

**WORKPLACE STRESS ABOUNDS WORLDWIDE**  
**By Rick Boxx**

According to one prominent research agency's "State of the Workplace 2023" survey, 44 percent of global employees experienced daily workplace stress in 2023. This percentage – amounting to nearly half of all workers – represented an all-time high for the second year in a row, according to the researchers. No data has been reported yet for 2024, but it is likely to be similar.

This is not terribly surprising. Causes of workplace stress can be found everywhere we turn. Continual global unrest, due to many causes, inevitably overflows into our workplaces. There is the escalating pace of technological change. Although beneficial in most instances, it also creates problems trying to adapt to the ever-changing work environment. Then there are the constants of deadlines, sales quotas, high-pressure business meetings, competition, and vying for promotions, among other things.

Worse yet, to complicate this stress problem, we have limited ways for addressing it. Some parts of the world report a growing mental health crisis, with not enough qualified psychiatrists and behavioral health professionals to care for employees. My wife, Kathy, and I experienced this recently in trying to find a new psychiatrist for some urgent challenges one of our children is facing. We discovered the waiting time for seeing a professional for the initial session is nine to 12 months!

If you are not among those suffering from high stress levels, you might be wondering, 'What does this have to do with me?' We could say it aligns with the command to "love your neighbor as yourself" (James 2:8). As workplace "shepherds," we need to be sensitive to the challenges facing our work teammates and be caring and compassionate.

Proverbs 27:23-27 gives this admonition: "Be sure you know the condition of your flocks, give careful attention to your herds.... You will have plenty of goats' milk to feed you and your family and to nourish your servant girls." Even if we have never lived on a farm – or worked on one – the principle is clear: We are responsible not only for the productivity of our employees and coworkers, but also for doing whatever we can to promote their well-being.

This does not mean we are supposed to become amateur psychologists or counselors. However, if we see someone that seems troubled or struggling, it might be appropriate to set aside a few moments with them and ask, "How are you doing?" They might quickly respond, "I'm fine," but then we can ask the question again, a bit differently: "How are you really doing?"

If we do not feel comfortable doing this, or the setting is not appropriate, you might talk with someone else and discuss your concerns. Human resource officers might be able to approach the individual and see how they might be able to assist.

---

由香港工商基督徒協會 (CBMC Hong Kong Ltd) 逢週一發放

地址：香港上環禧利街2號東寧大廈11樓1102室 Tel: (852) 2805-1923

Email: [enquiry@cbmc.org.hk](mailto:enquiry@cbmc.org.hk) Web: [www.cbmc.org.hk](http://www.cbmc.org.hk)

支持本會使命，服侍工商界及職場，請下載奉獻表格

<https://www.cbmc.org.hk/file-download.html>

---

We find the ideal example of this attitude in Jesus Christ. Matthew 9:36 says, “When He saw the crowds, He had compassion for them, because they were harassed and helpless, like sheep without a shepherd.”

People who have raised sheep tell us the animals are helpless, that without the compassionate care of their shepherd, they could easily perish. What better way of demonstrating the love and presence of Christ in the workplace than to reach out to someone who is obviously hurting and under great stress?

© 2025, Unconventional Business Network. Adapted with permission from “UBN Integrity Moments”, a commentary on faith at work issues. Visit [www.unconventionalbusiness.org](http://www.unconventionalbusiness.org). UBN is a faith at work ministry serving the international small business community.

### Reflection/Discussion Questions

1. From your observations, what percentage of people that you work with are experiencing a lot of workplace stress?
2. How about you: Do you often feel under great stress in the workplace? Even every day? If so, what are the causes – and how do you deal with it?
3. When you sense that someone you work with, or someone who reports to you is struggling, burdened by considerable challenges, do you feel an obligation or responsibility to reach out to them? Why or why not? What are some of the cautions to consider in seeking to offer help to a person obviously under stress?
4. In what ways can faith in Jesus Christ make a difference in how we cope with stress where we work, whether it is of a short-term nature or circumstances that are prolonged and not easily resolved?

### Challenge for This Week

During the coming week, try to be observant where you work and identify anyone who seems to be under a considerable amount of stress. You might pray about how you could offer words of encouragement, or offer a listening ear if the person is open to discussing what is troubling them. If needed, suggest where he or she might be able to find help in dealing with their stress.

If the person under stress is you, this might be a good time to pray and seek God’s direction about sharing your needs and concerns with another person or a few trusted friends. If you are part of a CBMC team or in a discipling or mentoring relationship, consider being open to sharing about the burdens you are facing.

#### NOTE:

For more about what the Bible says, consider the following passages:  
Proverbs 18:24, 27:10; Philippians 4:6-9; Mark 12:30-31; Hebrews 10:24-25

