



Stress Management

 **Horizon Health**
Organizational Risk Management Center



Objectives Of Training



- Define stress and the stress response
- Be able to recognize and identify your personal stress symptoms
- Understand how our own thoughts and actions can contribute to our stress response
- Be able to manage stress more effectively through improved evaluation and self-care

Stress And The Stress Response



- **Stress** is the body's reaction to a change that requires a physical, mental or emotional adjustment or response.
- Stress can come from any situation or thought that makes you feel a surge of emotions: frustrated, angry, nervous, scared or even excited, thrilled or surprised.
- Stress is caused by an stress-causing factor or "stressor."

Stressors



- Stressors can come in three forms:
 - Distress (Negative Stress)
 - Stress (Neutral Stress)
 - Eustress (Positive Stress)
- How we *perceive* the stressor can determine its impact:
 - Stress Formula: Event (pos. or neg.) + Perception (perceived threat?) + Reaction = Stress Response

Symptoms Of Stress

- Physical symptoms
- Emotional symptoms
- Cognitive symptoms



Contributors To Stress Response



- Stressful thinking
 - Thoughts that create or perpetuate a stressful situation
- Stressful behaviors
 - Behaviors that are spurred by stressful thinking
 - Usually escalates an already stressful situation

Stressful Thinking



- Filtering
- Polarized thinking
- Overgeneralization
- Mind reading
- Catastrophizing
- Personalization
- Control fallacies
- Fallacy of fairness
- Blaming
- Shoulds
- Fallacy of change
- Being right
- Heaven's reward fallacy

Stressful Behaviors



- Worrying about situations I can't control
- Failure to see choices – tunnel vision
- Being a “Professional Procrastinator”
- Perfectionism – expecting it of ourselves and/or others
- Being inflexible, rigid
- Constantly competitive - all situations are win-lose
- Being self critical - focusing on faults vs. strengths
- Failure to set limits or say “No”
- Poor self-care (less sleep, eating poorly, stopping exercise, drink/smoke more when stressed.)
- Expect all problems should be neatly resolved

Strategies To Manage Stress



Stress exercises

- Mind-body
- Physical exercise

Organizational strategies

- Work as biggest source of stress

Control issues

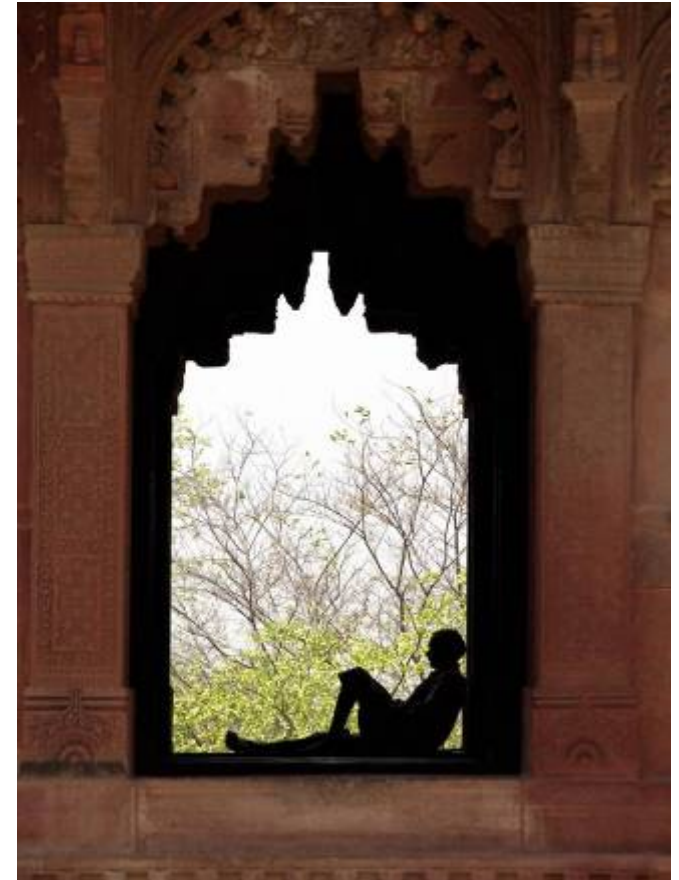
- Locus of control

Life balance

- Multi-faceted approach

Strategies – Mind/Body Exercises

- Progressive relaxation
- Diaphragmatic breathing
- Visualization



Strategies: Physical Exercise



Benefits of physical activity:

- Reduces the risk of dying from coronary heart disease and of developing high blood pressure, colon cancer, and diabetes.
- Can help reduce blood pressure in some people with hypertension.
- Helps maintain healthy bones, muscles, and joints.
- Reduces symptoms of anxiety and depression and fosters improvements in mood and feelings of well-being.
- Helps control weight, develop lean muscle, and reduce body fat

Organizational Strategies



For many of us, work is the single biggest source of stress. Four primary areas to improve our work strategies:

- Managing our time
- Setting realistic limits
- Being assertive
- Taking responsibility

Strategies: Locus Of Control

Outside of my control

Influence

Control

Life Balance

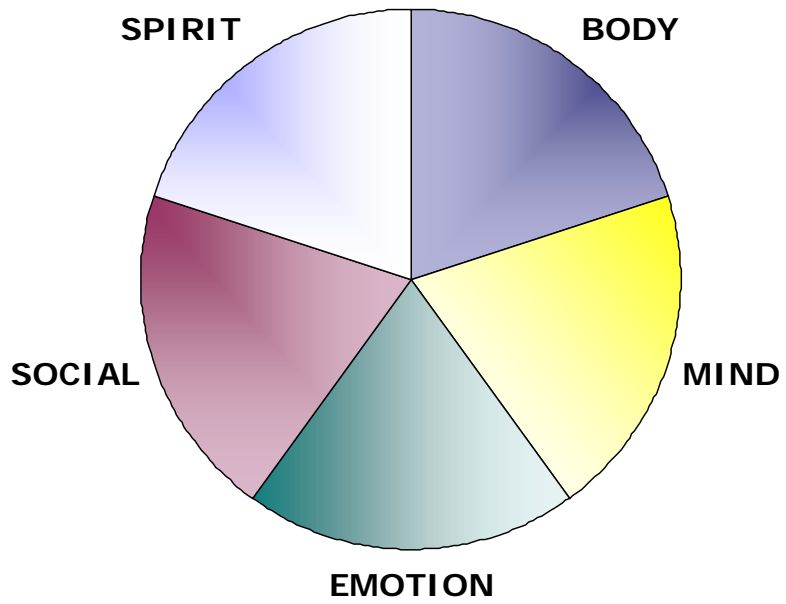


- Family/friends
- Social network
- Work
- Spiritual
- Quiet/meditation
- Recreation/hobbies
- Fun/laughter/humor
- Diet
- Exercise
- Sleep
- Nicotine, alcohol, caffeine, drugs
- Health
- Weight

Balance Wheel



Spiritual Journey
Meditation
Religious Faith
Nature



Assertive behavior
Asking for help
Reaching out
Friendship
Fun, humor

Expressing emotions
Using self-talk
Talk with trusted others
Breathing & relaxation

Body Relaxation
Exercise
Diet
Medication
Meditation

Visual imagery
Challenging stress-producing thoughts
Positive affirmation
Meditation
Change beliefs/ attitudes

Self-care Strategies



- Develop a wider variety of sources of gratification in your life, family, friends, hobbies, interests. Plan occasional special weekends or mini-vacations.
- If you have difficulty saying “NO”, consider taking a course in assertiveness training or life balance training. Setting boundaries is important.
- Don't overlook the emotional resources available to you that are close at hand: co-workers, supervisors, spouse and friends.

Review Stress Management



- Questions?
- What is the one thing that you will take away from this session today?

Don't forget the EAP is available to help with stress management!

Thank you for attending!
Call (xxx) xxx-xxxx

Q & A

