

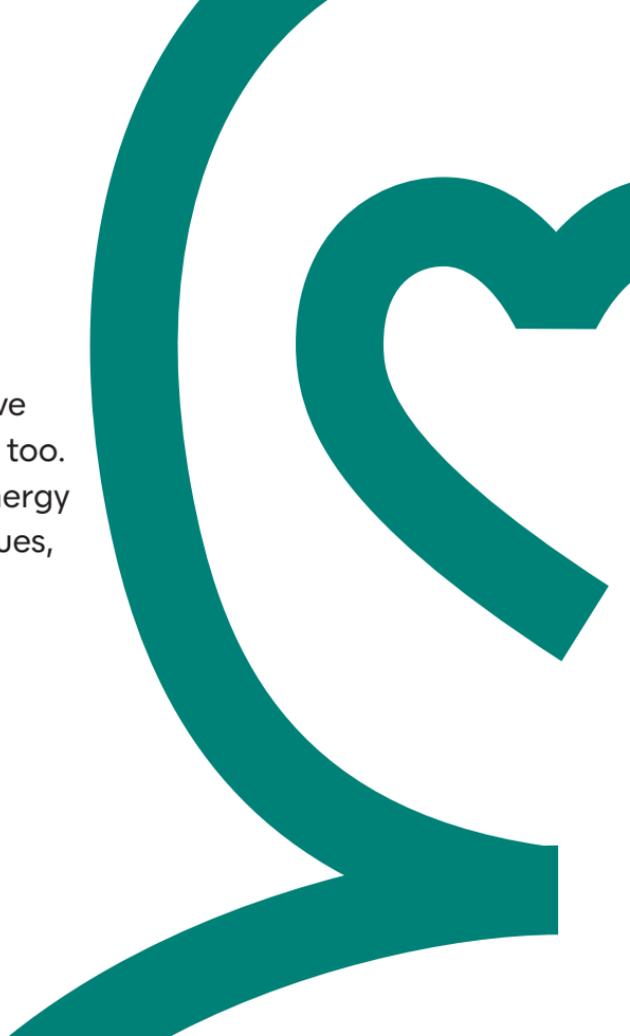
### **WHAT DO YOU DO?**



#### **DIALOGUE CARD – 4**

You've started sleeping poorly at night. Sometimes, you have difficulty breathing properly and you tire quickly. You often have stomach pain and diarrhoea, sometimes nausea and dizziness, too. Lately, you haven't really wanted to do anything and have no energy for social arrangements. When you're at work with your colleagues, you feel left out, so you often eat your lunch in front of your computer – that is, when you have an appetite.

#### **WHAT DO YOU DO?**



## DIALOGUE CARD – 5

You've been feeling bad for a long time and are a little afraid that you're getting stressed like you did three years ago when you ended up on sick leave due to stress. You're aware that you sometimes lose track of things and have difficulty getting things done. You're behind with some assignments but, at the same time, feel it's difficult to say no to new assignments because you're unsure about what's most important. Yesterday you were called into a meeting by your manager to talk about "productivity". At the meeting, you asked if you should be worried about being fired. Your manager seemed a little taken aback by that and said that had nothing to do with it, but now you're unsure. You didn't actually hear what your manager said during the rest of the meeting.

## WHAT DO YOU DO?



## DIALOGUE CARD – 6

A few months ago, you signed up to take on a very exciting assignment. You feel that being assigned the project is a great demonstration of confidence in your work, but you have doubts about how to tackle it. It's more complex than you initially thought. But you argued to get the assignment, so now you have to come up with results. The problem is that you feel stupid and you're really worried about how things are going. You wake up drenched from sweat at night. Your girlfriend is a little tired of hearing about the problems. You feel you are all alone.

## WHAT DO YOU DO?



## DIALOGUE CARD – 7

You've been in your job for about three years and you can feel your job satisfaction is waning. You don't want to leave in the morning and often feel tired. The manager who hired you is no longer there as are the colleagues you were close to. Your new colleagues are nice enough, but you don't know them well because you've stopped going to lunch. Instead, you sit and eat in front of your computer. You usually like going to the gym and playing volleyball with some old friends, but now you don't feel like you have the energy for it, so you've withdrawn socially. You've also always liked going to art exhibitions, but you've dropped out of the association you were a member of. You just can't take it. It's all too much.

## WHAT DO YOU DO?



## DIALOGUE CARD – 8

You've been in your job for thirteen years and enjoy it. A few months ago, your fourteen-year-old daughter started having a hard time. She's an elite gymnast and you never before thought that she was thinner than most girls. So, when you go to the doctor, it comes as a shock when they say your daughter has an eating disorder and that it's serious. She needs immediate treatment. You have to drive her back and forth several times a week during working hours. You live alone with your daughter and are worried about how long your manager will accept your absences from work. You are so worried, about both your daughter and your job, that you can hardly concentrate when you are there. You haven't said anything to anyone at work. You're afraid they'll think that you're a bad parent.

## WHAT DO YOU DO?



## DIALOGUE CARD – 9

Nine months ago, your colleague was diagnosed with prostate cancer. Fortunately, it was discovered quite early, so he has now been given the all-clear. He should be happy! But recently, he hasn't been himself. He doesn't have his usual drive and energy when it comes to his colleagues and customers. You've tried to say something to him in jest, but he didn't want to hear at all. Yesterday, when he was annoyed, he said something that both surprised – and startled – you: "Maybe it'd be easier for everyone if I'd just died".

## WHAT DO YOU DO?



## DIALOGUE CARD – 10

You've been in your job for three years, and six months ago, you got a new colleague with whom you have worked quite closely on a project. He's a real joker, firing off witticisms all the time. You join in, and you're having fun together. But then something starts to happen. One day, he comes in and tells you that he's angry with your manager because he won't approve his overtime. He shows you a schedule detailing that he's worked more than sixty hours a week in the last four weeks. A little later you make a funny remark, but instead of laughing at your comment, he starts to cry. It makes you wonder, but you talk about it and you apologise. He starts calling you outside of working hours to talk about everything and anything. One day, on the way to a meeting, you get scared in the car, because he's driving erratically.

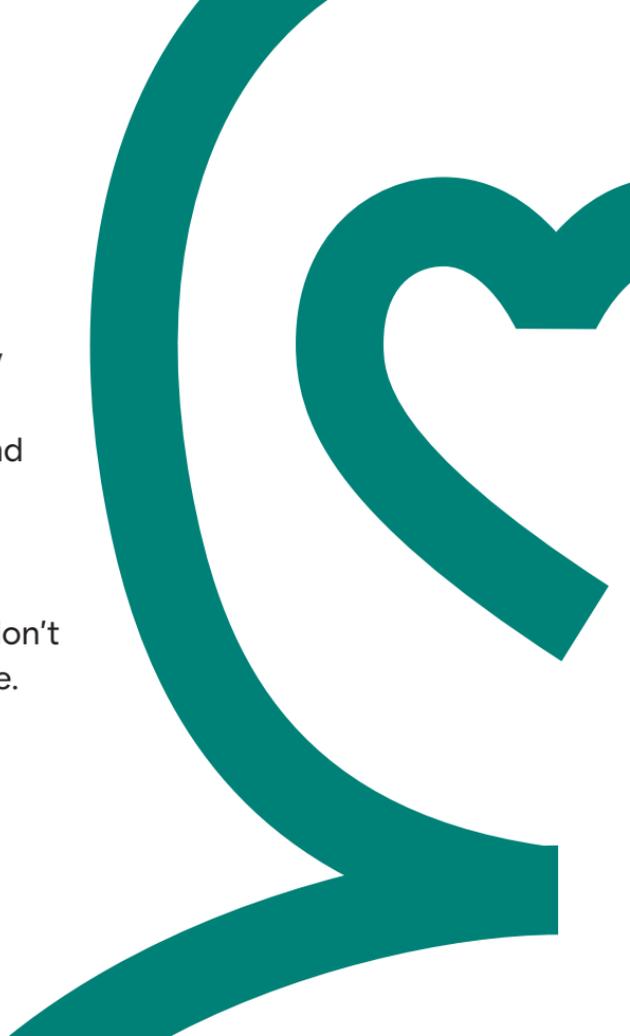
## WHAT DO YOU DO?



## DIALOGUE CARD – 11

You've been busy for ages. Your department keeps getting new assignments, and it's great except there doesn't seem to be any control over who's doing what. The tasks are unclear, and you don't know which way you're heading. More and more errors and mistakes are being made. You've tried talking to your manager about it and she can see what you mean. But nothing happens. Your manager seems under pressure, too; she doesn't have the same overview of things as usual. One day, you hear her say, "I don't have time for symptoms of stress," after which she laughs a little.

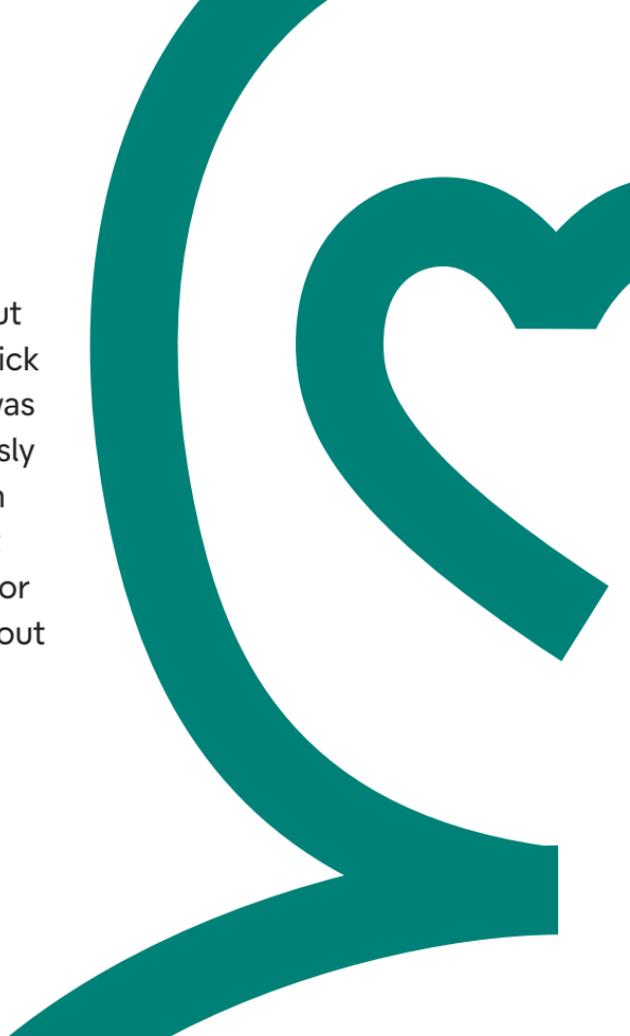
## WHAT DO YOU DO?



## DIALOGUE CARD – 12

At lunch one day, your colleagues and manager sit and talk about someone previously employed in the company. She'd become sick with stress and then stopped. One of your colleagues says, "It was such a pity for her. We thought she was good, but it was obviously too much." Another colleague says, "Well, maybe it was her own fault too – she probably could have pulled herself together a bit more." You take a deep breath. You've had symptoms of stress for almost a month and had thought you'd talk to your manager about it. Now you're not sure.

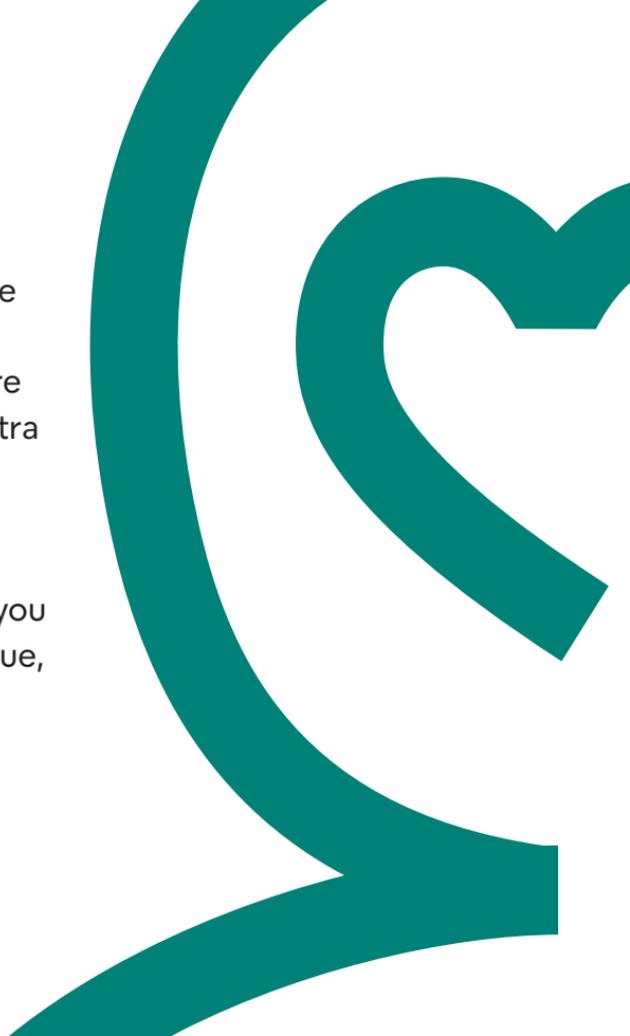
## WHAT DO YOU DO?



### DIALOGUE CARD – 13

Six months ago, a close colleague took a month's sick leave due to stress. When she returned to work, she was only allowed to take on light work duties, while you and another colleague were left to deal with the more difficult tasks that often required extra effort. You completely understood that when your colleague came back. But that was six months ago, and your patience is wearing thin. You become more and more irritated with your colleague, who says she still has to take care of herself. When you go to your manager, she says it's hard to pressure your colleague, but it'll probably get better soon.

### WHAT DO YOU DO?



## DIALOGUE CARD – 14

You've been employed by the company for two years in your dream job. You've been working towards this job for years. Nevertheless, you can feel problems piling up. The last three tenders you sent out were rejected by customers and you're concerned you might not have done them well enough. Yesterday you had a huge fight with your boyfriend of four months, and this morning you lost patience with one of the assistants, raising your voice because she wouldn't help with an urgent matter. Your manager has asked you to come in for a talk this afternoon.

## WHAT DO YOU DO?



## DIALOGUE CARD – 15

You've been in your job for a little over a year. You feel fortunate and proud at having been offered the job and for getting a nice and understanding manager. You've always been very ambitious and a "high performer". You're aware that this is partly due to your tough background. You've never told anyone about this. You can feel that it has begun to occupy your mind, and the anxiety you felt previously has returned full force. You can't understand it. Everything is going well for you and you and your boyfriend are expecting your first child in two months. Still, you can neither concentrate nor sleep at night.

## WHAT DO YOU DO?

