

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?

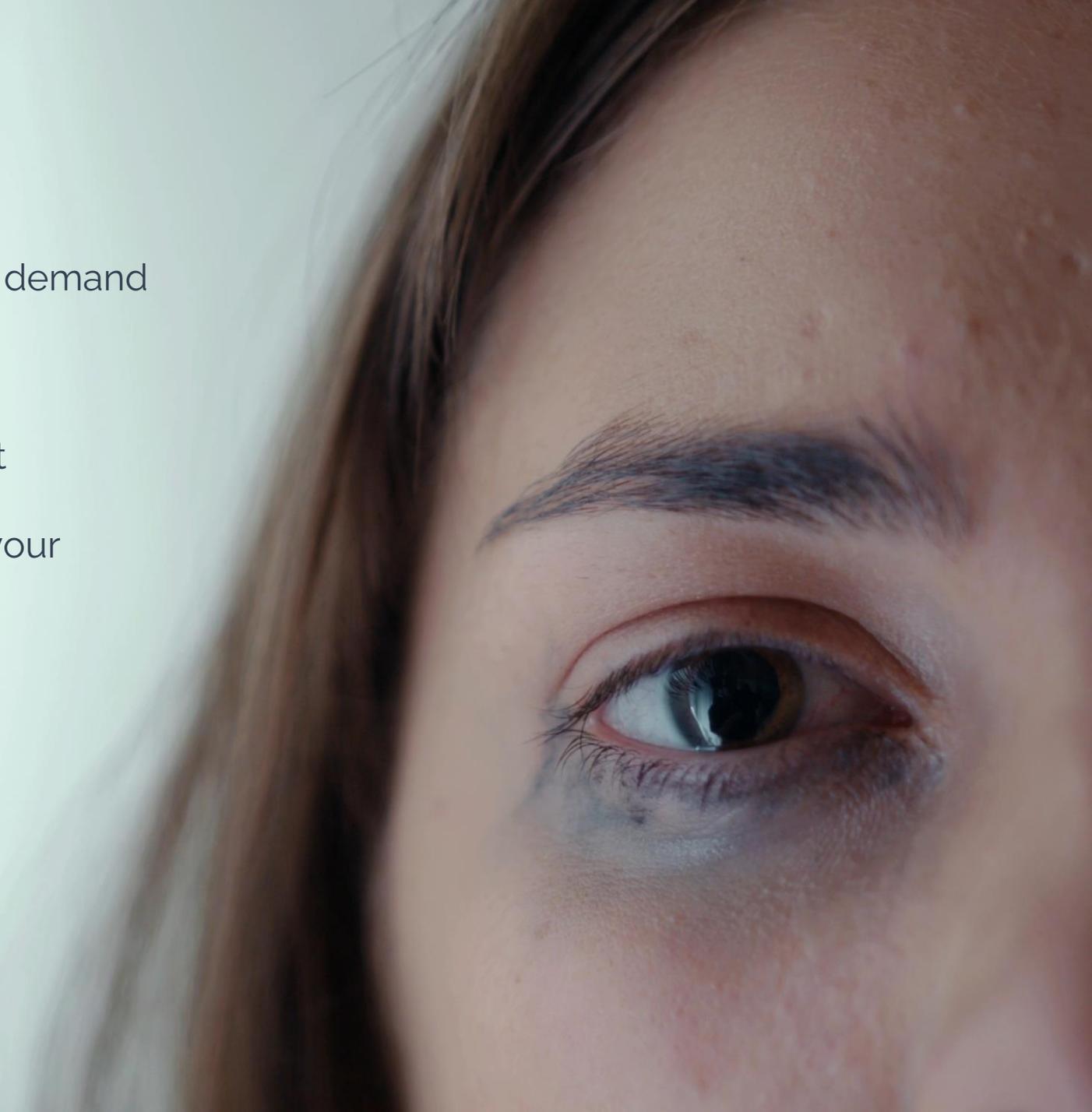
If you consistently answer “**yes**” to even 1 of these questions your body may be sending you signals that you are **stressed**.





WHAT IS stress

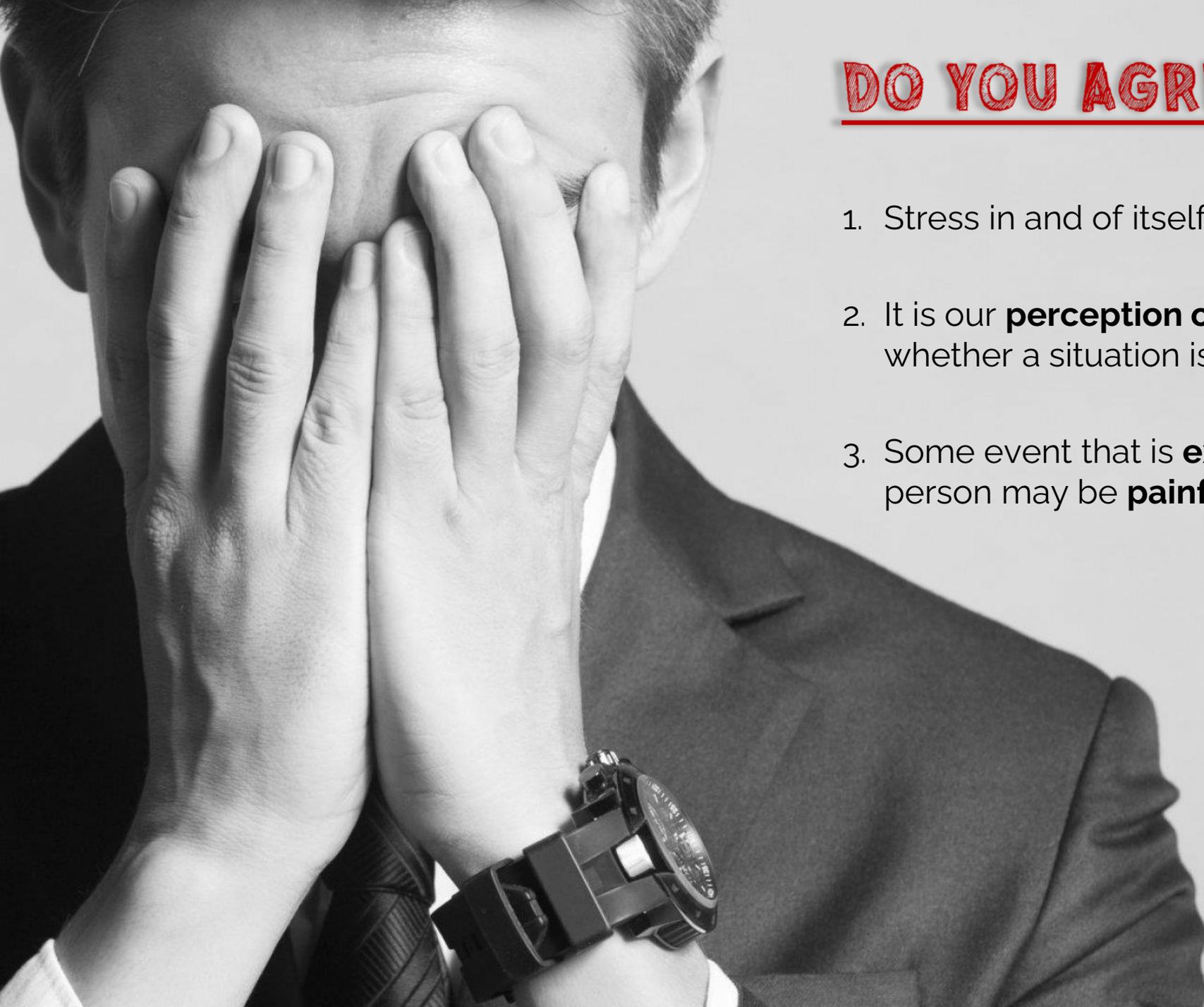
- "the **nonspecific response** of the body to any demand made upon it."
 - Threat
 - Challenge
 - change, which requires the body to adapt
- Anything that **stimulates you and increases** your level of alertness
- Stress is usually perceived as **pressure and strain with a sense of urgency** attached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



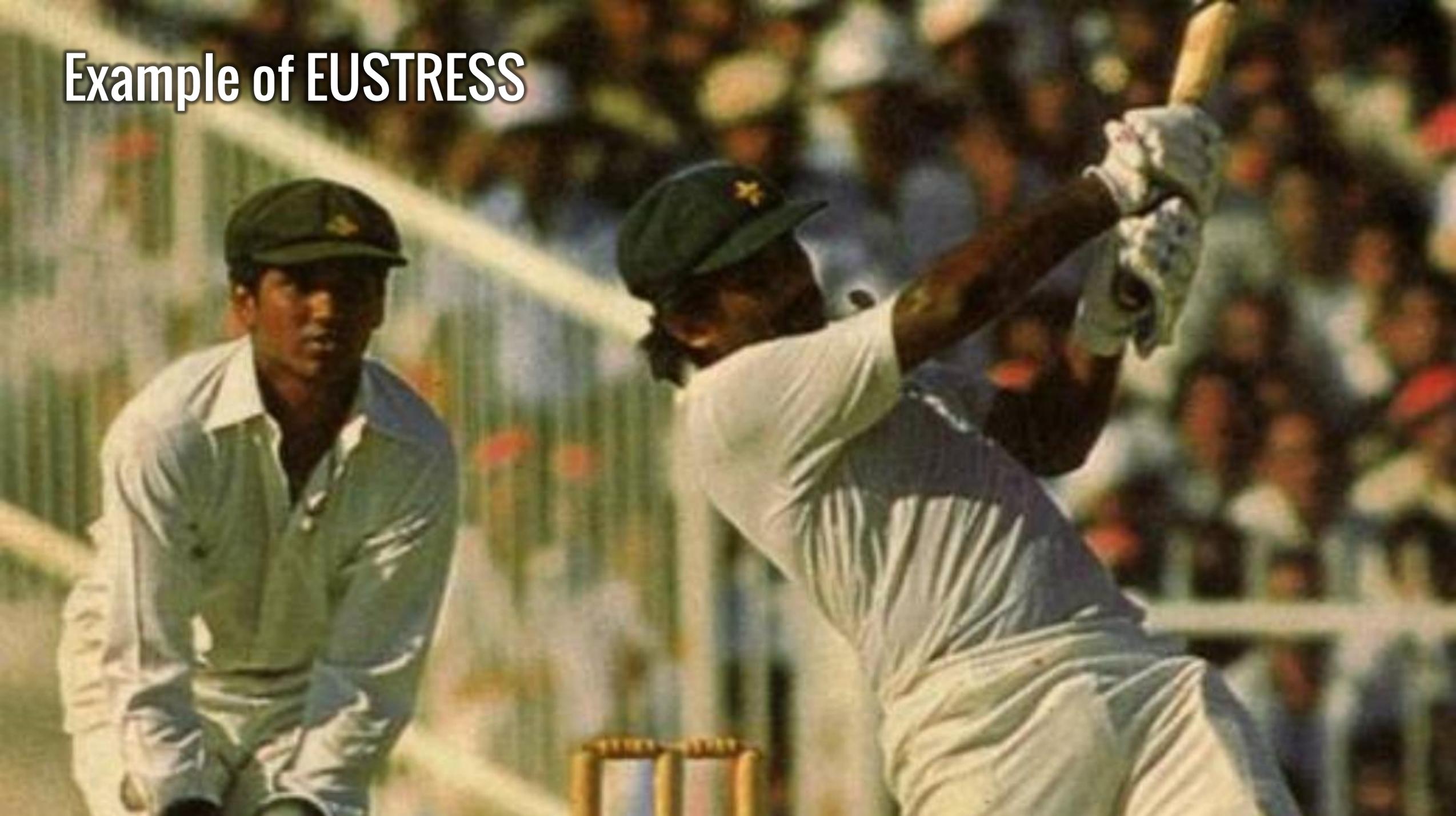


EUSTRESS

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

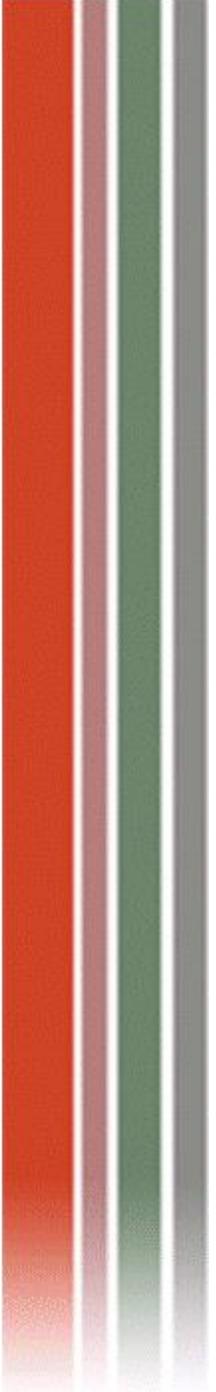
Example of EUSTRESS



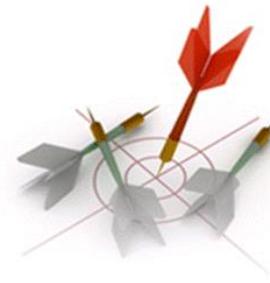


DISTRESS

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.



DISTRESS



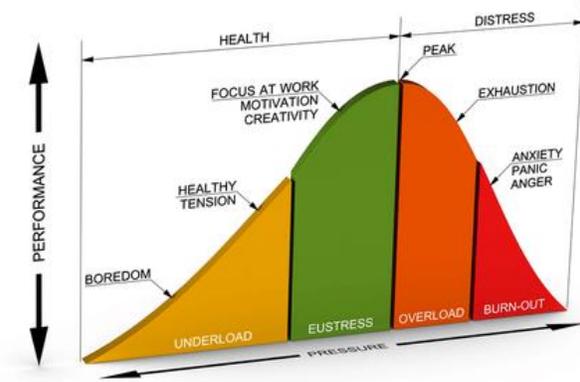
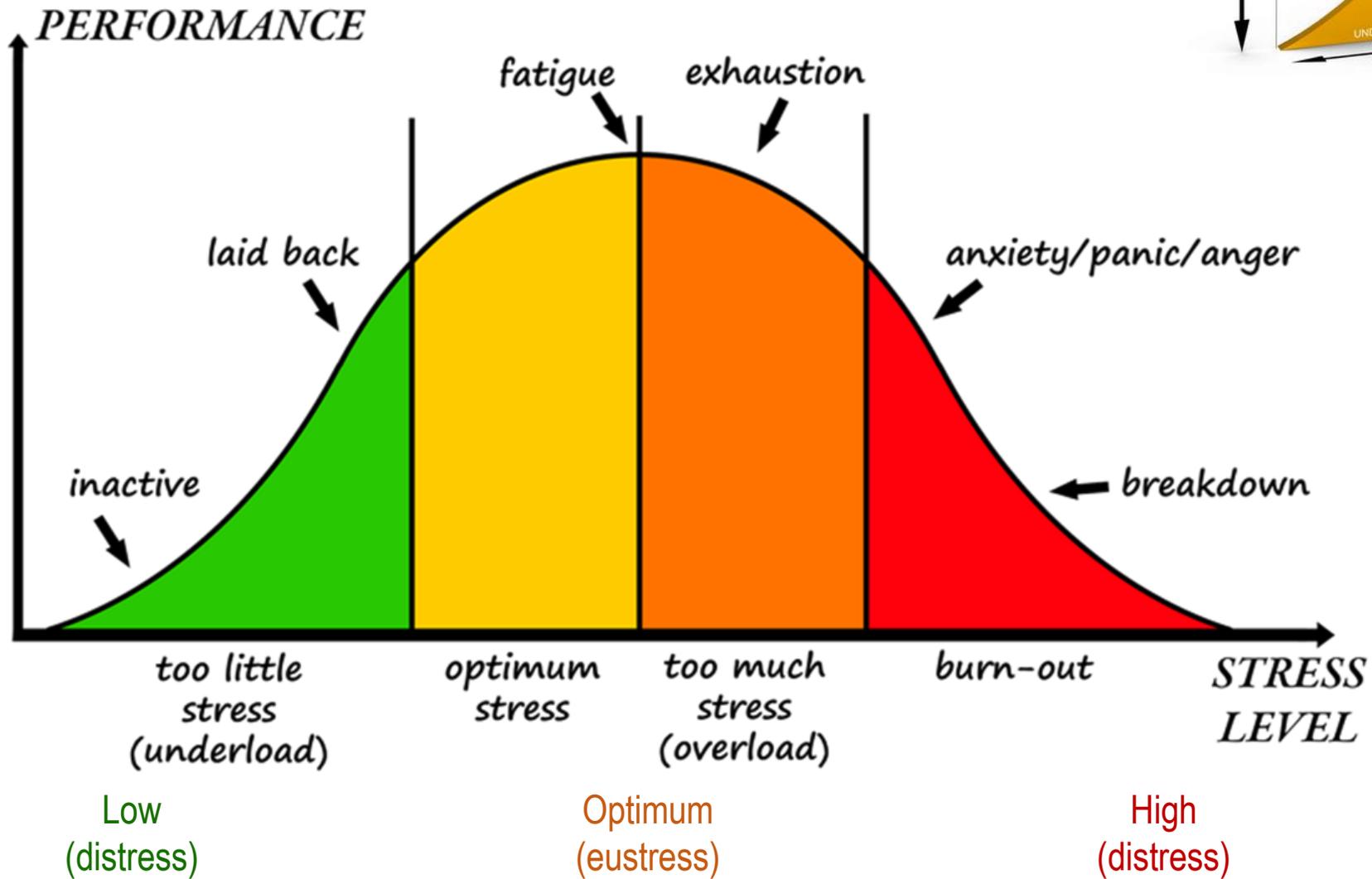
EUSTRESS

IMPACT ON
PERCEPTION

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

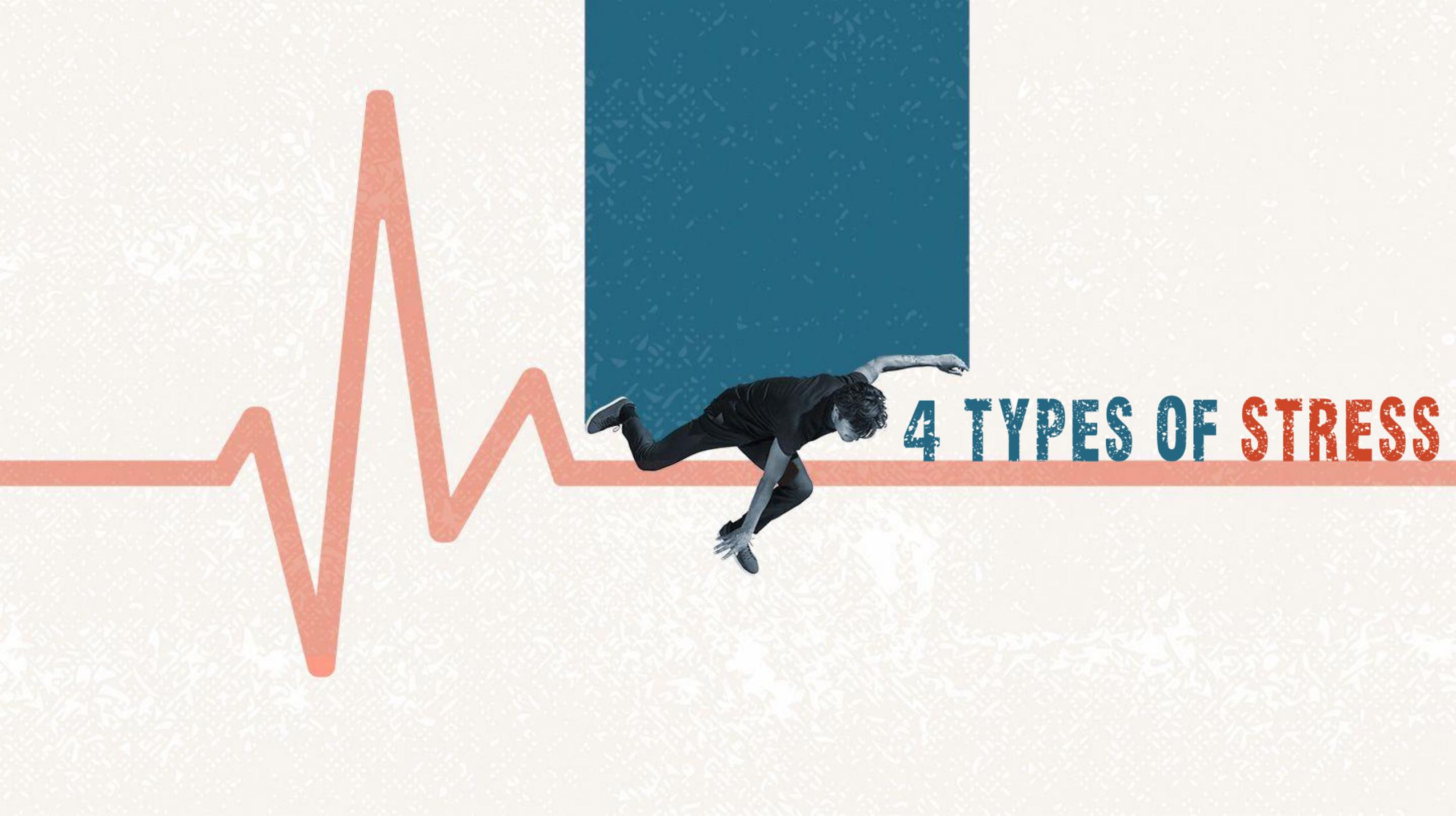
depending on your

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



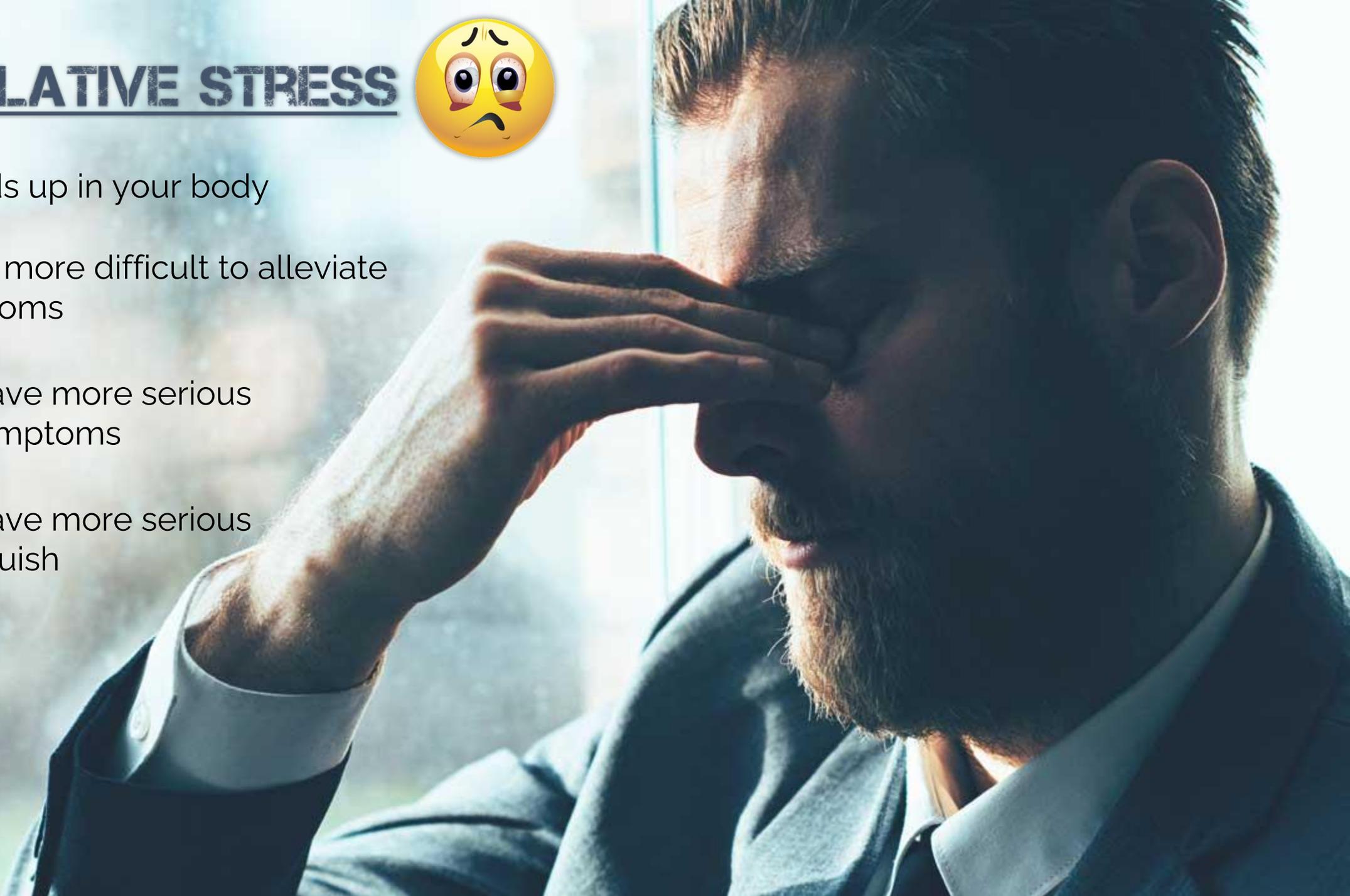
- Everyone has this kind of stress
- It resolves itself within a day or two
- No intervention is necessarily required



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

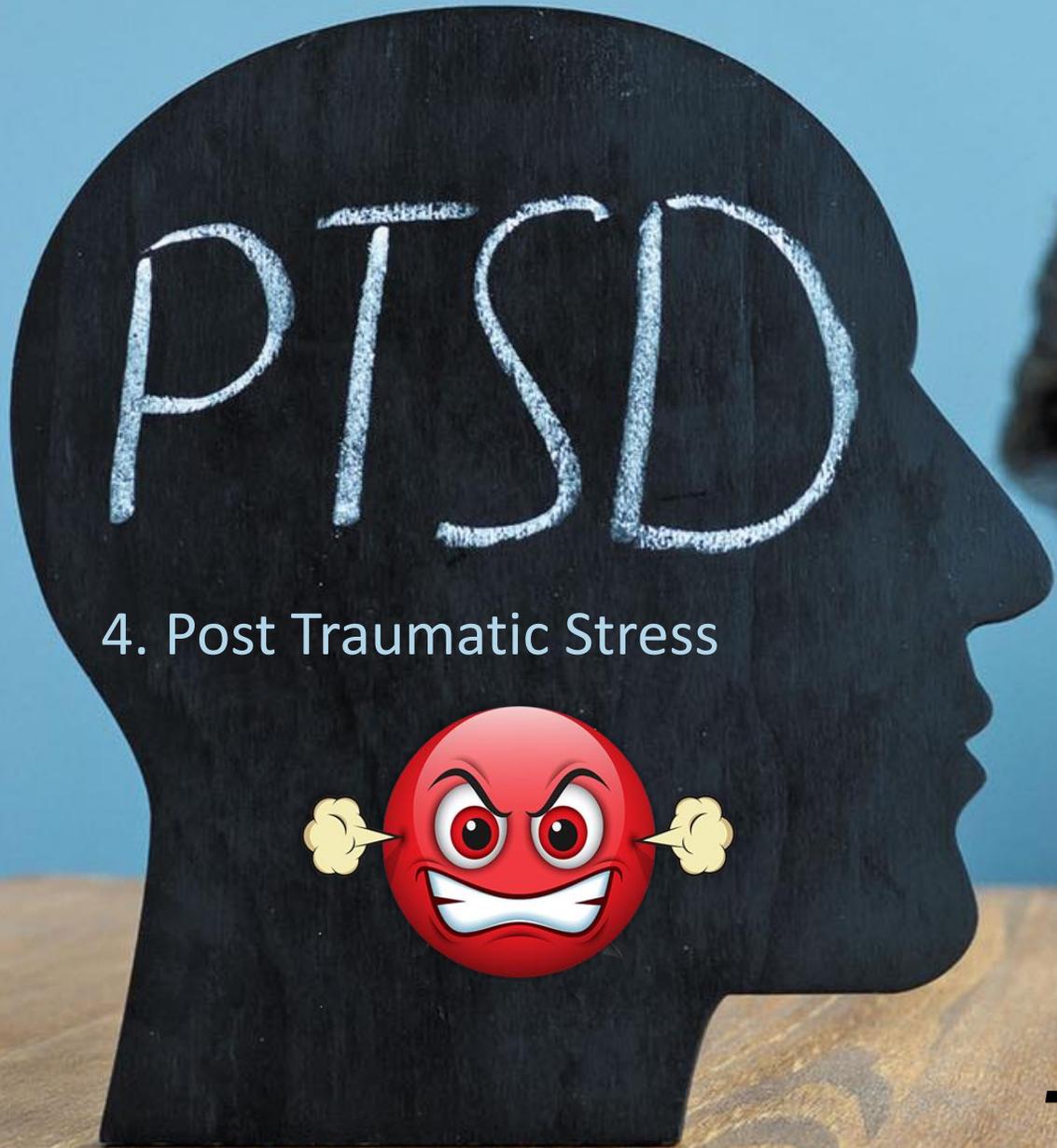


3. Acute Traumatic Stress



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

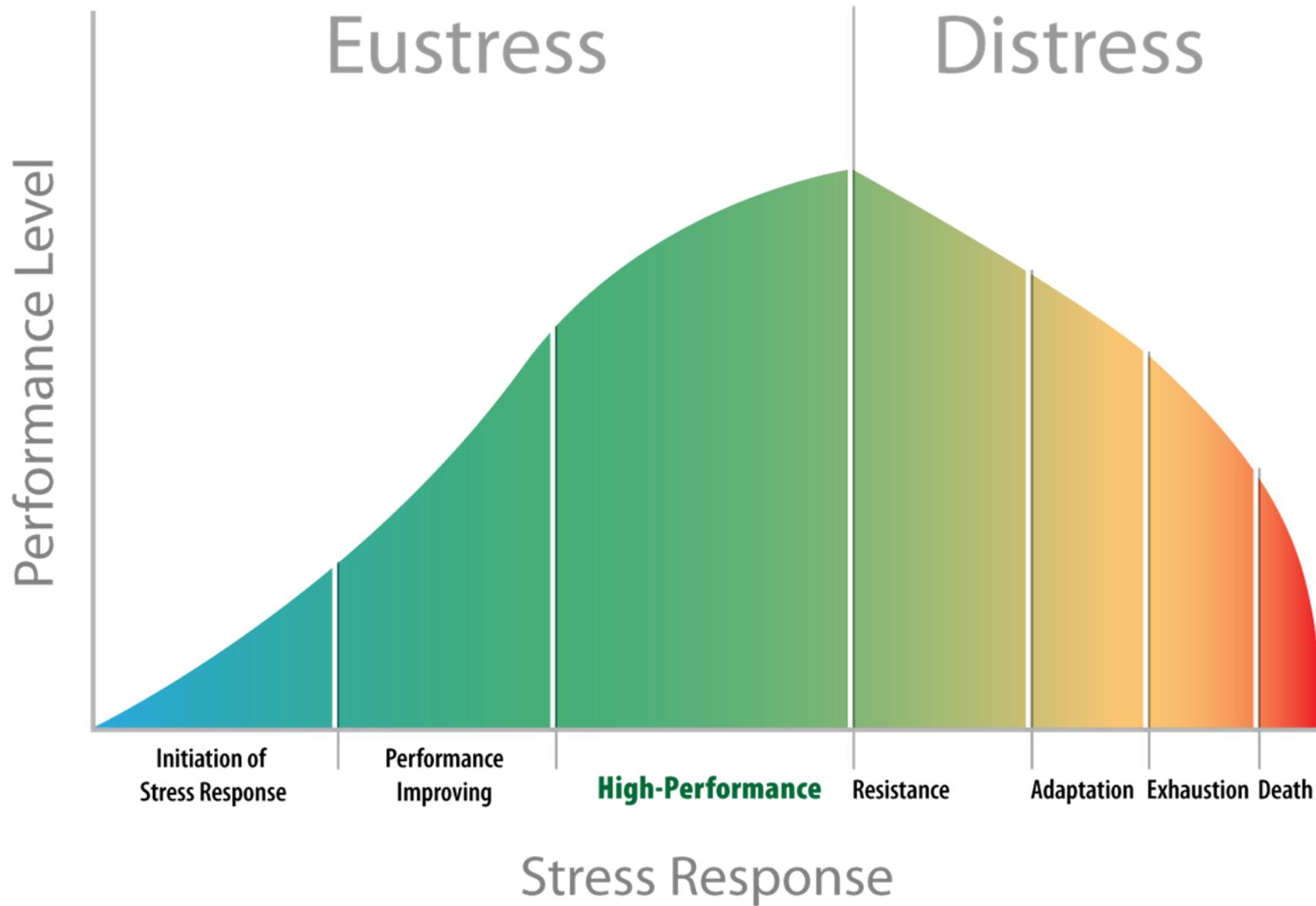


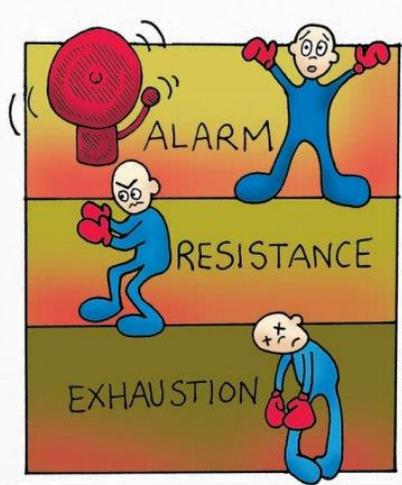


- Severe stress produced by severe psychological trauma
- Created by unresolved Critical Incident Stress
- Produces lasting changes

The background consists of a dense pattern of crumpled white paper. Overlaid on this are several silhouettes of human heads in profile, facing right. Most of these silhouettes are filled with the same crumpled paper texture. One silhouette, located in the upper right quadrant, is filled with a solid, warm golden-brown color, 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.



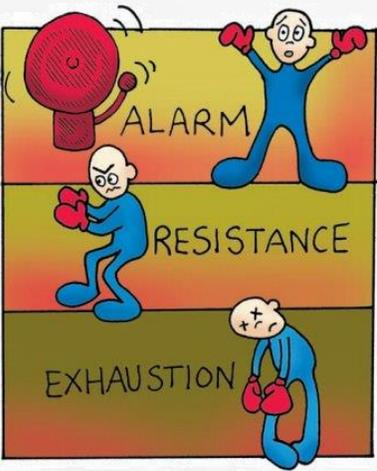
Alarm

STAGE

Examples

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





Resistance STAGE

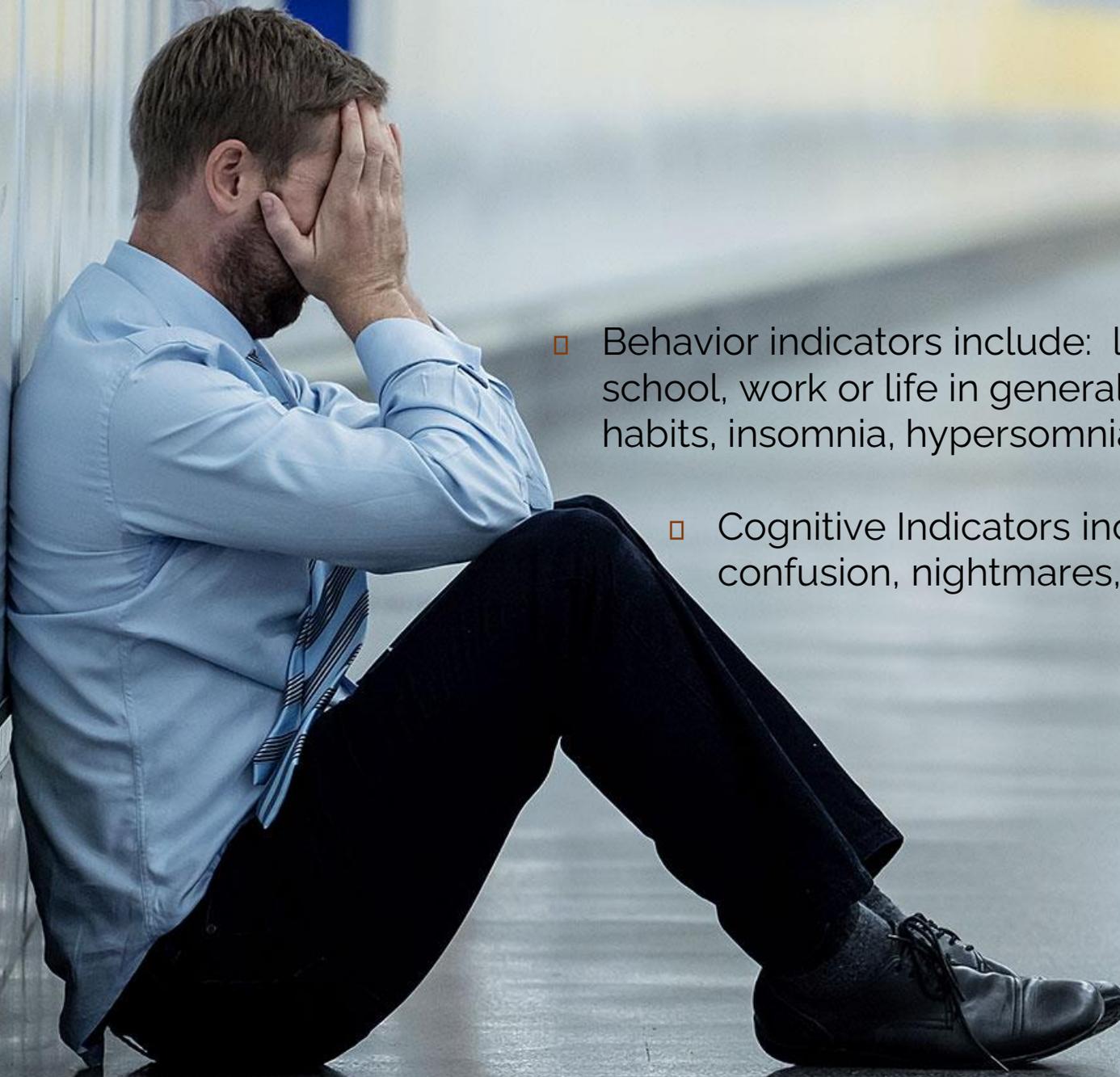


- During this stage your body tries to cope or adapt to the stressors by beginning a process of repairing any damage the stressor has caused.
- Your friends, family or co-workers may notice changes in you before you do so it is important to examine their feedback to make sure you do not reach overload.

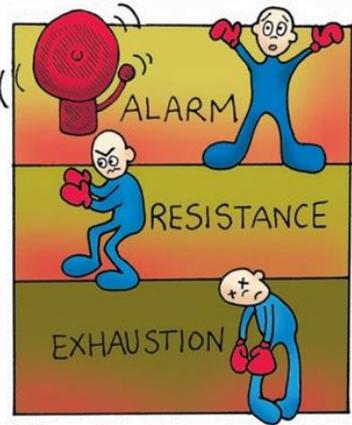
Resistance

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



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

Exhaustion STAGE



Exhaustion
STAGE
Examples

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



A close-up photograph of a person's hand holding a red stress ball. The hand is positioned in the foreground, with the fingers wrapped around the ball. In the background, a computer monitor is visible, displaying some text and graphics, though they are out of focus. The overall scene suggests a professional or office environment where stress management is being discussed.

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

% OF EMPLOYEES REPORTING BURNOUT

Employees are not free to talk with one another.	48%
Employees are free to talk with one another.	28
Personal conflicts on the job are common.	46
Personal conflicts on the job are rare.	22
Employees are given too little control.	46
Employees are given enough control.	25
Management and employees do not talk openly.	44
Management and employees talk openly.	20
Management is unsupportive of employees.	44
Management is supportive of employees.	20
Sick and vacation benefits are below average.	44
Sick and vacation benefits are average or better.	26
Dealing with red tape is common.	40
Dealing with red tape is rare.	22

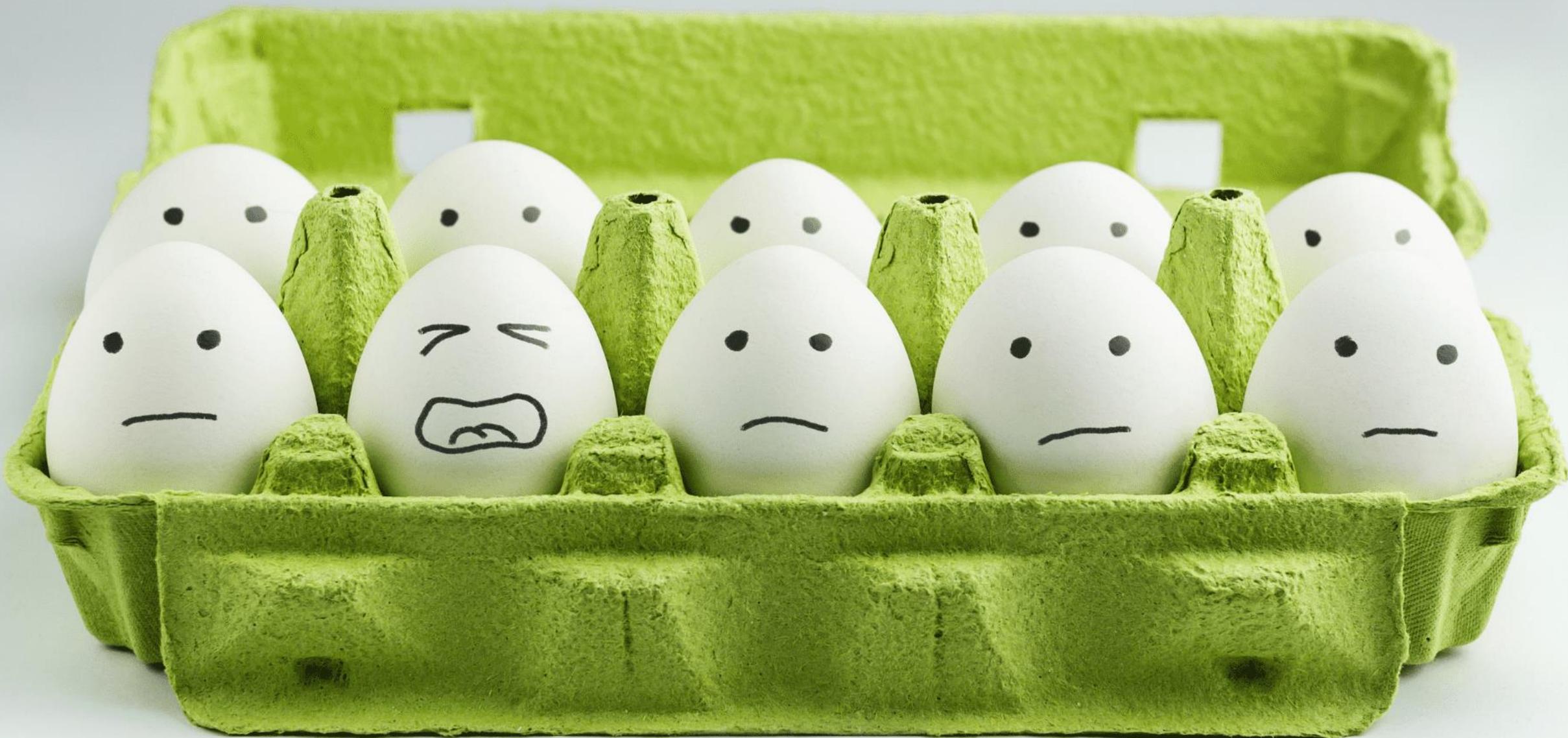


Contributors to Employee Stress

- 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?

