

# Stress & Aggression Survey

- Employee Attitude Survey

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- Employee Attitude Survey
  - 96 questions from All-VA Survey

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- Employee Attitude Survey
  - 96 questions from All-VA Survey
- Workplace Aggression Survey

# Stress & Aggression Survey

- Employee Attitude Survey
  - 96 questions from All-VA Survey
- Workplace Aggression Survey
  - 60 specific behaviors

# Top 10 Aggressive Behaviors

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- Treated in a rude or disrespectful manner

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- Glared at in a hostile manner



# Top 10 Aggressive Behaviors

- Treated in a rude or disrespectful manner
- Not given the praise for which you felt entitled
- Glared at in a hostile manner
- Others delay action on matters important to you

# Top 10 Aggressive Behaviors

- Given little or no feedback

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- Given "the silent treatment"

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- Others fail to give information
- Lied to
- Prevented from expressing yourself

# Top 10 Aggressive Behaviors

- Given little or no feedback
- Given "the silent treatment"
- Others fail to give information
- Lied to
- Prevented from expressing yourself
- Someone interfered with your work

# Action Team Interventions

- Survey preparations



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- Survey results briefings

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- Connecting employees with each other

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- Bringing fun into the workplace

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- Survey preparations
- Survey results briefings
- Connecting employees with each other
- Bringing fun into the workplace
- Providing information about selections

# Action Team Interventions

- Improving reward and recognition programs

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- Improving supervisory training

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- Improving reward and recognition programs
- Improving supervisory training
- Evaluating interventions

# Project Outcomes

- Contributions to general knowledge



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- More powerful conversations

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- Measurable improvements to work life

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- Contributions to general knowledge
- More powerful conversations
- Measurable improvements to work life
- Greater awareness, interest, and enthusiasm

# Stress Busting Strategies

- Change your perspective

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- Look for small wins

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- Build pockets of safety, support, and sanity

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- Change your perspective
- Look for small wins
- Limit your exposure
- Build pockets of safety, support, and sanity
- Fight and win the right small battles



# Tricks and Tips

- Analyze who or what you find difficult

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- "1-2-3-GO!"

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- Analyze who or what you find difficult
- "1-2-3-GO!"
- Manage your own stress