



Support for your employees

From time to time, everyone finds themselves in situations in which they have to deal with personal difficulties or particular challenges. This often has an impact on work performance.

If you suspect challenges with a team member, it makes sense to have a well-prepared discussion. This may bring up personal issues.

As a manager, you can motivate people to work on personal issues in a confidential consultation with Stimulus. Whether such an intervention is successful, however, depends on many factors. As these may be sensitive topics that require a skillful approach depending on the situation and relationship, we recommend that you use our management consulting services to **optimally prepare for and follow up on conversations with employees.**



Confidentiality and Expertise

Stimulus is an independent company with many years of experience in counseling people in stressful situations, managers and companies on personal, family, financial, professional and everyday issues and problems. We are happy to support you in proactively shaping your life and dealing constructively and confidently with the challenges of everyday life.

Our professional counseling team is available for you at the telephone numbers below - around the clock in an emergency.



From Germany: **0800 321 2345**
From Austria: **00800 32 123 456**



From other countries: **+49 431 895 19 32**
(with costs)



Appointment booking system:
termin.stimulus-consulting.de



Information portal:
info.stimulus-consulting.de

We guarantee absolute confidentiality and can provide advice anonymously if desired.

When we advise you, we collect personal data. We treat this data confidentially and in accordance with the guidelines of the GDPR. You can find more information on data protection on our website:

www.stimulus-consulting.de/datenschutz

www.stimulus-consulting.de

Management and Leadership Counseling



Information

Counseling in challenging management situations

Work-life balance

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STIMULUS
PSYCHOLOGICAL HEALTH AT WORK

Counseling in challenging management situations

Information

How can you tell if a team member is heading for burnout? What exactly is depression? What needs to be considered when mentally ill employees return to work after a stay in hospital? Is it a private matter if someone smells of alcohol at work?

As a manager, you are an expert in your field and in managing employees, but not in psychological issues. If a team member becomes mentally ill, this is a difficult and often very unsettling situation in which you may want support and advice.

Our Approach

Mental illness and psychosocial stress are our areas of expertise. We will provide you with the specific information that will help you. We explain what you need to know and also provide you with articles, web links and literature recommendations so that you can quickly obtain the knowledge you need to manage the situation competently.

Have you noticed an increasing decline in the performance of a team member? Do you notice that a team member sometimes behaves conspicuously? Or is often aggressive for no understandable reason? Is there a seemingly unsolvable conflict in the department? Have you noticed that some employees are struggling to cope with the changes of recent months?

As a manager, you are called upon to take action if employees in your department are underperforming or displaying unacceptable behavior. Your leadership is also called upon if, despite good preparation, difficulties arise during changes and helplessness and frustration spread.

Our Approach

We work with you to develop strategies on how to conduct a difficult conversation with employees, what measures you can take to resolve conflicts or how you can channel the energy in your team back in a productive direction.

We ask you questions that open up new perspectives, collect options for action and help you to sort out what belongs to your role and what does not fall within your area of responsibility. We work out the next steps with you and think through possible consequences with you - professionally, promptly and always solution-oriented.

Work-Life-Balance

What do I do when there are still so many things left to do after work and I can't switch off properly? When I don't want to neglect my hobbies and family? How do I fit physical exercise and sport into my daily routine? What can I do when private worries keep me busy all day?

As a manager, you need to take good care of yourself if you want to give your all every day. This is sometimes easier said than done when many challenges come together.

Our Approach

We help you to identify stressors and develop strategies to keep you healthy and resilient. We think along with you when you are looking for a solution to a complicated situation or when private or professional stress demands more from you than you can cope with at the moment.

We examine with you what you need to maintain or restore your balance so that commitment does not end in excessive demands. This is particularly important as you, as a manager, have a role model function.

