

PREVENTION AND MANAGEMENT OF STRESS AND ANXIETY LEVELS IN EMPLOYEES WORKING REMOTELY

PREVENCIÓN Y ATENCIÓN DE LOS NIVELES DE ESTRÉS Y ANSIEDAD EN COLABORADORES QUE LABORAN EN MODALIDAD DE TRABAJO REMOTO

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ABSTRACT

Reports of increased employee absences have raised concerns in the workplace, as they could be linked to physical ailments indicative of underlying stress and anxiety management. However, to date, these absences have not been systematically documented or thoroughly investigated, representing a gap in current knowledge about employee health and well-being in the workplace. Therefore, the objective of this research was to design and validate a prevention and care program to reduce stress and anxiety levels in employees working remotely. The research used a quantitative approach and a non-experimental design. A sample of 70 employees was used to complete a sociodemographic questionnaire, a Perceived Stress Scale (EEP-10) questionnaire, and the Hamilton Anxiety Scale. It was found that, based on an analysis using the statistical program for social sciences SPSS 24®, to maintain or improve work stress levels, in addition to the intervention program, it is recommended to prevent work overload and evaluate employee capabilities. In addition, coping strategies and styles should be implemented, as well as healthy lifestyle habits. At this stage, it is important to establish a work schedule and do everything possible to adhere to it. The thesis reveals that, although employees working remotely exhibit skills to manage their problems, they also face high levels of anxiety and stress. The proposed prevention and care program, called Ataraxia, seeks to address these difficulties, being validated by experts, with the aim of improving emotional well-being and quality of work life.

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RESUMEN

Los reportes de incrementos en las ausencias de los trabajadores han generado inquietudes en el entorno laboral, ya que podría estar vinculado a malestares físicos indicativos del manejo subyacente de estrés y ansiedad. Aun así, hasta el momento no se han documentado de manera sistemática estas ausencias ni se ha investigado en profundidad,

Palabras clave:

estrés laboral, prevención, atención, ansiedad, trabajo remoto.

lo cual representa una brecha en el conocimiento actual sobre salud y bienestar de colaboradores en el entorno laboral. En tal sentido, el objetivo de la presente investigación fue diseñar y validar un programa de prevención y atención para la reducción de los niveles de estrés y ansiedad en colaboradores que laboran en modalidad de trabajo remoto. La investigación tuvo un enfoque cuantitativo y de diseño no experimental. Para ello, se trabajó con una muestra de 70 colaboradores, a quienes se les aplicó un cuestionario de caracterización sociodemográfica, un cuestionario de Escala de estrés percibido (EEP-10), así como la escala de ansiedad de Hamilton. Se encontró que, a partir de un análisis a través del programa estadístico para ciencias sociales SPSS 24®, para mantener o mejorar los niveles de estrés laboral, además del programa de intervención, se recomienda prevenir la sobrecarga de trabajo y evaluar las capacidades de los empleados. Además, implementar estrategias y estilos de afrontamiento; así como hábitos de vida saludable. En esta etapa es importante establecer un cronograma de trabajo y hacer todo lo posible para cumplirlo. La tesis revela que, aunque los colaboradores en modalidad de trabajo remoto exhiben habilidades para manejar sus problemas, también enfrentan altos niveles de ansiedad y estrés. El programa de prevención y atención propuesto denominado Ataraxia, busca abordar estas dificultades, validándose a través de expertos, con el objetivo de mejorar el bienestar emocional y la calidad de vida laboral.

Introduction

Today, many technological and social advances have exposed social problems. Workspaces, like employees, are no strangers to this situation. Recent research around the world has shown that generational transitions occur differently as personalities change, depending on historical context, family structure, social development and economic growth, along with many other factors.

Globalization has brought about many changes in approach as supply chains become more complex, thus changing the employment landscape. The evolution of industries has optimized equipment uptime, delivery time, transportation time and raw material handling, leading to longer working hours, more jobs for workers and exploiting them while doing what they can on their own. are not prepared and are obliged to complete them as soon as possible.

All these changes are observed only during the production process, but most of these studies do not consider their impact on the organization's employees while they perform their work, generating physical, mental and behavioral health problems that affect organizations and society; governing the family, the community and the State.

An extraordinary and at the same time challenging aspect at the time of doing studies and research related to the human being, is that each individual possesses unique and unrepeatable characteristics. Although over time we have gained a clearer understanding of how the human mind works, there is always a factor of individuality that must be taken into account. That said, it is common knowledge that some people are more prone than others to suffer from anxiety and/or stress, which represents a threat to the individual's emotional stability, personal growth and the quality of interpersonal relationships.

In this case we worked on the scenario of remote work, considering the specific context in which the individual is exposed, this modality, although already present to a lesser extent several decades ago; as a result of the pandemic by COVID-19 declared in 2020, the adoption of this methodology increased significantly around the world, thus becoming a common practice and even necessary for many companies. At this point, almost five years later, it is no longer considered an emergency measure, but a new normality that is here to stay. Although it has brought benefits for the organization and the employees as individuals, there are also other aspects to take into account, such as, for example, the absence of human contact that prevents us from perceiving the emotional state of those with whom we work on a daily basis.

This is why many organizations in different areas and industries have adapted a new work modality for which they initially did not have the tools, systems or methodologies to perform successfully (Becerra, 2021). In this sense, a reasonable amount of time has passed in which the employees have adapted and the systems have been updated; however, the physical distance remains and the emotional well-being of each employee cannot be assured at a glance. This study is mainly based on fostering interest in promoting prevention and attention to mental health care and quality of life of all those who have had to adopt remote work in the organization, through the design and validation of the contents of a program to prevent and address the high levels of stress and anxiety presented in many of the collaborators, considering a previous diagnosis for the same.

During pandemic and post-pandemic times, humans have experienced feelings similar to those of chronically ill older adults. Taking as a reference the results of a study by Ortiz, R. E., Forero, Q. L. F., Arana, C. L. V. and Polanco, V. M. (2021), who state that "older adults with chronic illness show lower levels of resilience, optimism, hope and life purpose, ... The above, allows us to understand that the condition of illness affects the psychological resources of the person, understood ... as resilience, optimism, hope and life purpose, which in turn function as protective factors of mental health in the processes of illness, in which the opportunity to strengthen or reinforce through the establishment of intervention programs is visualized".

It is also considered important that, according to Sierra, Rodríguez, Vargas and Fuentes (2022), "during the COVID-19 pandemic, the global working population presented excessive work overload due to the increase in responsibilities to be performed, the lack of compliance with disconnection schedules and the imbalance in relation to routine family activities, developed in the same schedules, generating a perception of high levels of work stress" (p. 145).

This is in line with Cuellar, Gallegos, Arias and Morey (2025) who point out that "the uncertainty due to the global health context, together with taking work responsibilities from the physical environment of the company to the home, led to a blurred separation between the personal/family life and the professional life of the collaborator, increasing in many occasions the overload of tasks, thus affecting work performance" (p. 26).

In Mexico, for example, according to studies by Hernandez (2023), "At least four out of five workers in the country have experienced high levels of work stress in the last year; only a quarter have received support from their company. Covid-19 had a significant impact on people's emotional well-being" (p. 01).

Seen from this perspective, when the human being begins the process of adaptation in the face of changes that are usually unexpected, it is common that different areas of the individual's life are affected (Papalia, 2017). All fluctuating emotions are especially affected and influenced, considering that every day individuals face situations and must make decisions that affect all areas of their lives as a result. One area that has a great influence on a person's wellbeing is work, since most of the day is dedicated to it. For this reason, it is essential to prioritize mental health as much as we prioritize the physical health of individuals.

On this occasion, we worked with the group of employees who specifically maintain a remote work modality; this is due to the fact that the organization keeps more than half of the employees working full-time on-site, which has caused interpersonal disconnection and lack of knowledge of the emotional state of the employees who are remote due to lack of contact. Although its work is successful, the company is interested in knowing the true level of quality of life for everyone and taking the pertinent measures within its competence.

The organization under study is a company in the banking sector where the entire research process was carried out. Since the beginning of 2020, management notes that the leaders of each team have verbally and unofficially expressed different moods and emotions about the adoption of virtual work by their teams. Some say that remote work has led to higher productivity and others say that their team has significantly decreased the amount of work done during the week, they say that their team is more relaxed in their coexistence, while others are working late into the night.

The reports made do not have measurable data, because they have been established based on information provided verbally based on observation, as well as evidence of reports and concerns provided by supervisors that indicate the decrease in deliveries and productivity.

The observation and reporting of increases in intermittent absences throughout the day among coworkers generate in the work environment, as it could be linked to physical ailments that, in turn, could be indicative of underlying stress and anxiety management in each individual. Despite the relevance of this situation, it is necessary to point out that so far these intermittent absences have not been systematically documented and their possible relationship with employee stress and anxiety levels has not been investigated in depth. It has not been possible to document or investigate because, since we are working remotely, we do not have complete control of the work time invested by each employee.

This lack of comprehensive documentation and understanding represents a gap in current knowledge about the health and well-being of employees in the work environment. The absence of detailed records of these interruptions and their possible connection to psychological and emotional factors limits the ability to effectively address the challenges employees face in terms of health and productivity.

By identifying the frequency and intensity of stress and anxiety-related symptoms, it will be possible to design appropriate interventions and support strategies that address both the physical health challenges and the emotional and psychological factors that may be contributing to these absences. By adequately understanding the reason for intermittent absences during the day of employees in relation to their physical and emotional well-being, as well as documenting and analyzing this situation, it is expected not only to fill a gap in knowledge, but also to provide a solid basis for the design of measures to prevent and address stress and anxiety, which promote the overall health of employees and improve their quality of life in the work environment.

In this regard, Sucapuca (2022), comments that emotional stability facilitates the performance of functions, thus considering that he refers to such stability as low levels of unpleasant sensations. This time the focus is on emotional states, anxiety levels and stress.

The new scenarios produced by the pandemic caused high occupational stress in both employed and unemployed people. Interpersonal relationships between supervisors, subordinates and coworkers in general were also affected; conversations related to daily life issues or activities to which free time is dedicated were lost due to the level of interaction allowed during the state of emergency (Espinosa, 2021).

It is important to highlight that in the company under study, through the diagnosis made by the researcher, some signs of work stress present in the collaborators, such as: physical and mental discomfort, demotivation and anxiety; all this generates as a consequence situations of absenteeism and therefore a low performance in the workplace.

In this sense, Rodriguez (2021), comments in his research conducted in Panama that with the arrival of the pandemic it is deduced that the future causes of occupational stress would be unemployment, isolation and the self-demands of people to achieve goals quickly. Prolonged confinement brought consequences to the health, work management and social environment of the individual. Because of their limited ability to go out, they were unable to engage in physical activities, they were not in contact with their social environment and, most importantly, many of these people stopped working for fear of becoming infected or because they became unemployed. There are characteristics that proved to be a source of anxiety such as not doing anything, not having a job, or thinking about the possibility of a decrease in salary (Montoya, 2021).

In 2019, the organization under study conducted a series of surveys among its employee population to assess their emotional concerns and discomforts. The results revealed higher levels of stress and anxiety than initially anticipated. In response to these findings, the company decided to increase the hybrid work model, which combines remote and face-to-face work, with the aim of reducing stress and anxiety levels. However, with the arrival of the pandemic and an increase in the number of collaborators, the company was forced to adapt to full-time remote work in all its areas, without being able to comprehensively monitor the results of this new way of working in terms of reduced levels of stress and anxiety.

These results highlight the need for further research and follow-up on the impact of full-time remote work on the emotional health and well-being of employees in the organization under study. They also suggest the importance of implementing additional strategies to address the high levels of stress and anxiety experienced by employees during this period, in order to promote a healthy and sustainable work environment.

Given that the transition to full-time remote work may have generated significant changes in the work environment and work dynamics, it is essential to understand how this new modality has affected the emotional health of employees, in order to provide practical tools to address it.

The pandemic forced many organizations to change their way of working, involving the adoption of digital tools and remote methodologies as their main strategies to keep a business

afloat. While some organizations had made small previous advances in digital transformation and were able to adapt more easily, others that considered digital transformation as something far away at the time had to adapt in a short time to meet all the challenges presented during the healthcare crisis (Montoya, 2021).

Chuco (2021), points out that the world situation due to the pandemic had a notable influence on various areas of the individual's life, such as the emotional, social and work areas. Some people lost their jobs, others were overwhelmed with work as their functions increased but not their salaries; others managed to keep their jobs, but had to adapt to the many changes in the work methods brought about by this situation. The author also indicates that work stress results from an imbalance between the demands of the job and the person's own ability to cope with them. The importance of prioritizing the emotions and situations that people experience as a result of the changes and that could lead to an imbalance in their work performance is emphasized.

Likewise, Jamil (2023) in his research entitled "Exploring the Link Between Job Stress and Performance: Identifying the Root Causes," posits that there are profound consequences that work challenges have on job performance. These challenges significantly impact employee experiences and overall organizational effectiveness, from higher absenteeism to lower job satisfaction. Addressing these challenges is crucial to fostering a positive work environment that promotes employee well-being, productivity and long-term commitment to the organization.

Arteaga (2020), with the study called "Stress in health workers during the implementation of teleworking in the midst of the pandemic COVID-19, at SEK International University", had the objective of identifying stress in health collaborators evidenced by remote actions and related to the pandemic by COVID-19. It developed a descriptive research study of cross-sectional type and had a population of 45 collaborators of the health sector located in the category of telework. It used a work stress survey instrument to assess psychosocial causes and consequences. As a conclusion, it determined that there is a high threat of stress in female groups of the evaluated sector, which is increased by the lack of a good and clear implementation and description of the requests that are required in order to perform the assigned work. This reflects inconveniences that cause health difficulties in employees and increase the psychosocial danger.

The research referred to "Remote work in times of covid-19 and its impact on the worker" focused the main objective on understanding how a group of workers in the city of Bogota, interpret and face the interaction that occurs between work and family life in the scenario of remote work during times of COVID-19 (Cortes, 2020)

This study was based on a qualitative approach, in which 6 workers were interviewed, who work remotely, due to the health emergency caused by the pandemic. The main results comprise a set of tensions, which emerged because household activities or family time interfere with work demands; this resulted in the working day being affected, interrupted or extended in time and space. Therefore, they must attend to domestic chores, such as caring for the care and learning of children (Cortes, 2020). To reduce such tensions, the implementation of strategies to reduce conflicting relationships between family life and work life was proposed; for example, support with an external figure called a domestic employee, the distribution of activities and routines with responsibilities for household members to facilitate daily life; in addition to the establishment of schedules, which allow separating work spaces and dedicating them to family spaces (Cortes, 2020).

Based on the above, the main objective of this research was to design and validate the content of a prevention and care program for the management of stress and anxiety levels of the company's employees who work remotely.

Method

Design: The research was conducted under a quantitative approach considering the results of the tests applied, based on a deductive and logical scheme to formulate research questions and hypotheses to subsequently test them. We worked under a non-experimental, cross-sectional research design. It is non-experimental, because the study variables were not manipulated, and cross-sectional, because the research was carried out in a specific time period. The scope of the study is descriptive, since information was collected and measured independently on the variables studied (Hernández Sampieri R. F., 2018).

Participants: For the design and validation of the prevention and care program for the reduction of stress and anxiety levels of the company's employees, on the one hand, a universe of 190 Towerbank employees was used, of which 85 work remotely, so a sample of seventy ($n=70$) volunteers was selected by means of a non-probabilistic purposive sampling. This sample provided information to carry out the identification of needs captured from the results obtained in the questionnaires/tests measuring stress and anxiety (Hamilton Anxiety Scale and Perceived Stress Scale).

Instruments: First of all, the sociodemographic characterization questionnaire was applied to the employees, which made it possible to gather important information about the target audience. Next, the Perceived Stress Scale (PSS-10) was applied. This scale assesses levels of perceived psychological stress; that is, the extent to which situations in daily life are perceived as stressful. The scale includes a series of direct queries that explore the level of stress experienced during the last month. And finally, the Hamilton Anxiety Rating Scale, a psychological questionnaire used by physicians to rate the severity of a patient's anxiety. It consists of 14 items designed to identify the frequency and intensity of a patient's anxiety symptoms.

Procedures: In this research, three moments were considered: the construction of the object of study, the research design and the presentation of results. The instruments used in data collection were mainly closed-ended questionnaires and standardized tests, such as the Hamilton Anxiety Scale and the Perceived Stress Scale.

In this first stage, the consultation was carried out to identify the study group for the research, then proceeded to make a survey of the state of the art after the collection of sources and documentary review, then the information was analyzed and classified, which allowed determining the theoretical references applicable to it (Hernández Sampieri R. F., 2018).

In relation to the research design, information was collected in the organization under study from its employees. Finally, the results were presented in tables and graphs for analysis. The methodological development was based on the quantitative research paradigm, from which the techniques were defined for the collection of information and to respond to the proposed objectives.

For the presentation of the results, the selection, elaboration, validation and reliability of the measurement instruments were carried out and the variables were evaluated to obtain updated documentation on the research topic. The instruments were then answered and statistics were generated, which facilitated the analysis and interpretation of the data obtained. Once this was done, the final document and conclusions, including the program, were drafted and presented.

This program was proposed and validated in its content, using a specific validation format presented and approved by expert judgment. To ensure that the Ataraxia Prevention and Care Program to reduce stress and anxiety levels was relevant, effective and met the needs of the target audience.

Data and information analysis: Once the instrument was applied to the selected sample, the data were grouped in statistical tables, using descriptive statistics and percentage

analysis, where the results were presented based on average totals for each of the questions in the questionnaire.

Results

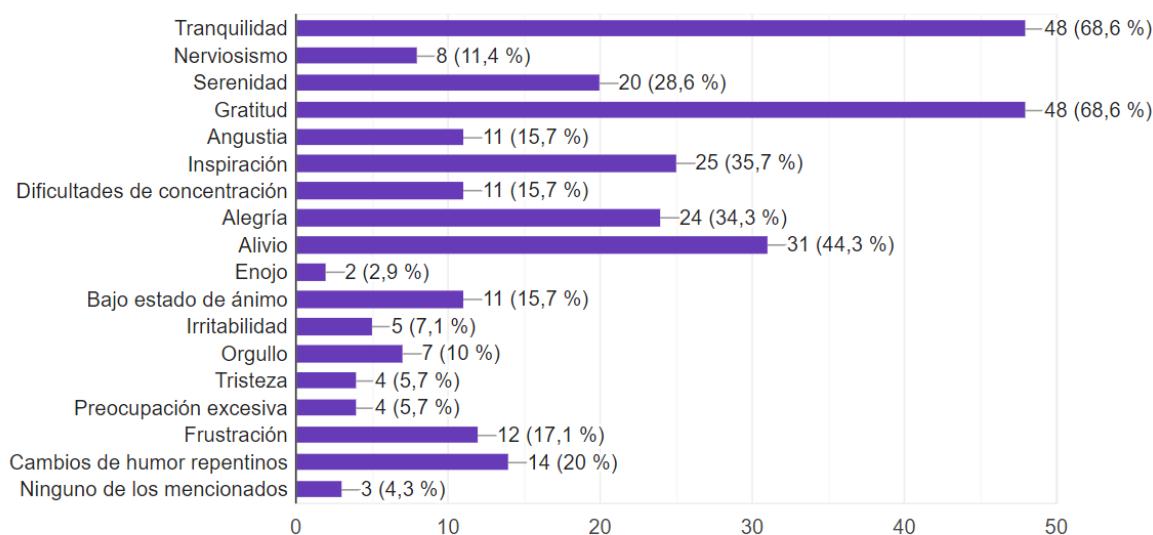
This section presents the results obtained during the process of applying the data collection instruments, with the purpose of diagnosing the situation of the collaborators and generating the theoretical categories on which the prevention and attention program to reduce the levels of stress and anxiety of the collaborators who work in remote work mode is based.

Once the diagnosis of the situation of the collaborators in terms of demographic and labor aspects had been made, the levels of stress and anxiety were determined according to the scales selected. Seventy percent of the sample is female, the highest age range (41.4%) is between 26 and 35 years old, and more than 60% of the respondents have been with the company for more than 4 years. Also, the majority of the sample is single. 98.6% do not have an official clinical psychological or psychiatric diagnosis. Sixty percent work in the remote work mode.

Regarding the emotional and physical state, there are 20 % who have perceived sudden mood changes, 17.1% frustration, 15, 7% low mood, 15.7% concentration difficulties, 15.7% anguish, 11.4% nervousness, 7.1% irritability, 5.7% sadness, 5.7% excessive worry, 2.9% anger. In addition, 48.6% have experienced back or neck pain, 24.3% sleep difficulties, 21.4% headaches, 15.7% lack of energy, 10% body aches, 5.7% increased heart rate, 4.3% diarrhea or constipation, 1.4% stomach discomfort, as seen in the following figures 1 and 2:

Figure 1

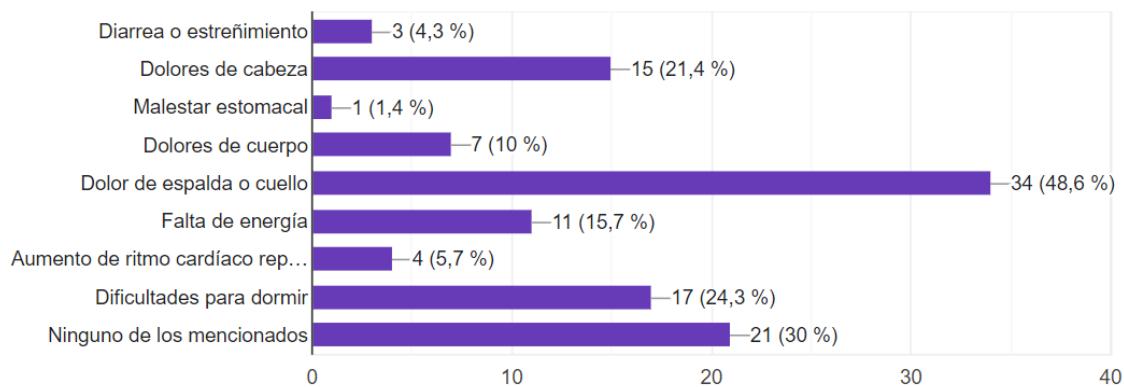
Employee data (emotional states)



Source: Own elaboration (2024)

Figure 1

Contributor data (physical sensations)



Source: Own elaboration (2024)

Also, continuing with the results of the Anxiety and Stress Tests, the sample responded that less than 50% said they were confident in handling their personal problems. About 40% said that from time to time they could not cope with all the things they had to do. Only 55% of the sample responded that they often control the difficulties in their lives. 4% reported an anxious mood. 100% of those surveyed stated that they had a feeling of tension, fatigue, inability to relax, startled reactions, easy crying, trembling, and a feeling of restlessness. Seventy percent of the sample reported suffering from mild to severe insomnia. Sixty percent indicate that they show signs of depression and 70% responded that they present physical symptoms (muscle aches and pains, muscle stiffness, muscle contractions, teeth grinding, trembling voice). While 50% respond that they show sensory symptoms (ringing in the ears, blurred vision, hot flushes, chills, sensation of weakness, tingling in the extremities). And 30% reported reflecting cardiovascular symptoms (tachycardia, palpitations, chest pain, pronounced heartbeat, fainting sensation).

The main result of this research was the generation and validation of the Ataraxia Program for prevention and attention to reduce the stress and anxiety levels of employees. To this end, the main findings of this study were taken into account in order to work directly on the aspects that have the greatest influence on both variables and thus offer better working conditions to employees.

In this sense, the theoretical categories were selected for the elaboration of the prevention and care program to reduce the level of stress and anxiety; this program is called "Ataraxia". The categories included for this event were oriented to identify or know the ideas and perceptions of the collaborators in relation to work stress and to define what work stress consists of in order to generate in the collaborators the need for change; definition of stress, the causes that originate it, symptoms, stages; thus, session I was planned, called: identifying emotions, thoughts and physical sensations.

It is important to note that in this same diagnosis it was detected that employees experience physical sensations such as: back or neck pain, sleeping difficulties, headaches, lack of energy, body aches, increased heart rate, diarrhea or constipation, stomach discomfort; all of which have an impact on work stress levels.

In that sense, session II was planned, identified as: Identifying emotions and modifying negative thoughts, with the purpose of making known what emotions are, what they are for, which ones trigger work stress in the collaborators; as well as putting into practice the training using the cognitive restructuring technique for the management of emotions.

In such a way that theoretical categories were identified, such as: happiness, anger, fear, sadness, surprise and disgust, types of thinking, cognitive distortions, types of distortions; which served as orientation to guide the Ataraxia Program.

Another important finding is related to events that occur unexpectedly; because the collaborators have felt nervous or stressed, they have a state of mind with worries, anticipation of the worst, apprehension, fearful anticipation, irritability, a feeling of tension, fatigue, inability to relax, startle reactions, easy crying, trembling, a feeling of restlessness; produced by tension; they have fears of darkness, loneliness, animals, traffic and crowds, difficulty falling asleep, interrupted or unsatisfactory sleep, tiredness upon awakening, difficulty concentrating and poor memory. These theoretical categories are included in the Ataraxia Program; through session III which includes training in relaxation techniques.

These theoretical categories made it possible to carry out the objective referred to the development and validation of a prevention and care program for the reduction of stress and anxiety levels of employees working remotely.

Discussion and Conclusions

When comparing the research findings with other doctoral studies in the field of stress management and health promotion, remarkable similarities and differences can be identified. For example, previous research, such as Olivares' doctoral thesis (2021), reported that remote workers also experienced benefits such as flexibility and better work-life balance. However, this study also found that remote work can intensify feelings of isolation, which may contribute to increased levels of anxiety. In contrast, the employees of the organization under study reported having adequate private space and access to technology that allows them to work without interruptions, suggesting a mitigation of some of the stressors identified in other studies.

On the other hand, Rengel's (2023) research on work stress in hybrid environments notes that mood swings and difficulty concentrating are common symptoms among employees. In this sense, the company's results corroborate this statement, as employees also reported frustration and concentration difficulties. However, while Martinez emphasizes the negative impact of the work environment on mental health, the participants in this research showed a remarkable ability to manage their personal problems, suggesting a resilience that could be further explored in future research.

In addition, it is relevant to mention that other studies, such as Perez (2019), have pointed out that physical manifestations of stress, such as muscle aches and sleep disorders, are common among remote workers. In this research, similar physical symptoms were observed, which reinforces the idea that stress can manifest itself in both emotional and physical aspects. However, the company's employees also expressed a positive perception of their ability to control the difficulties in their lives, which contrasts with Perez's findings, where a generalized sense of helplessness in the face of work circumstances was reported.

In terms of the perception of the work environment, Olivares' (2021) doctoral thesis highlights the importance of social support and effective communication in stress reduction. The results obtained in the company suggest that, despite the difficulties experienced, employees seem to have an environment that allows them to manage their emotions and maintain a positive attitude towards their work. This could indicate that the organizational environment in the company plays a crucial role in the emotional well-being of its employees.

In conclusion, although the results of this research show similarities with other studies on stress and anxiety in remote and hybrid work environments, they also highlight unique aspects related to resilience and organizational support. These findings suggest that while remote work can present significant challenges, it also offers opportunities for personal and professional growth when the right conditions are in place. Future studies could delve deeper into how specific characteristics of the work environment may influence the mental and emotional health of employees, as well as the effectiveness of programs designed to address these problems.

Among the main conclusions of this study, it was possible to obtain a diagnosis of the situation of the collaborators in order to generate the theoretical categories for the prevention program. The main findings of this study were taken into account in order to work directly on the aspects that have the greatest influence on both variables and thus offer better working conditions to employees. In relation to stress and anxiety levels, they were found to be generally high. However, sudden mood swings, frustration, low mood, concentration difficulties, anguish, nervousness, irritability, sadness, excessive worry, anger are perceived, although to a lesser degree.

With respect to research limitations, like people working in the office, remote workers also have difficulty concentrating on their tasks. They are even more easily distracted just because they are at home and don't have a good place to work. Other factors that disrupt your daily routine, such as household chores, can also cause problems.

In addition, the inability to separate professional life from personal life. This is often a major challenge for remote workers to overcome because, without establishing proper regulations, working and living without a work environment can blend into daily life. Inability to distinguish when to do household chores and when to devote time to work.

Among the proposals for continuity and with the objective of achieving more effective results in the implementation of future work stress intervention programs, it is suggested to select a suitable place that provides personnel with the necessary space to carry out the dynamics and ensure the participation of all. In future research, it is advisable not to fragment the sessions, as this will avoid wasting time in reconnecting ideas from one day to the next.

To maintain or improve work stress levels, in addition to the intervention program, it is recommended to prevent work overload and to assess employees' capabilities. In addition, implement coping strategies and styles; as well as healthy living habits. At this stage it is important to establish a work schedule and do everything possible to comply with it. It is also important for the people involved to understand that, although they do not work in the same place, they still play important and responsible roles at work. Likewise, if you work at home, it is necessary to adapt the space, turning it into a "personal office" that stands out from the rest. It is worthwhile to take care of lighting and comfort.

Acknowledgments

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Conflict of Interest

I declare that there is no conflict of interest in conducting the research entitled "Prevention and Attention to Stress and Anxiety Levels in Employees Working in Remote Work Modality". All participants and collaborators involved in this study have been selected impartially and will not receive financial or material benefits that could influence the results of the research.

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