**Work Stress**

Student’s Name

Institutional Affiliation

Course Name and Number

 Instructor’s Name

Assignment Due Date

**Work Stress**

**Is the Solution Realistic?**

Forming a positive relationship enhances stress by sharing and seeking advice from people close to you in the workplace. To reduce the stress, one needs to focus not only on themselves but also the relationships with others (Hessels et al., 2017). When one feels at ease with others, and within a good working environment, they become productive. Interaction with others determines the psychological well-being of the person. If one is stressed up and stays alone, the stress accumulates and piles when with friends with whom you have a good relationship (Hessels et al., 2017). Through this, the person can reduce stress through sharing (Hessels et al., 2017). Once the problem is shared with people you trust, there is a certain feeling of relief from the stress one feels.

**What Would Be the Advantage and Challenge of Implementing the Solution?**

One advantage of implementing this solution of having a good relationship with others helps an organization develop faster. Workers can control emotions and anger and know how to interact with others. The interaction and skills of knowing how to control your anger are learned through constant interaction with people. Once one establishes and forms a good relationship with others, they would you and shape your reactions to different situations.

There is the challenge of implementing this solution in that people work on a fixed schedule throughout the day, and thus it may be hard to form such a relationship. In the workplace, the majority operate within their offices, and interactions are minimal. Moreover, another challenge may occur. When one cannot control one ego, it becomes hard to form a lasting relationship with others. Friends are made to counsel and criticize one positively to improve their behaviors and conduct. When valuing their ego more than advice, they cannot listen to others, and they always think they are right. Through this, they cannot be advised to terminate the behaviors which contribute to stress. Therefore, implementing this solution is a challenge to people whose egos are beyond control and cannot listen to advice from others.

**What are the Barriers to Implementing this Solution?**

One of the barriers in implementing this solution of forming good relationships with people is the inability to know the friends who are good for one development and progress. Most people form and develop relationships with people who entertain their mediocrity and unwilling to show them the way. Moreover, others are afraid of sharing their problems with the friends because they will spread to other people. Besides, this has made many people not share their problems with other people due to fear of further spreading to other individuals.

**What are the Consequences of the Solution and Who Will Be Impacted?**

The consequence of this solution is a reduction in cases of stress among the people affected. Moreover, the cases of suicide due to stress will be reduced through sharing. The person who is stressed up will be impacted once they shared the problem causing stress to them. Through this, people will be able to manage themselves emotionally and avoid stress.

**What is the Potential for Social Change?**

Through this formation of relationships, people can start an organization to bring changes to society. The formation of non-profit making organizations can help other people who are stressed up to relieve and know better managing stress. Through this, people will bring the change and create a culture of stress management, which makes cases of suicide and killings reduce.

Moreover, the solution helps in building unity among society members. When these relationship groups are formed, it helps society in progressive dimensions, not only controlling stress. People assist each other in all aspects of life through the formation of good relationships with others.

**Reference**

Hessels, J., Rietveld, C. A., & van der Zwan, P. (2017). Self-employment and work-related stress: The mediating role of job control and job demand. *Journal of Business Venturing*, *32*(2), 178-196. <https://www.sciencedirect.com/science/article/abs/pii/S0883902616301847>