

CORPORATE STRESS MANAGEMENT

STRESS





*Are You
Stressed ??*

EXERCISE : *Are You Stressed?*



Take a moment to answer the below questions...

1. Do I often feel out of control?
2. Do I feel constant pressure to achieve?
3. Do I have difficulty concentrating?
4. Do I have difficulty falling asleep?
5. Have I experienced a loss or increase of appetite?
6. Do I experience shortness of breath?
7. Do I feel the need to smoke or drink to relax?

If you consistently answer “**yes**” to even 1 of these questions your body may be sending you signals that you are **stressed**.





WHAT IS stress

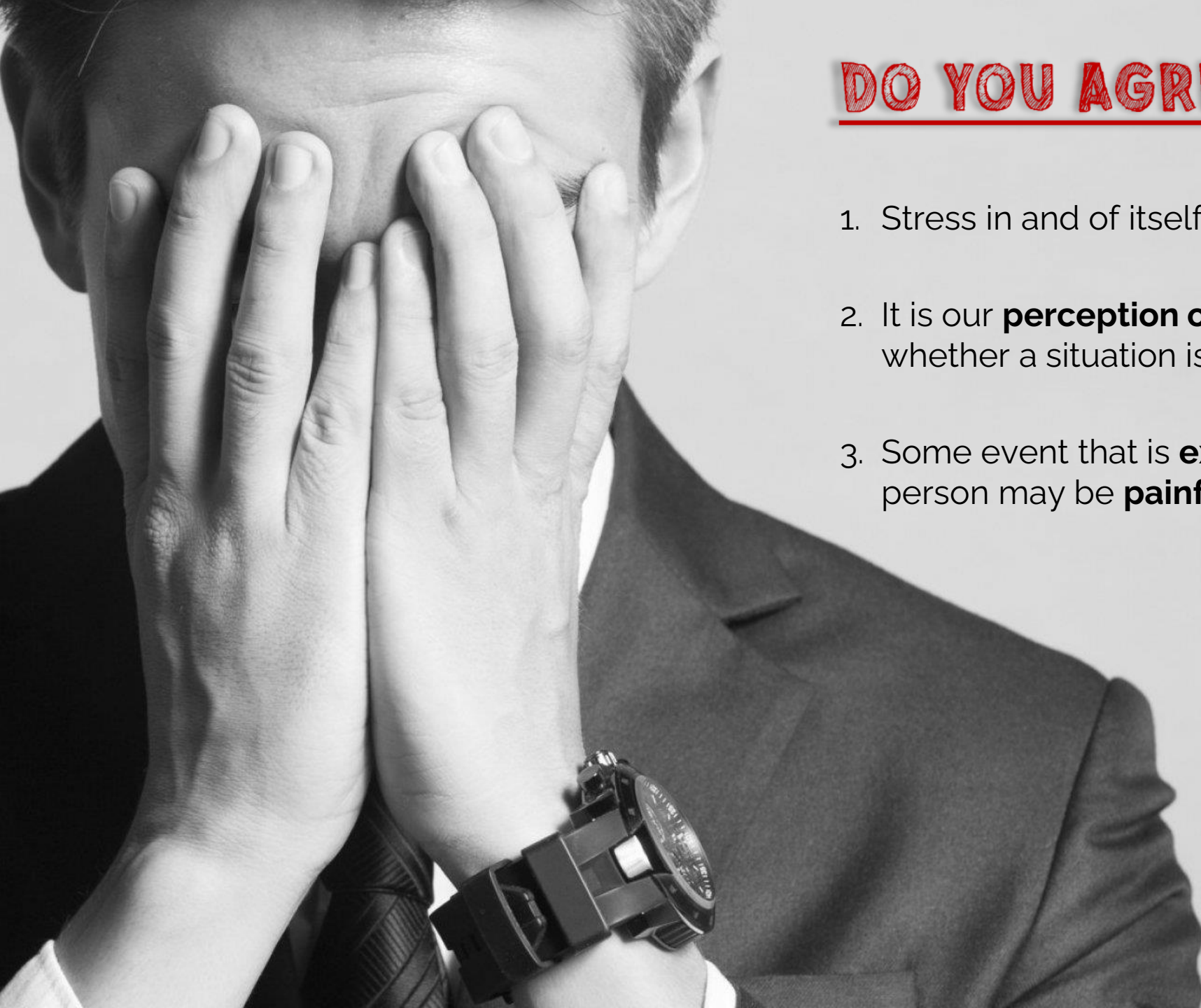
- "the **nonspecific response** of the body to any demand made upon it."
 - Threat
 - Challenge
 - change, which requires the body to adapt
- Anything that **stimulates you and increases** your level of alertness
- Stress is usually perceived as **pressure and strain with a sense of urgency** attached
- Stress is the **adverse reaction** people have to excessive pressure
- The response is **automatic, immediate**



WHAT IS **stress** MANAGEMENT

- Stress Management is the **ability to keep yourself** at a level of stimulation that is healthy and enjoyable for **you**
- **Life without stimulus** would be incredibly boring and dull
- Life with **too much stimulus** becomes unpleasant and exhausting





DO YOU AGREE OR DISAGREE?

1. Stress in and of itself is neither **positive nor negative**.
2. It is our **perception of that stimulus** which determines whether a situation is stressful.
3. Some event that is **exciting and pleasurable** to one person may be **painfully stressful** to another.





EUSTRESS

Eustress or positive stress occurs when your level of stress is high enough to motivate you to move into action to get things accomplished.

- Getting into college
- Getting engaged
- Going in a new Job
- Winning the lottery

Example of EUSTRESS





DISTRESS

Distress or negative stress occurs when your level of stress is either too high or too low and your body and/or mind begin to respond negatively to the stressors.

IMPACT ON
PERCEPTION

DISTRESS

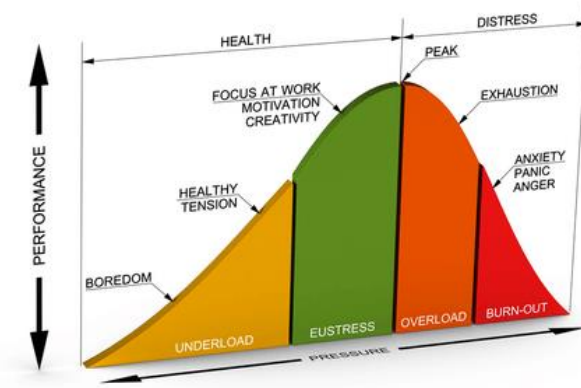
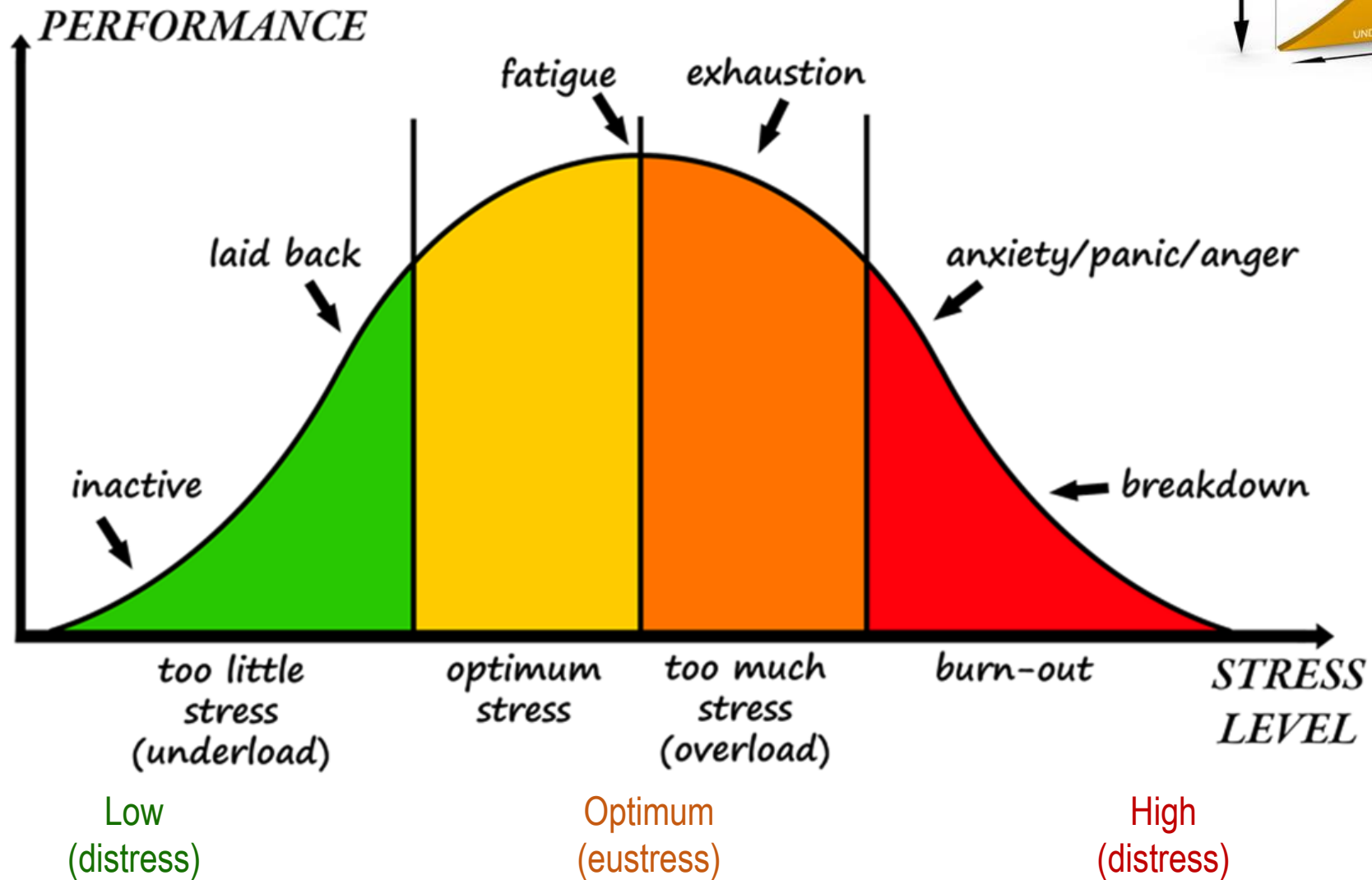


EUSTRESS

Negative threat

Positive challenge

YERKES-DODDSON LAW





Stress is not in our environment...



...it is what we perceive in our mind and body.

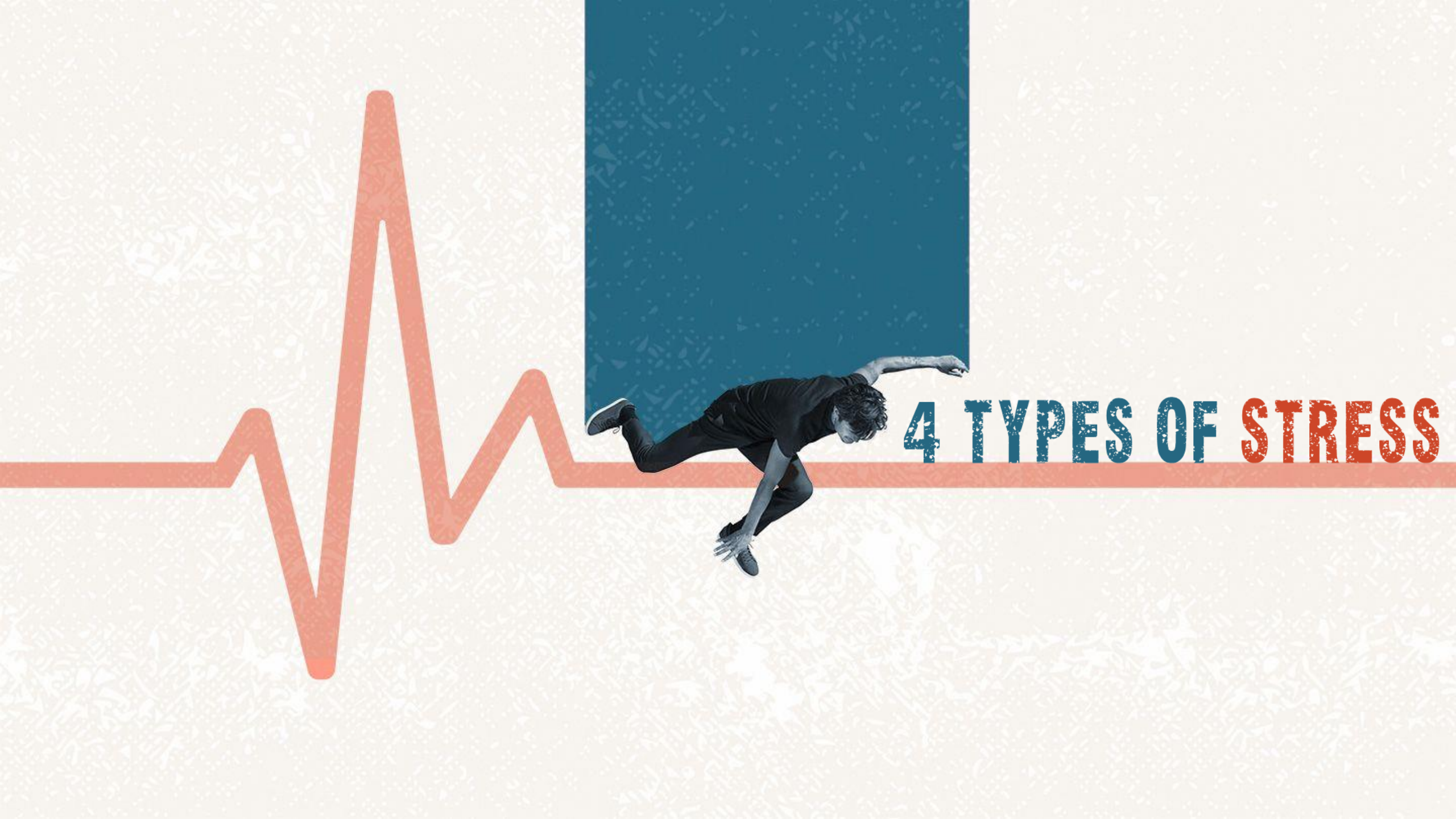


Everything in the world is
Beautiful
depending on your
Thoughts.....

A school bell sounds
irritating at 8 AM.

But the same
bell sounds
melodious at 2 PM....





4 TYPES OF STRESS

1. GENERAL STRESS



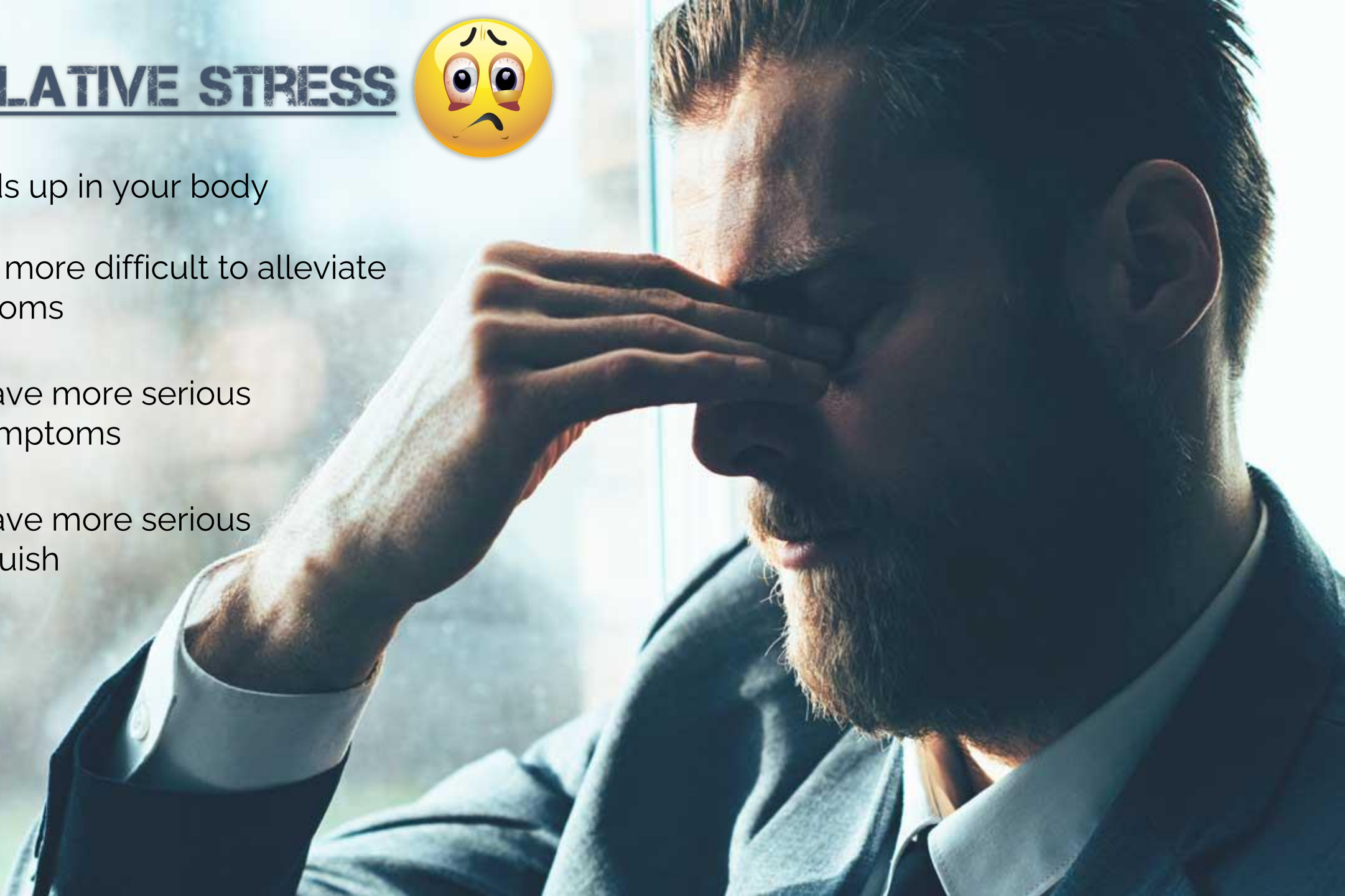
- Everyone has this kind of stress
- It resolves itself within a day or two
- No intervention is necessarily required



2. CUMULATIVE STRESS



- Stress builds up in your body
- It becomes more difficult to alleviate your symptoms
- You may have more serious physical symptoms
- You may have more serious mental anguish



3. Acute Traumatic Stress



- Critical Incident Stress
- Produces considerable psychological distress
- A normal reaction to abnormal events





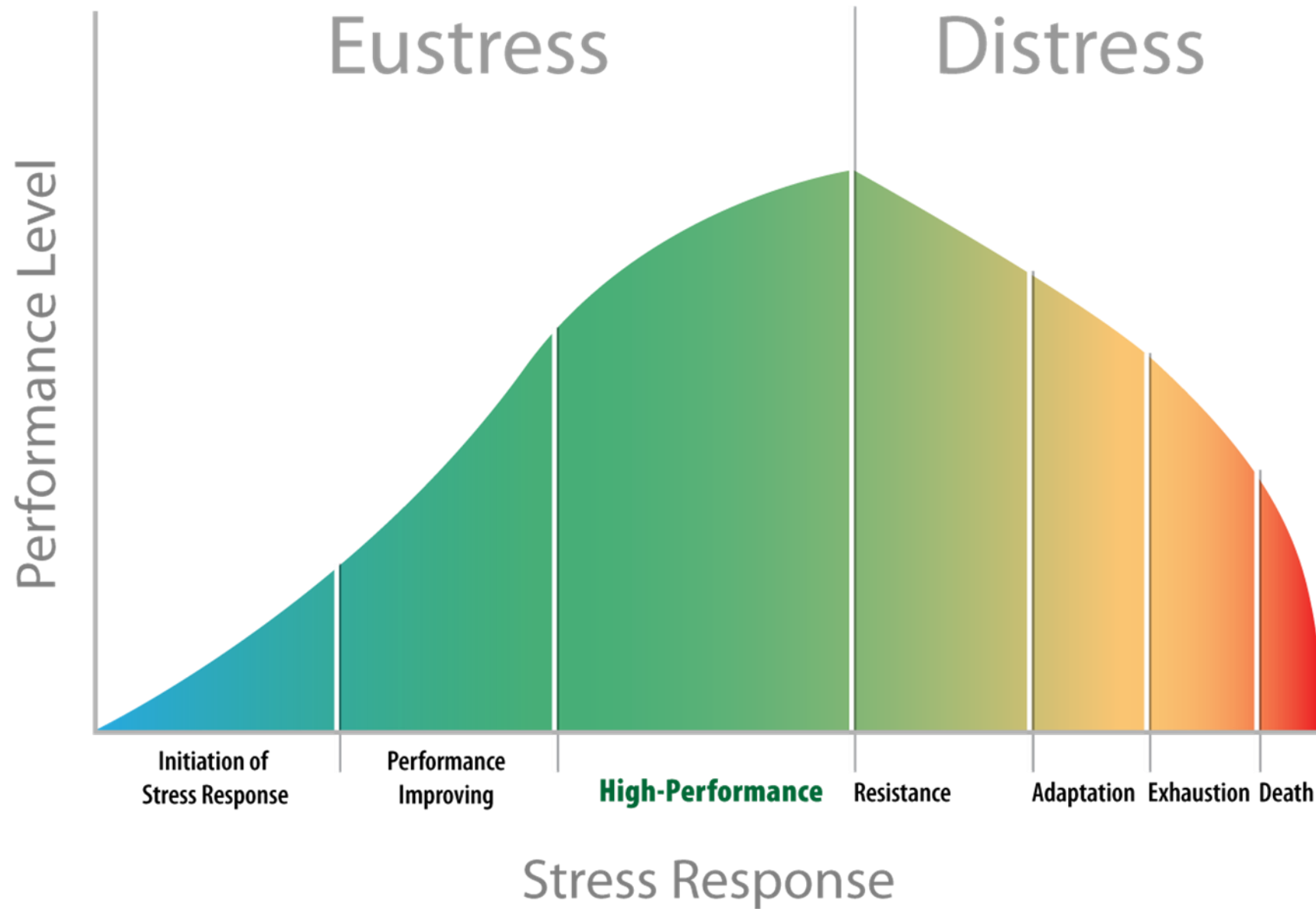
PTSD

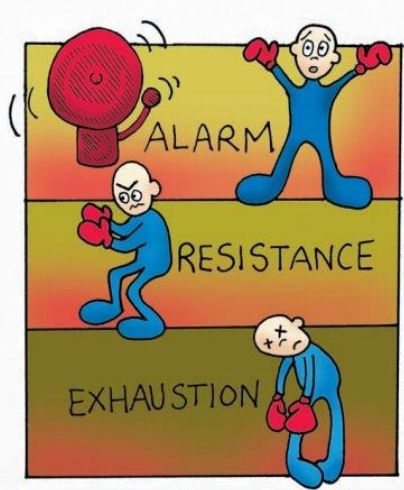
4. Post Traumatic Stress

- Severe stress produced by severe psychological trauma
- Created by unresolved Critical Incident Stress
- Produces lasting changes

The background of the image is composed of numerous overlapping silhouettes of human heads in profile, facing right. These silhouettes are filled with a crumpled paper texture, giving them a three-dimensional, tactile appearance. The silhouettes are arranged in a dense, layered fashion, with some appearing in the foreground and others receding into the background. The color palette is primarily grayscale, with the crumpled paper texture providing a range of light and dark gray tones. A single silhouette, located on the right side of the image, is highlighted with a warm, golden-brown gradient, making it stand out from the others.

STAGES OF stress





Alarm STAGE

As you begin to experience a stressful event or perceive something to be stressful psychological changes occur in your body.

This experience or perception disrupts your body's normal balance and immediately your body begins to respond to the stressor(s) as effectively as possible.



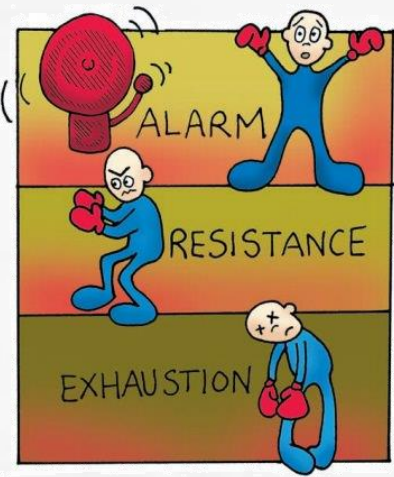
Alarm

STAGE

Examples

- Fight & Flight
- Cardiac - increased heart rate
- Respiratory - increased respiration
- Skin - decreased temperature





Resistance STAGE

- During this stage your body tries to cope or adapt to the stressors by beginning a process of repairing any damage the stressor has caused.
- Your friends, family or co-workers may notice changes in you before you do so it is important to examine their feedback to make sure you do not reach overload.



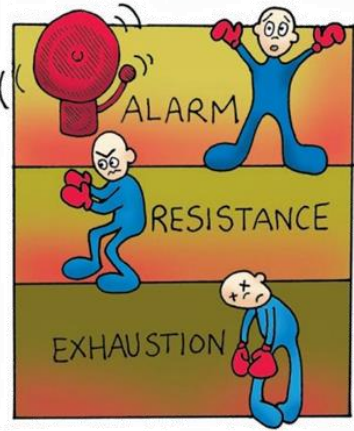


Resistance

STAGE

Examples

- Behavior indicators include: lack of enthusiasm for family, school, work or life in general, withdrawal, change in eating habits, insomnia, hypersomnia, anger, fatigue.
- Cognitive Indicators include: poor problem solving, confusion, nightmares, hyper-vigilance.
- Emotional indicators include:
 - Tearfulness
 - fear
 - anxiety
 - panic
 - guilt
 - agitation
 - depression
 - overwhelmed



Exhaustion STAGE

During this stage the stressor is not being managed effectively and the body and mind are not able to repair the damage.



Exhaustion STAGE

Examples

- Digestive disorders
- Withdrawal
- Headaches
- Tension
- Insomnia
- Loss of temper.



A close-up photograph of a person's hand squeezing a bright red, oval-shaped stress ball. The hand is positioned in the foreground, with the fingers wrapped around the ball. In the background, a computer monitor and a keyboard are visible, slightly out of focus, suggesting an office or workspace environment. The lighting is bright and even.

SOURCES OF **stress**

Time Stressors

- Work overload
- Lack of control

Encounter Stressors

- Role conflicts
- Issue conflicts
- Action conflicts

Situational Stressors

- Unfavorable working conditions
- Rapid change

Anticipatory Stressors

- Unpleasant expectations
- Fear



MANAGE

STRESS

BEFORE

IT

MANAGE

YOU

WORK SITE CHARACTERISTICS

Employees are not free to talk with one another.
Employees are free to talk with one another.

Personal conflicts on the job are common.
Personal conflicts on the job are rare.

Employees are given too little control.
Employees are given enough control.

Management and employees do not talk openly.
Management and employees talk openly.

Management is unsupportive of employees.
Management is supportive of employees.

Sick and vacation benefits are below average.
Sick and vacation benefits are average or better.

Dealing with red tape is common.
Dealing with red tape is rare.

% OF EMPLOYEES
REPORTING
BURNOUT

48%
28

46
22

46
25

44
20

44
20

44
26

40
22

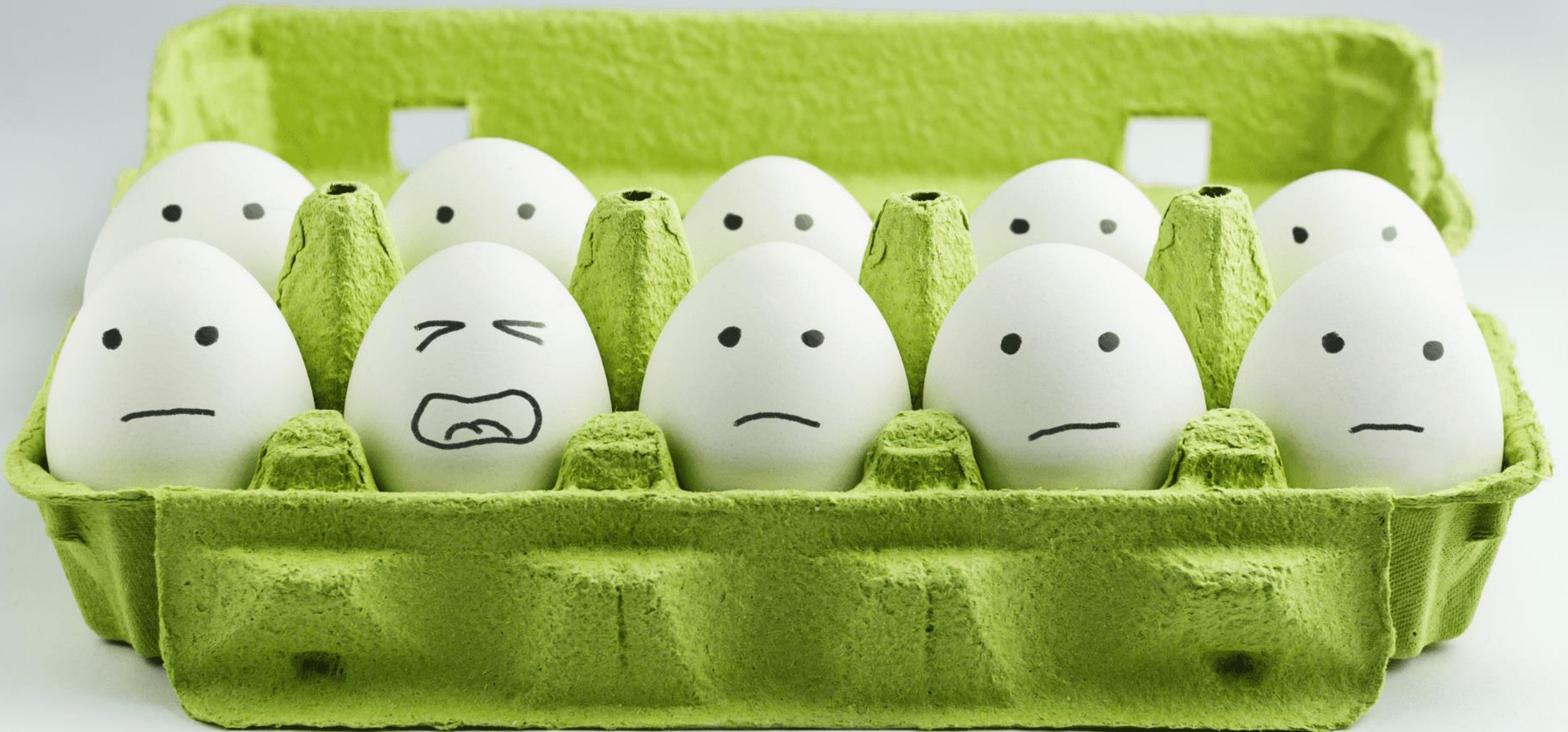


Contributors to Employee Stress

- Downsizing or reorganization
- Large workloads
- Long work hours
- 24/7 technology
- Work/Life obligations
- Health related concerns



Managing Stress at Work



You will never completely remove stress from your life,
but identifying and managing stressors can help maintain
a positive and healthy lifestyle!



7 Steps To Help **manage stress**



1. Eat a balanced and nutritious diet starting with breakfast
2. Get a good night's sleep
3. Volunteer time and services
4. Seek professional help
5. Keep moving – Exercise 30 minutes a day
6. Express your feelings – you're not alone
7. Get to the root of it - remove the stressor or try new coping strategies

BENEFICIAL POLICIES

- Encourage employees to use their vacation days
- Send employees home when they are sick
- Use lunchtime for social activities or walking with colleagues
- Set the expectation that people don't respond to emails over night or over the weekends
- Normalize talking about stress and other mental health problems
- Create quiet spaces for relaxation
- Train managers to recognize signs and symptoms of mental health problems among team members
- Team-building with physical activities (like walk-a-thons)
- Meaningful retreats (initiate dialogues around workplace values, culture, & mental health)



Involve **Employees**

- Solicit feedback and ideas from employees on:
 - Things that stress them out at the workplace
 - Things that they love about the workplace
 - What changes would make them feel happier in the workplace?
 - Do they have positive experiences from other companies that might be adopted?
- Create a workplace wellness committee



A Few Ways Employers Can Help

- Allow some control over schedules
- Include employee input in decision making
- Balance responsibility & authority necessary for tasks
- Set reasonable limits & timelines
- Recognize a job well done
- Resources - health club membership, elder-care & on-site or near- site child care
- Employee Assistance Programs and Wellness Programs
- Review work distribution process – Fair & effective?

