1 Stress Management
   Chill!

2 So How Are You Doing Today?

   • Why are you here today?

3 Most people are unaware they are affected by stress until it causes
   health or other problems.

4 What Stresses You Out?
   • Up to 1/3 of workers report high levels of stress in their work...
   • Work related stress is associated more with health complaints than
     financial or family problems...

5 Are You Stressed?
   How does your body language convey your stress level?
   • How are you breathing?
     —This is not lamaze class!
   • How are you sitting?
   • Where do you carry your stress?
   • Wardrobe?

6 Stress Quiz
   • Own personality/situation
   • Workplace factors

7 High Risk Workers
   • Type “A” personalities
   • Anxiety, fear, phobias, anger, mood swings, and depression,
   • Frequent accidents,
   • Absenteeism,
   • Compulsive behaviors,
2. Obsessive thinking/speaking,
   • Perfectionism,
   • Low self-esteem,
   • Poor interpersonal or family relationships,
   • Procrastination,

11. High Risk Workers
   • Defensiveness,
   • Inability to make decisions/cope with pressure/deal with change,
   • Irritability.

12. 10 Workplace High Risk Situations
   1. Unclear expectations/goals,
   2. Poorly planned work schedules,
   3. Unpleasant or uncaring work environment,
   4. Undue pressure to perform,
   5. Lack of predictability,

13. High Risk of Susceptibility to Stress
   1. Abuse—Drugs, alcohol, food, sex, etc.,
      • Workaholics,
      • Poor health—hypertension, headaches, pain issues, muscle tension,
      • Loss of job, relationship, family member,
      • Major life change—work, marriage, living arrangements.

14. 10 Workplace High Risk Situations
   6. Overbearing supervision,
   7. Lack of supervision, feedback, appreciation,
   8. Too many tasks to perform,
   9. No self-expression or self-direction,
   10. Little or no opportunity for social activities.

16. So, What is Stress?
Our body's attempt to adjust to changes in the environment to maintain a healthy balance.

17 [ ] **Job Stress Definition**
Harmful set of physical and psychological responses that occur when the job requirements do not match our capabilities, resources or needs. (NIOSH)

21 [ ]

22 [ ] **Fight or Flight**
- Our brains don’t distinguish between physical and emotional threats.
- High state of arousal, BUT…
- We can’t run away,
- Or kill someone…

23 [ ] **What’s Wrong With a Little Excitement?**

24 [ ] **Stressors**
Stressors are agents that create our stress response.
1. Environmental
2. Thoughts and Emotions
3. Body

- Can be positive or negative (wedding or divorce).

25 [ ] **Environmental Stressors**
- Chemicals,
- Noise,
- Food,
- Alcohol, Tobacco, Pharmaceuticals
- Overcrowding,
- Traffic,
- Lights,
- Bad Furniture
26 ☐ How Does Media Affect Your Emotions and Your Stress Level?

27 ☐ Let’s Tone it Down a Little…

28 ☐

29 ☐ Too Connected…

- Modern conveniences designed to make our lives easier may provide constant stress.
- Smart phone?

30 ☐

31 ☐

32 ☐

33 ☐ Thoughts and Emotions as Stressors
- Emotional fear and pain cause stress.
- Past losses, battles, pain can cause a stress response when there is no actual threat!

34 ☐ Body Stressors
- Poor Health,
- Obesity,
- Physical Pain,
- Lack of sleep,
- Lack of Exercise.

35 ☐ Stress Management Techniques
- Things to avoid,
- Relaxation,
- Refocus,
- Reframe,
- Healthy Arousal.

36 ☐ How NOT to Cope With Stress
• Avoid alcohol, tobacco and drugs that can aggravate stress' effects,
• Caffeine, energy drinks, sleeping pills,
• Locking the stress inside.

37  We Must Learn How to Relax

38  Simple Things
• Take a break!
• Take your lunch!
• Personal day,
• A vacation is not a vacation if you bring your smart phone.

39  How Do We Relax?
• We have to learn to force our bodies to relax.
• Practice.
• Have a routine.

40  Go to Your Happy Place

41  OK, Let’s Practice

42  Refocus
Take yourself out of the stressful situation, if only in your mind.

43  Gunga Galunga

44  Reframe
• Ask yourself, “In the grand scheme of things, how important is the problem I’m facing?”
• Example: teen perception.

45  Healthy Arousal
• Burn off the adrenalin!
• But what if I don’t have time for a marathon right now?

46 Supervisor Responsibilities
• Know what stress is and how it works.
• Know what problems stress can cause.
• Identify workers suffering from stress.
• Identify work situations that cause or can cause stress.
• Use stress management techniques to manage own stress levels to show good example to others.

47 Supervisor Responsibilities
• Teach and direct other is in stress management techniques.
• Create a work environment that copes with stress in a healthy way
• Provide appropriate solutions.
• Make appropriate referrals for outside help.

48 Problems Caused by Stress
• Reduced productivity,
• High absenteeism,
• Accidents due to poor attention,
• Drug abuse,
• Chemical dependency,
• Employee turnover

49 Problems Caused by Stress (cont.)
• Low Motivation
• Poor interpersonal communication
• Emotional problems
• Poor physical health
• Law suits, workers comp claims, etc.
50 Solutions to Workplace High Risk Situations
   1. Clearly define expectations,
   2. Well thought out work schedules, that accommodate life outside of work,
   3. Create a pleasant and caring work environment,
   4. Appropriate level of pressure to perform,

51 Solutions to Workplace High Risk Situations
   5. Consistent environment—know what to expect,
   6. Appropriate supervision—feedback, show appreciation,
   7. Reasonable number of tasks—span of control=1 to 5,
   8. Self-expression, self-direction,
   9. Social activities.

52 Intervening With Workers Having Stress Problems
   1. Approach the right way,
   2. Be a good role model (“WHY DON'T YOU JUST RELAX?!”),
   3. Respect personal privacy. Focus on performance,
   4. Refer to proper professionals (know how and when),
      – Employee Assistance Programs

53 Benefits of Managing Stress
   • Longer life,
   • Better health,
   • Increased energy/motivation,
   • Clearer thinking,
   • Increased productivity/creativity,
   • Improved relationships—at work and home.

54 Summary
   • Define and keep a clear picture of what is really important in life.
   • Simplify and organize.
   • Remove distractions.
• Purge adrenalin.
• Feed your brain.
• Gunga Galunga.

55 Website Addresses
www.lessons4living.com
www.cdc.gov/niosh/topics/stress/

56 Questions?

57 Contact
➢ Jason Watterson
(800) 748-4440
(435) 213-6869
jwatterson@ulgt.org