



LYNTHARIS®

— HUMAN MEANING —

Puls · Action workbook

Workbook

Strain & Wellbeing

Four tools for managers: make strain and support visible, address early signs, put recovery on a binding footing, and accompany the return after an absence.

4 TOOLS · 9 PAGES · 30-DAY ACTION PLAN · 0 JARGON

PREVIEW

BEFORE YOU START

Why this is your job — even though you are not a specialist

Roughly **one third of working people in Switzerland are emotionally exhausted**; work-related stress costs the economy several billion francs a year (Job Stress Index, Health Promotion Switzerland). This is not a matter of goodwill: protecting mental health is part of the **employer's duty of care** (Labour Act Art. 6, Ordinance 3 to the Labour Act Art. 2).

Managers are not there to treat people, but to **shape conditions**: make strain visible, enable recovery, and not dodge the conversation. That is exactly what the four tools are for.

IMPORTANT BOUNDARY — PLEASE READ

This workbook is a **management and organisational instrument**. It replaces **no** medical or psychological assessment, advice or treatment, and it does not qualify anyone to identify an illness. Do not make diagnoses and do not interpret behaviour as illness. Where there are signs of impaired health, refer to a doctor, occupational health services, social counselling or a specialist service. In an acute crisis: get professional help immediately.

HOW TO USE THIS WORKBOOK

- **Who:** managers, ideally together with HR. Tool 3 needs a commitment from senior management.
- **Order:** baseline check (page 3) → tool 1 (the map) first, it provides the basis → then 2, 3, 4.
- **Rule no. 1:** conditions before people. Trying to make individuals more “resilient” without addressing the causes only moves the problem.

BASELINE CHECK

How healthily does your team work — honestly?

Answer the ten statements for yourself (1 = strongly disagree, 5 = strongly agree). This is about **working conditions**, not about the health of individuals.

1. I know which three things weigh most heavily on my team — and I can name them. ○ ○ ○ ○ ○
2. Here the working day reliably ends; evening and weekend work is the exception. ○ ○ ○ ○ ○
3. Breaks are actually taken — including by me. ○ ○ ○ ○ ○
4. Holidays are taken in one block and not pushed into the next year. ○ ○ ○ ○ ○
5. Someone who is exhausted can say so here without fearing disadvantage. ○ ○ ○ ○ ○
6. I address changes I notice — instead of waiting. ○ ○ ○ ○ ○
7. I know which specialist service to refer to and have the contact details to hand. ○ ○ ○ ○ ○
8. Peaks in workload are foreseeable and time-limited — not a permanent state. ○ ○ ○ ○ ○
9. After a longer absence we hold a structured return-to-work conversation. ○ ○ ○ ○ ○
10. I watch my own workload too — and set a credible example in doing so. ○ ○ ○ ○ ○

Scoring: 40–50 points = maintain · 25–39 = sharpen selectively (the two lowest statements first) · below 25 = build structurally (all four tools, in order).

Mark now:

your two lowest values. They determine which tool you use first this week.

END OF PREVIEW

What follows in the workbook

Tool 1: the strain map (stressors against resources) · Tool 2: address it instead of waiting — the conversation with a clear boundary · Tool 3: putting recovery on a binding footing · Tool 4: the return after an absence · 30-day action plan · Success check

Full version: CHF 39 · Order: lyntharis.ch or info@lyntharis.com