



Identifying Workplace Risks

Learning objective: This team-building activity engages the team in reviewing past stressful work situations to develop strategies to cope with future stressful work situations.

Time required: Approximately 30 minutes, depending on group size.

Instructions:

In a team discussion, ask team members to:

1. Consider a stressful workplace situation they dealt with in the past.
2. Rate their level of predictability of the past situation (the extent to which they expected it would happen as it did), from zero to 10.
3. Rate their level of control over the situation as it was happening, from zero to 10.

Ask team members to share their responses. You can consider going first to break the ice.

Once there has been some discussion, ask a couple of team members if they would be willing to answer a few more questions about how they responded. Write down some of the ideas that are shared.

Suggested wording:

- What were the things you did right in this situation?
- What did you contribute to the resolution of this situation?
- What lessons were learned, or how did you grow from this situation?

Instructions:

After team members have responded, share with the group that managing stressful workplace situations is more difficult when we don't anticipate or predict that the event could occur, or when we have a lack of control over the outcome.

Ask if anyone wants to share a strategy they will use as a result of the discussion. If there's no immediate response, share some of the ideas you had noted from the previous questions. After some discussion, provide the brief wrap-up below.

Suggested wording:

By reviewing what happens in stressful situations and considering how to prepare for future situations, we can help build our personal resilience as well as our strategic approaches to problem solving.

Thank-you for your ideas. Hopefully we all have some new strategies we can draw on to help reduce the stress of situations where in the past, we felt we had little or no control.

Activity developed with help from: Dr. Joti Samra, Program Lead, Centre for Psychological Health Sciences, University of Fredericton.