

# The role of line managers in preventing and reducing stress

Line managers..

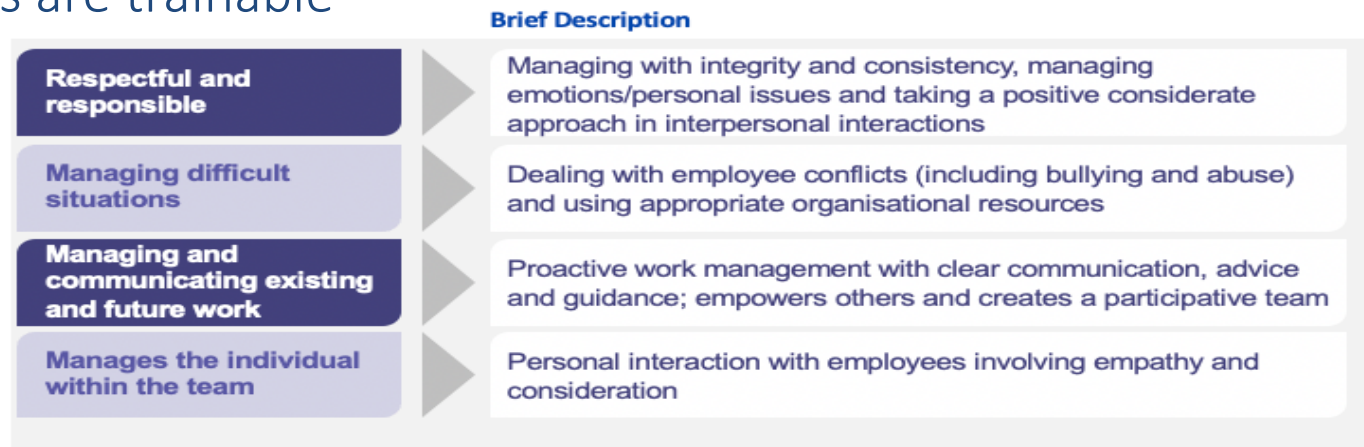
- Have a direct impact on workers (as a source of stress or wellbeing for their team)
- Are gate keepers, influencing their teams' exposure to sources of stress
- Are critical for identifying and tackling problems
- Are vital for supporting organizational interventions



# Line manager competencies for preventing and reducing stress at work

Research programme funded by HSE, CIPD, liP

- c400 interviews and 800 survey responses from managers and employees, cross-sector insights
- Multiple studies show these behaviours predict individual, team and organisational health and wellbeing outcomes
- Behaviours can be mapped on to existing frameworks
- Behaviours are trainable



# How are you equipping your managers to manage others?



To find out more :

- HSE Management competencies for preventing and reducing stress at work <https://www.hse.gov.uk/stress/mcit.htm>
- CIPD developing managers <https://www.cipd.co.uk/knowledge/fundamentals/people/line-manager>
- For research and guidance from affinity health at work: [www.affinityhealthatwork.co.uk/our\\_research](http://www.affinityhealthatwork.co.uk/our_research)
- Topic based evidence summaries see our evidence hub sponsored by our Work, Health and Wellbeing Research Consortium: [www.affinityhealthhub.co.uk](http://www.affinityhealthhub.co.uk)
- If you would like to know more about our work or get involved in our research please contact us!