

# Helping employees re-engage and improve resilience by reducing distracting stress

Having an effective way for employees to manage distracting stress, like worry, benefits the individual and the organization because professional and interpersonal challenges increase strain that can lead to burnout.

Making an impulsive choice to reduce this stress may not lead to the best solution. Designing a Personal Action Plan that leverages a two-step method to reduce distracting stress guides employees to optimum choices. This workshop provides a practical tool that empowers the individual.

## Identify



Learn about evidence-based, stress reducing strategies that help the individual halt strain that can lead to burnout

Explore basic human needs that can be filled while at work

## Discuss



In small groups share stress reducing strategies that empower individuals and sharpen one's management skills

Consider how applying strategies affects others

## Understand



Gain understanding of the two-step method:

\* Step 1: identify depleted basic human needs (emotional, mental, spiritual and physical);

\* Step 2: choose stress reducing strategies that will fill these needs in order to improve focus and well-being

## Design



As a group, create a sample Personal Action Plan

Privately design a Personal Action Plan tailored to fill your basic human needs

## Apply



Use the two-step method to guide constructive conversations between the individual and the manager

Apply the method to improve engagement and resilience