

Stress & Resiliency

When it is me versus the world...



EFR WORKPLACE SERVICES

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Anything is Possible When You Have the Right Resources

Areas Covered

- ❖ Explore personal stressors
- ❖ Learn how to develop a “Resiliency” attitude in dealing with stress and the everyday demands of life
- ❖ Be able to implement “Resiliency” qualities and behaviors into your life to overcome the negative impact of stress
- ❖ Discover skills to deal effectively with stress

What Are Your Stress Signals?

- ❖ Identify *stress reactions*
- ❖ Know your triggers
- ❖ What messages you knowingly and *unknowingly* send to others?



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Poll Questions

- Set 1

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Acute vs. Chronic Stress

- ❖ **Acute stress** is a short-term reaction to an immediate threat. Also known as the fight or flight response (Hans Selye)
- ❖ **Chronic stress** is long-term and ongoing; stressful situations keep occurring with no time to recover. The flight or fight response is suppressed, and stress accumulates

***Self-monitor: rate your stress level
10(high) to 1 (low)***

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What is Stress? How does it work?

- ❖ **Stress = the amount and pace of change/demands we experience divided by the coping skills available to us**
- ❖ **In a nutshell: when perceived change/demands exceed *perceived resources***
- ❖ **Coping responses are learned**

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Three Sources of Stress

1. The Environment
2. Our Bodies
3. Our Thoughts



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The Environment

- ❖ Weather
- ❖ Noise
- ❖ Traffic
- ❖ Crowding
- ❖ Time pressures
- ❖ Performance standards
- ❖ Interpersonal demands
- ❖ World events



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Our Bodies

- ❖ Aging
- ❖ Illness
- ❖ Accidents
- ❖ Chronic pain
- ❖ Lack of exercise
- ❖ Poor nutrition
- ❖ Sleep disturbances



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Our Thoughts



How we interpret, perceive, and label our experiences are directly related to stress levels!

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Poll Questions

- Set 2

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A Good place to Start

❖ Making *stress* manageable

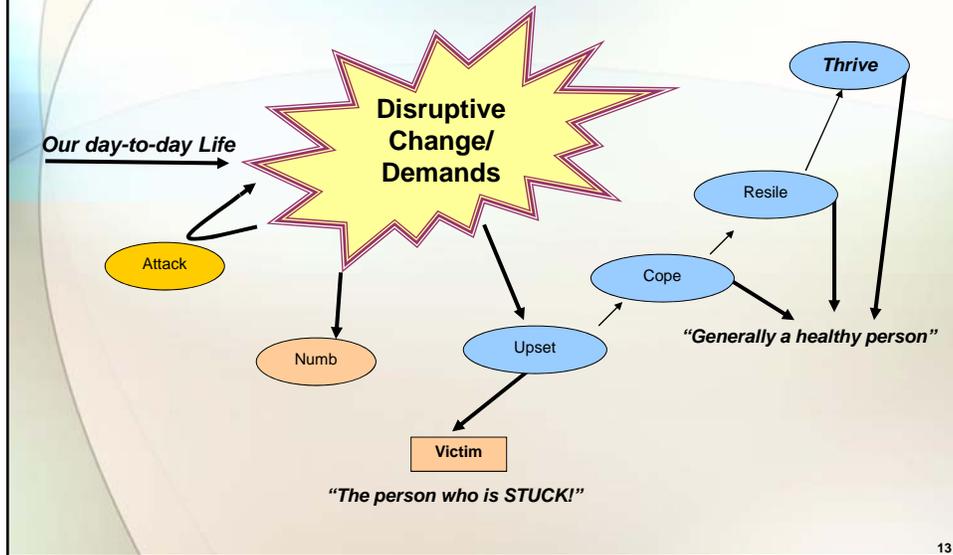
- ✓ Know yourself...
- ✓ Be purposeful...
- ✓ Seek the positive...



See Handout

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How does Resiliency work?



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The Process of Change & Managing the Unknown

- ***The ending*** — This stage involves either voluntarily or involuntarily ending an attachment to an old way of doing things, or a familiar person, place or job.
- ***The transition*** — In this stage, people start to let go and move on. This stage can be easier if you know what to expect in the future.
- ***The beginning*** — In time, people take ownership of change. Once you've moved along in the transition, you'll begin to return to a sense of normalcy.

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Resiliency Tips

1. **Develop your Resiliency skills**
2. **Learned Optimism**
3. **Relaxation**



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Resiliency Skills

- ❖ **Assessment**
- ❖ **Taking action and control**
- ❖ **Seek out articles and support for becoming more resilient**



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Learned Optimism

Optimism = Open to change/Overcomes demanding experiences

“I Can...”

Pessimism = Resistant to change/Fails to overcome demanding experiences

“I Can’t...”

The use of positive language alone can begin to have an impact on a persons outlook!

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Relaxation

- ❖ Diaphragmatic Breathing
- ❖ Guided Imagery
- ❖ Progressive Muscle Relaxation



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Use Techniques at your desk or work station

- ❖ Slow deep breaths
- ❖ Shoulder shrug
- ❖ Neck roll
- ❖ Joint rotation
- ❖ Tensing/relaxing



Let's try combining techniques!

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EAP can help...

- ✓ 24-hour telephone access to EAP counselors
- ✓ Any areas of concern
- ✓ Caring, skilled consultation
- ✓ Appropriate referrals
- ✓ Unlimited web site access: www.efr.org/eap



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Life Coaching

- Assignment of Life Coach
- Personal, secure website
- Scheduled telephone sessions
- Non-synchronized 24-hour access to Life Coach on personal website
- Relevant articles posted by Life Coach
- Personal website journal
- Up to 8 weeks of web-based and telephone assistance



Call 800-327-4692 to discuss the impact a Coach can have on your life!

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EAP Web Site

- www.efr.org/eap
Access Code:
State of Iowa Employee
- *More secure and easier to navigate*
- **Achieve Solutions**
 - ✓ Articles
 - ✓ Self-assessments



Ultimate Thoughts of Stress



**Stress and coping
with ever changing
and demand
situations is a
constant...**

*How we respond is our
choice!*

You Choose!!...

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Thank You!

Final comments or questions
Evaluations...



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Call anytime at 800-327-4692

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