

From Stress to Success

STRATEGIES TO DEFEAT WORKPLACE
STRESS

Objectives

Learn the importance of managing workplace stressors

Identify types and common sources of job stress

Describe effects of uncontrolled stress

Recognize signs of routine stress

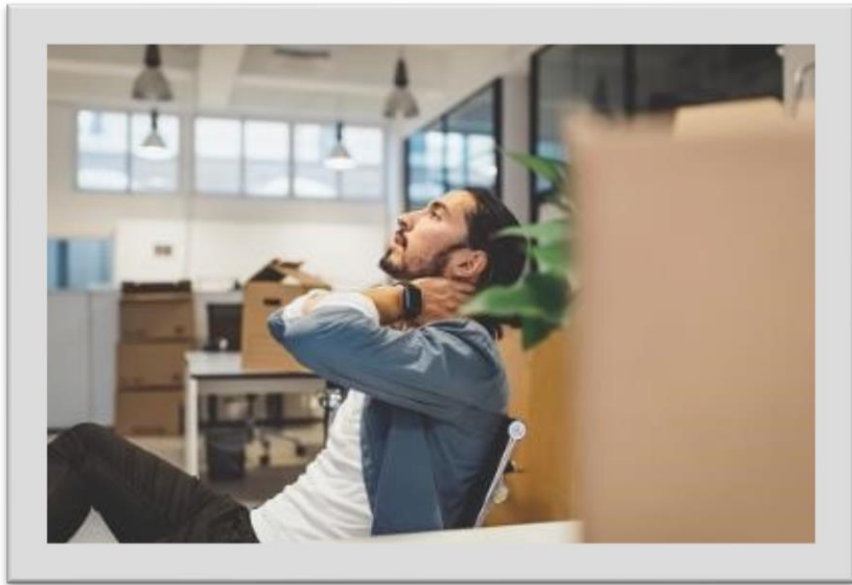
Discuss workplace stress-busting tips

Learn how to utilize the EAP to effectively address workplace stressors

Learn the importance of managing
workplace stressors

Define work-related stress

Stress vs. Pressure



Identify types and common sources of job stress

Hardest job ever:
Working in a
bubble factory.
Imagine the self-
control needed...



We all have stressors and want to eliminate stress

"The easiest job in the world has to be coroner. Surgery on dead people. What's the worst thing that could happen? If everything went wrong, maybe you'd get a pulse."

~Dennis Miller

Factors that increase workplace stress

Traumatic incidents

Accidents/fatalities

Criminal acts/robberies

Workplace violence and suicides



Other factors



“My life has been full of terrible misfortunes
most of which never happened.”

~Michel de Montaigne



Describe the effects of uncontrolled stress

Uncontrolled stress can lead to . . .



Health problems



Increased missed work days



Lower productivity



Increased risk for workplace accidents/injuries



Higher medical costs



Depression, anxiety, anger or irritability



Recognize signs of routine stress

Recognize signs of routine Stress

No longer laughing at work

Miscommunicating with co-workers, supervisors and/or customers

Making rookie mistakes

Increased absences and time away from work

Presenteeism – you work even when you don't feel well

Apathy/lost your passion or interest in your work

Tiredness and irritability

Indecisiveness and poor judgment

Workplace stress-busting tips



Food for thought . . .

“The secret of change is to focus all of your energy not on fighting the old, but building the new. “

~Socrates

When nothing goes right . . . *go left*

“Learn from the mistakes of others, you can never live long enough to make them all yourself.”

~Groucho Marx

Think outside the box

Better yet, throw away the box!



Simple assignment . . .

Pick one positivity exercise to do for three weeks:

1. Write three things to be grateful for.
2. Write a positive message to a co-worker, friend or family member.
3. Meditate for two minutes.
4. Exercise for 10 minutes.
5. Take two minutes to write down the best thing that happened over the past 24 hours.



Results of positivity study

On a diagnosis scale for positivity exercises, employees:
showed less stress
were more positive about their jobs
were significantly more productive

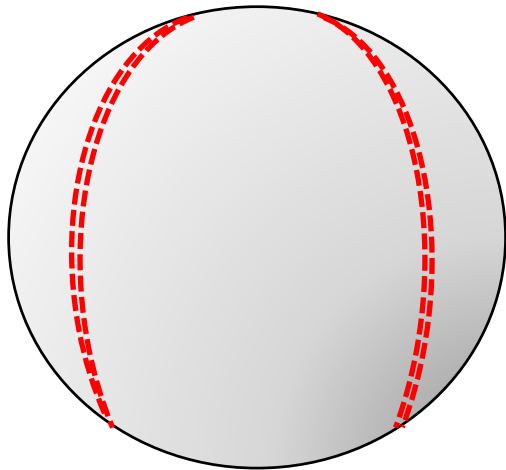
Researchers followed-up with employees four months after tax season. Results showed:

continued positivity

employees were more engaged and their scores were 24% higher than at the beginning of the study.



“A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results”.



~Wade Boggs

Additional methods to defeat stress

Have self-compassion

Think about the “Big Picture”

Rely on routines; limit decisions

Take a Few Minutes to do something you find ***interesting***

Add ‘*where* and ‘*when*’ to your ‘To Do List’ so you can check off completed tasks

Preplan a positive emotional response to any stressor

View your work as progress, not perfection. Note your progress.

Contribute to creating a pleasant working environment; make it fun!

Be a team player

Respect and appreciate coworkers

“TEAMWORK means never having to take all the blame yourself. “



Learn how to use your EAP benefits to effectively address workplace stressors

EAP benefits

Available 24 hours/day, 7 days/week, 365 days/year

Confidential consultation with an experienced clinician

Coaching

Live or recorded webinars online (resilience, managing stress, improving communication, managing anger, improving health and wellness, etc.)

Online, self-paced programs to help reduce stress (i.e., FearFighter)

Online articles and tip sheets

Online chat

Critical Incident Response support services



Summary

Discussed the importance of managing workplace stressors

Defined types and common sources of job stress

Described effects of uncontrolled stress

Discussed how to recognize signs of stress

Identified workplace stress-busting tips

Explained options for utilizing your EAP to effectively address workplace stressors

Your Employee Assistance Program

Call toll-free or visit us on the web

24 hours a day/7 days a week

Thank you!

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