







Managing Workplace Anxiety Through Grounding Techniques: Enhancing Employee Resilience and Sustainable Organizational Growth

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Abstract. With huge occupational stress, attention has turned toward psychological-resilience-and-emotional-intelligence-type strategies in working environments. This is a theoretical review type of paper that explores neuropsychological grounds of anxiety as manifested in work applications, mainly relating to how personality traits make stress possible or impossible. Defining grounding as physical contact with earth surfaces to make us focused and feel calm. Aids in reducing stress, managing anxiety and emotions, and improving mental health. Supported by theories like Polyvagal, Conservation of Resources and Cognitive-Behavioral Theory. Increasing productivity and reducing employee turnover rates by adding grounding to workplace wellness training and programs. While further long term studies are needed to check how well grounding works over time in various organizational settings.

Keywords. emotional resilience, mental endurance, overwork, workplace anxiety, , workplace wellness

1 Introduction

Anxiety is very common and felt in every walk of our life, particularly workplace anxiety such as job demands, relationships, and organizational uncertainties (APA, 2021). Such that it is very crucial for us to understand that while employee anxiety can be quite common it can lead to poor focus, problem solving issues, burnout, absenteeism, and high turnover (Sonnetag et al., 2017). Living in this fast-paced technological and role changes increases stress, making proactive anxiety management necessary and essential to survive in this updated generation.

Therapies such as somatic and mindfulness grounding techniques, help manage workplace anxiety by practicing to let our mind be in the present. Other techniques such as deep breathing, progressive muscle relaxation, and sensory awareness activate the parasympathetic system, calming the body and our mental mind at the same time. Theory of Polyvagal further explains how grounding techniques help stimulate the vagus nerve in our body to create a feeling of safety and calm (PORGES, 2011). We also have Cognitive-Behavioral Theory helping us to inhibit negative thoughts and reduce anxiety related cognitive distortions utilizing grounding techniques (Beck,

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1976). While combining grounding with CBT can aid in decreasing unwanted thoughts and support in enhancing better mental health in work settings that give a high-pressure, toxic environment and high workload.

COR theory (Hobfoll, 1989) also adds to the process of stress and states that employees going through anxiety/stress in the workplace are more likely to lose psychological resources needed to work productively. Grounding techniques are effective methods to restore our emotional and cognitive resources, giving employees the power of concentration, emotional resilience and work performances, it further increases optimal resilience in employees. Which will enable them to face stressors, embrace change, and remain in high-level performances contributing to the long-term growth of the organization (Nielsen et al., 2017).

Thus, from an organizational standpoint, it becomes apparent that enabling the grounding techniques to be used in wellness programs will create a psychologically safe environment by empowering employees to manage anxiety autonomously. The corporations that create mindful forums, weekly group meditations, stress management workshops, and overall access to mental health resources will establish value-in-return employees with satisfaction. Several researchers have shown evidence organizational growth is efficient only when employees are supported in managing their emotions. Providing supportive environments that will lead straight to higher creativity, cooperation, and innovation, driving sustainable growth. Aligning grounding methods with Positive Organizational Psychology (POP), focused on strengths, resilience, and psychological well-being (Luthans et al., 2007). Utilizing grounding methods in leadership development and team settings has built great self-awareness, emotional intelligence, and adaptive coping, while resilient workforce has led to promote better overall output and organizational culture.

Employees face many uncertainties in the workforce and decrease in work performances, if stress-management strategies are not provided or promoted in an organization. There are embedded findings that show grounding practices into workplace culture has enhanced psychological safety, resilience and long term organizational growth. Hence, with proper use of grounding techniques it will improve emotional regulation, cognitive endurance, adaptability, helping employees handle difficult and demanding environments better.

2 Purpose of the Study

The purpose of this study is to focus on the real impact of grounding techniques on organizational workplace anxiety and employee resilience. As workplace anxiety can harm both employees and organizations since it comes from emotional stress, cognitive overload, and difficulty in decision making. Certain techniques of grounding such as sensory grounding, deep breathing, and progressive muscle relaxation help manage stress, anxiety, and depression. These techniques enhance and promote emotional endurance. Steadiness, mental clarity, high productivity in stressful work environments, while reducing absenteeism, increasing employee engagement and wellness. The study aims to show evidence that grounding techniques help in building resilience, creating a psychological safe environment, that goes on in supporting organizational growth.

3 Methodology

This systematic review paper follows PRISMA guidelines, for safe, effective and transparency. Literature articles were retrieved from databases such as Google scholar, Scopus, PubMed using the

keywords of grounding techniques, workplace anxiety, employee well-being, resilience, CBT, Polyvagal Theory, and relaxation muscle techniques.

The study included studies concentrated on workplace anxiety, stress management, grounding or relaxation techniques, while excluding studies not related to workplace settings or non-english papers or those lacking evidence.

4 Result and discussion

This article described how to manage panic attacks at work using strategies such as deep breathing, muscle relaxation, and self-talk along with other coping techniques. The article also emphasized the need for leaders to maintain confidentiality, have flexible schedules, and promote open communication. Supportive systems and mental health education, along with policies to reduce stigma, were suggested for creating a safer environment in the workplace (Jonathan, 2025). This study was to investigate the efficacy of cognitive restructuring synergistically combined with relaxation techniques during therapy on anxiety and irrational thoughts among a 22-year-old male college student. Measurement tools included the Beck Anxiety Inventory and Shortened General Attitudes and Beliefs Scale. Results indicate that the new intervention significantly reduced irrational thoughts that enabled the participant to identify, debate, and restructure thoughts efficiently, with the application of relaxation techniques (Mitra & Tijut, 2023).

A case study was explored the management of generalized anxiety disorder (GAD) in a 23-year-old special educator through the use of Emotional Freedom Techniques (EFT). After the therapy, the patient showed considerable improvement, proving EFT to be a significant complementary tool in managing anxiety. However, further exploration is needed for its efficacy in the long term (Vijay & Srishti, 2025). Systematic review findings from 10 articles indicated that application of techniques of deep breathing, progressive muscle relaxation, and autogenic relaxation follows a positive relationship with anxiety and stress reduction among adolescents in terms of effectiveness. The techniques were shown to be effective for alleviating psychological stresses (Fikril & Saputra, 2025).

Emotion regulation training was conducted with 47 female high school students, and it was found, using a randomized trial in Iran, that the training greatly improved social problem-solving ability accompanied by a reduction of social anxiety. The impact was still noted after a duration of one month, which emphasizes the need to incorporate emotion regulation-training in the educational systems (Ali et al., 2015). Effectiveness in self-esteem improvement of reframing integrated with Al-Shabr (patience) was studied on three adult victims of on-work bullying. The Wilcoxon test was utilized to analyze data obtained using a one-group pre-test post-test research design. Findings showed increased self-esteem post intervention, but statistically insignificant. Hence, it recommends testing with larger sample sizes for confirming effectiveness (Anna et al., 2024). The pre-experimental study examined the effects of journaling techniques in reducing anxiety among 75 grade XI students in examination preparations. A one-group pre-test/post-test design was utilized in this study, which yielded a 14.25 points reduction in anxiety levels, hence establishing the efficacy of journaling techniques in reducing exam-related anxiety (Ahmad et al., 2024).

This quasi-experimental study examined the effect of graded exposure and test taking skills training on test anxiety among secondary school students in Ilorin metropolis, Nigeria. The results from the pre-test and post-test indicated a great improvement in test components of physiological, cognitive, behavioral, and emotional anxiety. The study thus recommended that these techniques be integrated into school programs for mitigation against test anxiety (Adenike et al., 2024). A randomized controlled trial was performed to study the impact of Emotional Freedom Techniques (EFT) on anxiety, depression, and sleep quality among 70 older adults living with HIV. The study participants received EFT sessions daily for 15-20 minutes over the course of two weeks. The results showed significant treatment effects on depression, anxiety, and sleep disturbances for the experimental group when compared with the control group (Wen et al., 2024). This quasi-experimental study examined the use of autogenic relaxation techniques to reduce anxiety levels among primigravida pregnant women during the third trimester. The pre-test and post-test accompanying control group

designs used showed that there was a statistically significant decrease in anxiety following the intervention, which suggests that autogenic relaxation techniques are effective (Anita et al., 2024).

Descriptive qualitative case study concerning anxiety in EFL instruction as experienced by 32 non-English students at Walisongo Islamic State University, Indonesia. Through field observation, interviewing, and questionnaires, this case study identified that concern for grammar, pronunciation, and vocabulary worsened students' discomfort while speaking to their peer audiences. The results accentuated the need to create a warm classroom environment and implement relaxation techniques to relieve anxiety (Masitoh et al., 2025). This study explored Feedback Types and Speaking Anxiety among Junior Secondary School Students in Visayas Region, Philippines. This mixed-methods study evaluated 50 Grade-10 students attending Visayas schools in search for a relationship between types of feedback and speaking anxiety. Results showed that positive and constructive feedback was effective for reducing anxiety levels, while negative feedback only increased tension. Recommended practices included promoting a supportive atmosphere and using anxiety-reduction methods in the speaking class (Zeah et al., 2025).

Experimental research to test whether training in the flooding technique reduced argument anxiety in Islamic political science students in Raden Fatah University - Palembang. A comparable pre- and post-training anxiety assessment denoted a sizable drop in anxiety. It was shown that a flooding technique usually seen as applicable to cases of phobia and psychosis has been able to bring down anxiety levels during arguments (zarnalia et al., 2024). This research being quasi experimental was directed to establish the effectiveness of psychoeducation with grounding techniques in reducing anxiety among 30 adolescents aged 14-17 years. A significant difference in pre-test and post-test comparison of anxiety levels was observed in the experimental group. Although grounding techniques prove to be an effective intervention, more studies should be performed to see the long-term effect and comparative effectiveness of the techniques (Um et al., 2024).

6 Conclusion

Workplace and anxiety is a certainly common duo, especially among young adults who are employed, and it is backed by research that human personality traits can make some employees more sensitive to workplace stress. Hence, grounding techniques are proven to reduce anxiety both immediately and over a long term basis. By including grounding techniques in wellness programs, several organizations can build employee resilience and promote steadiness. Grounding techniques is not only a fast reliever, but it goes a long way in supporting our physical, emotional, mental health, helping employees stay focused, better concentration, keeping them calm and increasing their productivity significantly. Therefore, organizations should integrate grounding techniques into mental health strategies for the well-being and productivity of employee performances.

Though there is limited empirical evidence that exists on grounding techniques in corporate settings and across different industries examining job roles and cultural contexts. Further research on longitudinal outcomes and large scale studies are needed to give proper conclusion and evidence measuring organizational outcomes such as turnover, absenteeism, and engagement. Exploring the sustained effects of grounding methods on health and performance rate, while investigating the duo of grounding techniques and mindfulness using CBT training for greater impact.

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