My Stress Tools Case Study

livingsmart resilience coaching



Initial Findings For Using My Stress Tools in the IBH LivingSmart Resilience Coaching Pilot Study

1. Overall participants' resilience scores improved by almost 10% from the initial survey to the follow-up.

2. Average hours of reduced absenteeism per participant in 30 days: 14 hours

a. Compared to the initial survey, participants receiving coaching decreased the hours a personal problem took the employee from job tasks by an average of 14 O hours over the past 30 days.

b. The 14 hours saved over 30 days includes time the personal problem impacted employee absenteeism through:

- Missed time off
- Being late for work
- Having to leave early from work
- Needing to be on the phone, email, or internet while at work

c. The 14 hours per month is a direct improvement on productivity expected to remain constant, as the participant has acquired lasting resilience skills to address personal problems.

d. 14 hours per month hours increase in job productivity is a very high return on investment for the employer .

3. Every participant completing the program reported a high level of benefit.

4. Each participant recommended the program for other employees wishing to improve stress management and resilience skills.

Skill Improvements Specifically Reported by Participants:

- "Relaxation techniques – specific breathing techniques"
- "Ability to stay in the moment – 'mindfulness'"
- "Stopping negative thinking patterns"
- "Increased altruism – community service work"
- "Response skills to disruptions and changes"
- "Reframing perceptions"
- "Improved self-talk"
- "Focusing on what I can control"
- "Bringing self back to the present – less past regrets and future worry"
- "Less triggered by negative events" "Less emotional reactivity"
- "Reduced unrealistic pressure on self"
- "Improved problem-solving action, and less just being mad"