



WORKPLACE STRESS:

A collective challenge



STRESS MANAGEMENT

We will discuss two important aspects:

- Understanding Stress
- Practical Guidelines to Stress Management

Stress

The No.1 disease of the modern age

All pervasive

The Hidden Enemy

Uniquely different from other diseases

Underlying factor for a variety of physical & mental illnesses



ARE YOU STRESSED?



"I'M AFRAID YOU FAILED
YOUR STRESS TEST."

AAAARGH!



Boh



What is STRESS ?



The adverse reaction people have to excessive pressure or other types of demand placed on them - HSE







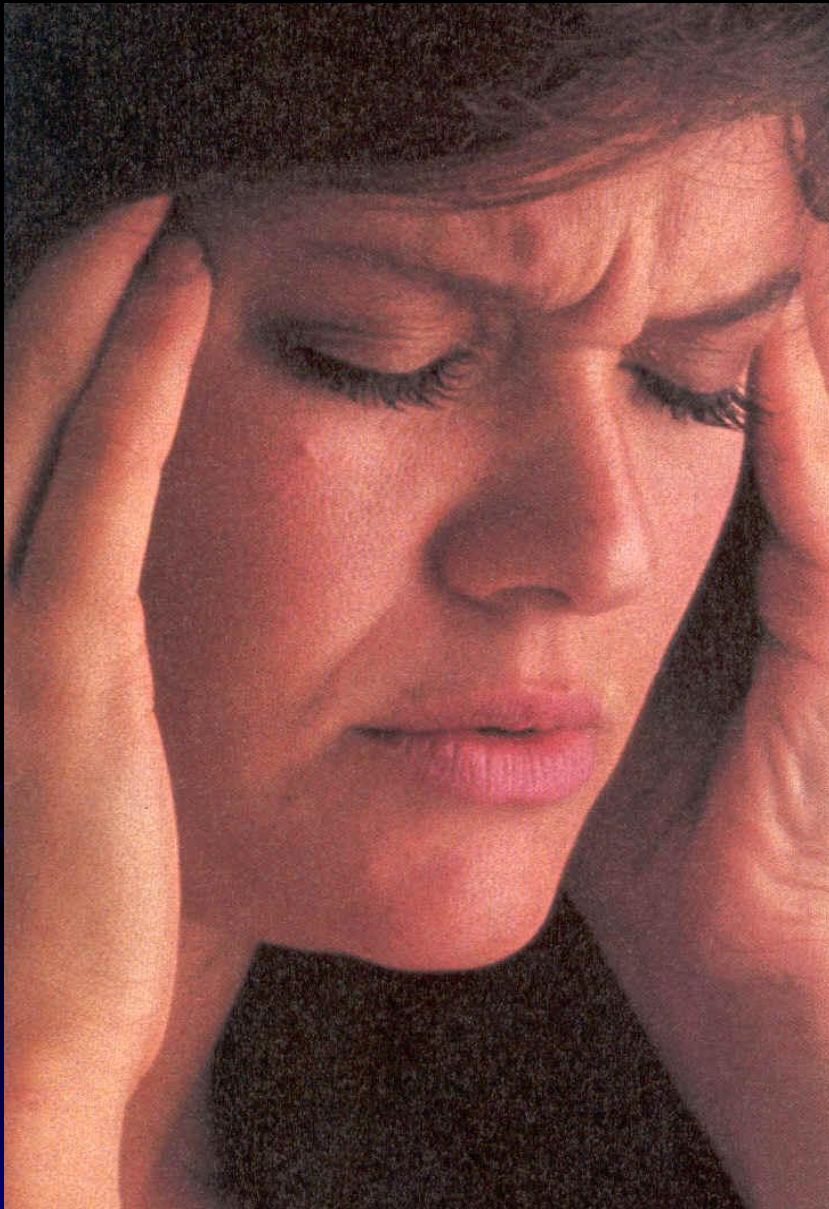


**A state of
DIS - EASE**





**Distress due
to any kind of
burden,
pressure or
hardship**



**Any condition
that gives rise
to worry,
tension &
frustration**

How does STRESS arise?

Work Stressors



People Stressors



Mind Stressors



Body Stressors



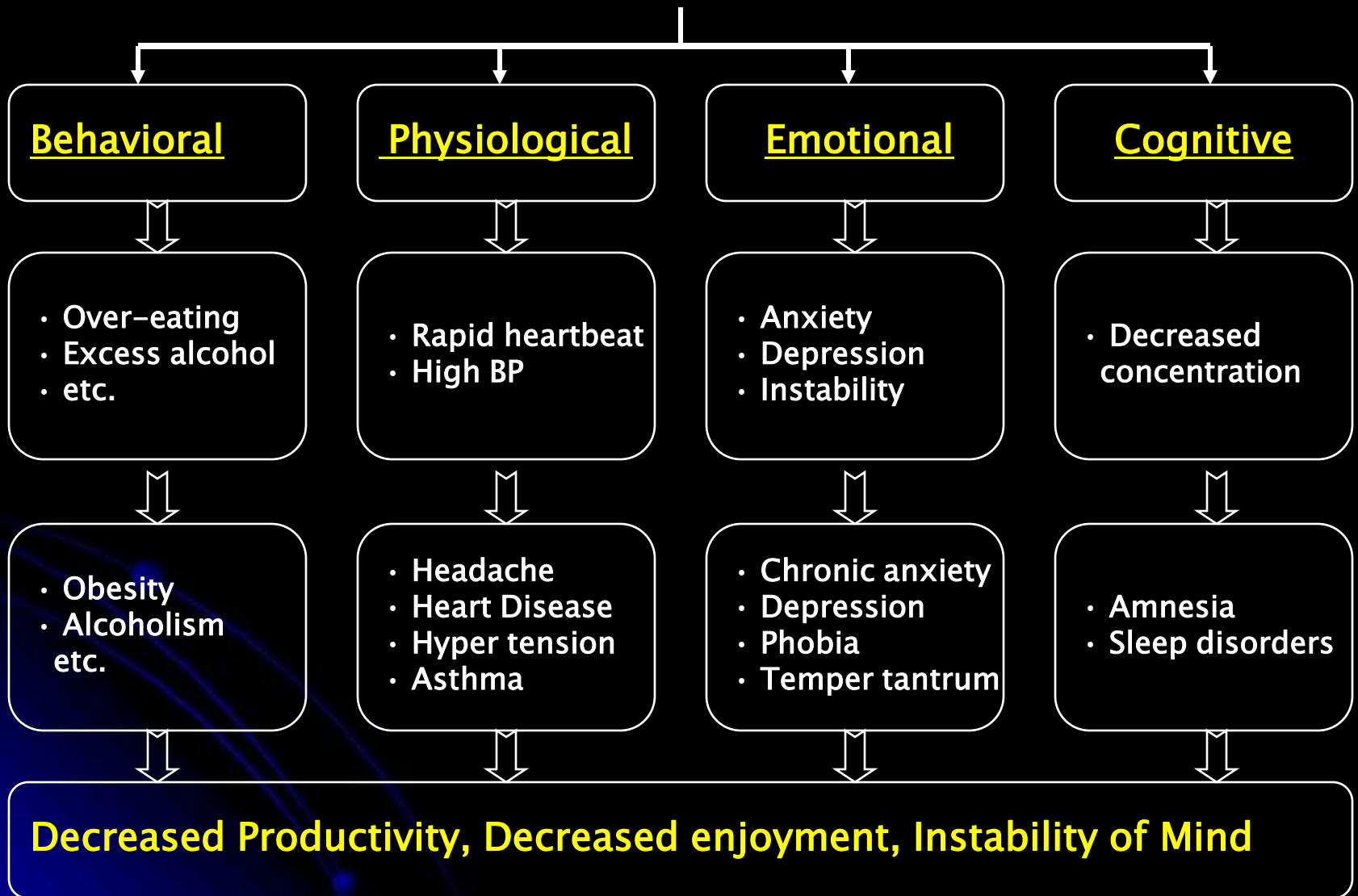
- ☐ Always too much work; never able to relax
- ☐ Efforts often seem for nothing – Don't get satisfying results
- ☐ Tension with family, friends or romantic partner
- ☐ Incompatibility with colleague's habits, schedule, lifestyle
- ☐ Interpersonal conflict; trouble expressing needs or standing up for rights
- ☐ Worry about what people think?
- ☐ More time spent thinking about what did go wrong than where you can go from here
- ☐ Motivation problems, difficulty getting started
- ☐ Insufficient sleep
- ☐ Inadequate nutrition, missed meals, reliance on junk food
- ☐ Aversive environment

STRESS ARISES...

from a transaction between an individual and the environment when the individual perceives the stimuli as :

- Damaging
- Threatening
- Challenging

Effects of Stress





Physical Symptoms of Anxiety Disorder

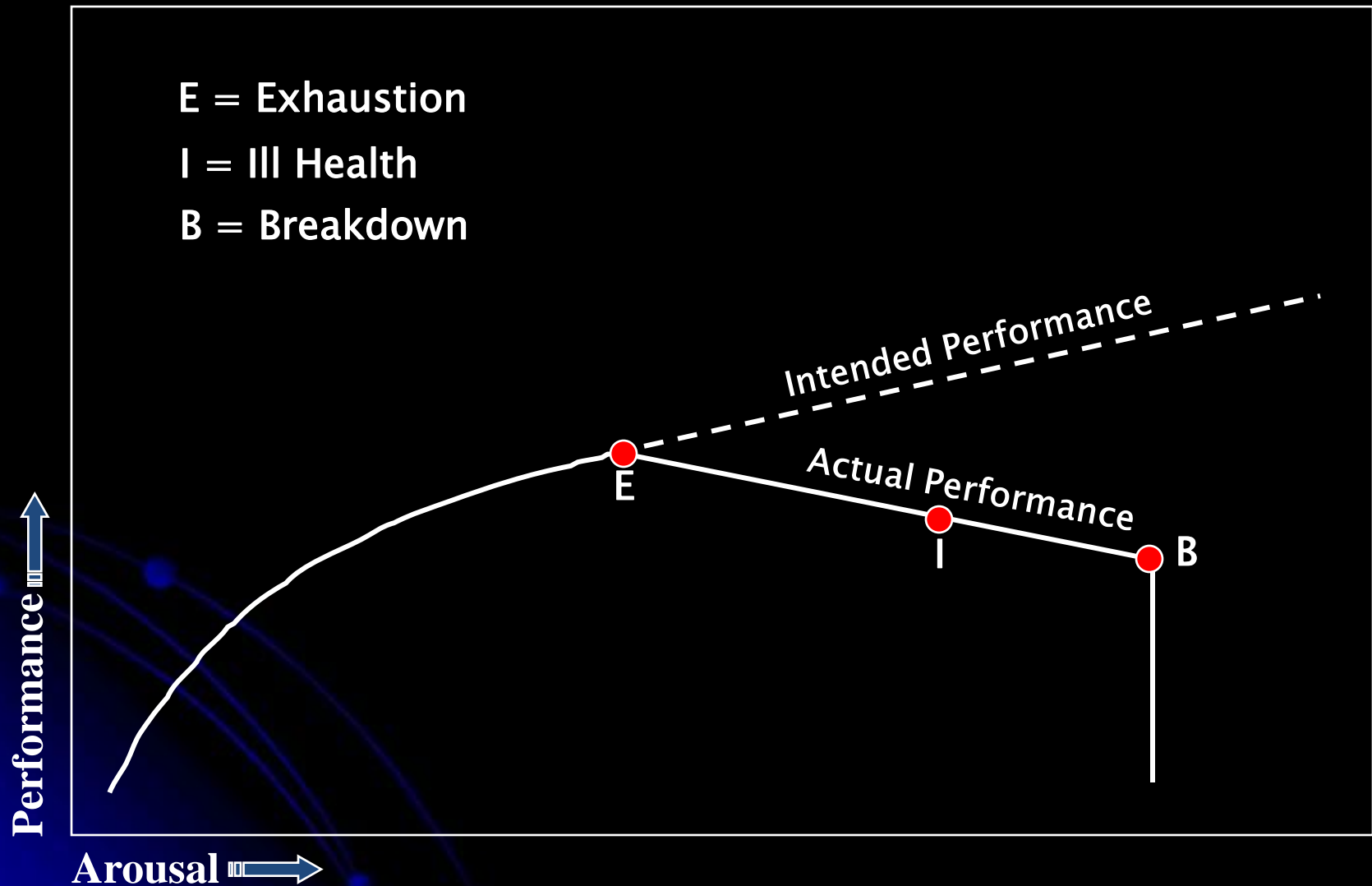


- Numbness
- Tremors

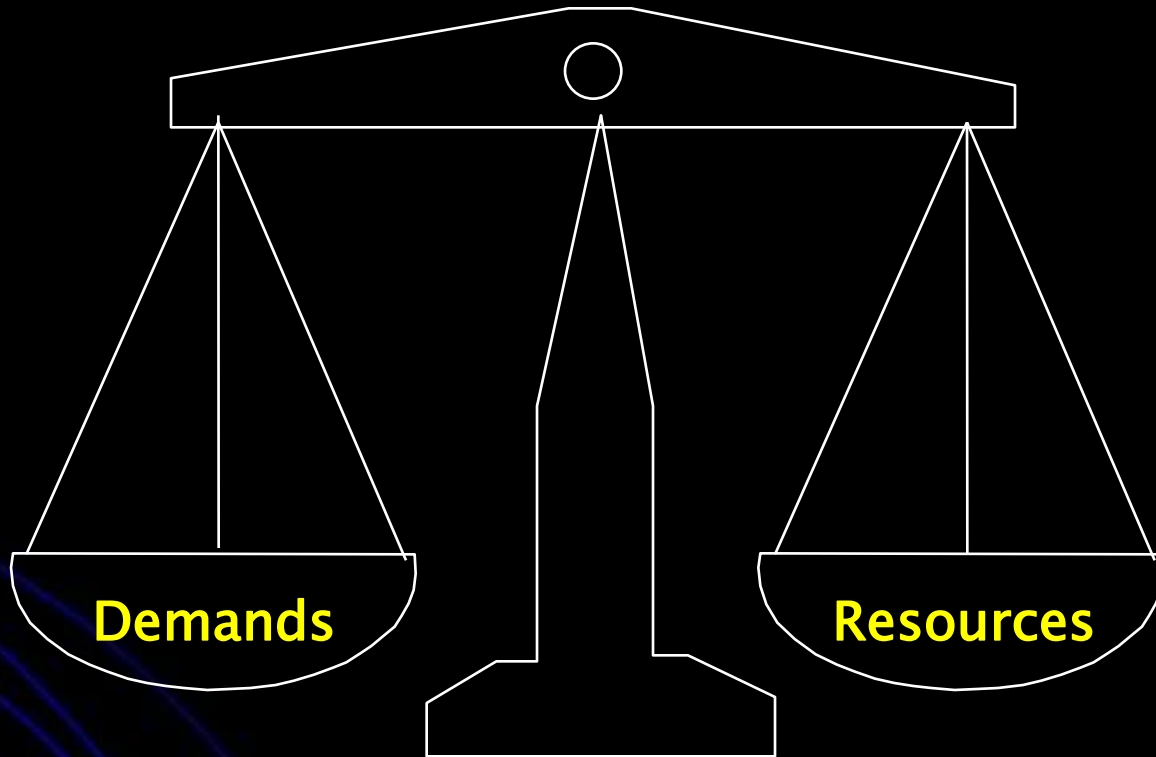
- Chills / hot flashes
- Weakness



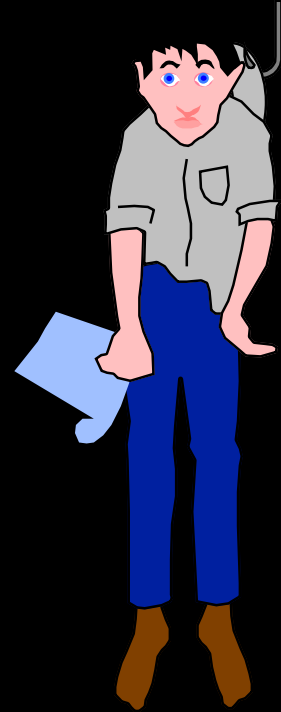
Human Function Curve



Stress arises when:



Demands > Resources



TACKLING STRESS

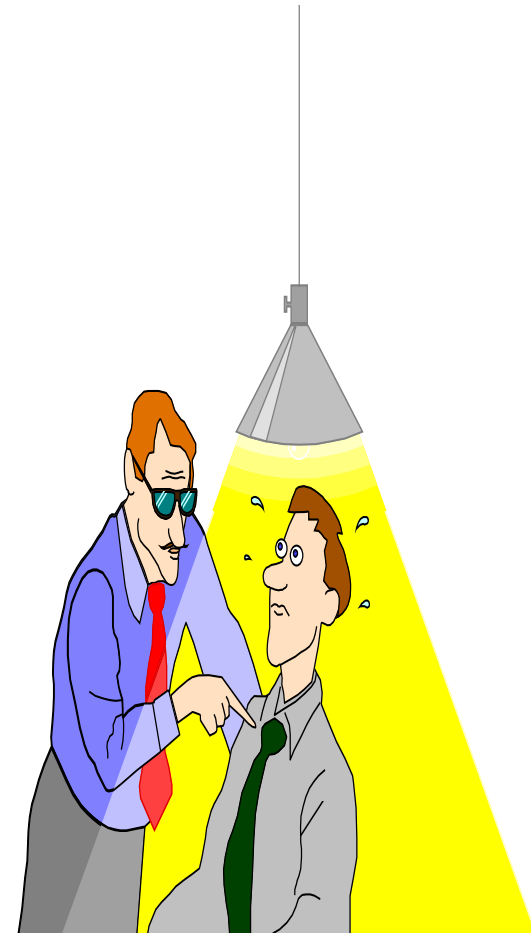
Why do we need to tackle stress?

When stress goes 

The productivity will go 

AND

The sickness/absence will go 



Different people resort to different ways to tackle stress

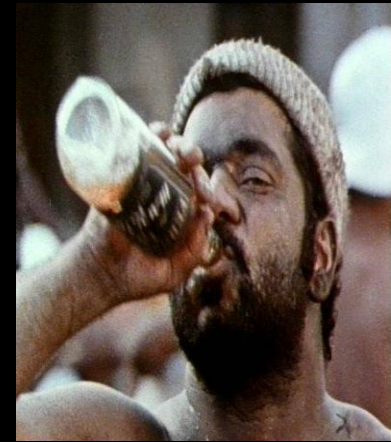
Tranquilizers & Other drugs



Gambling



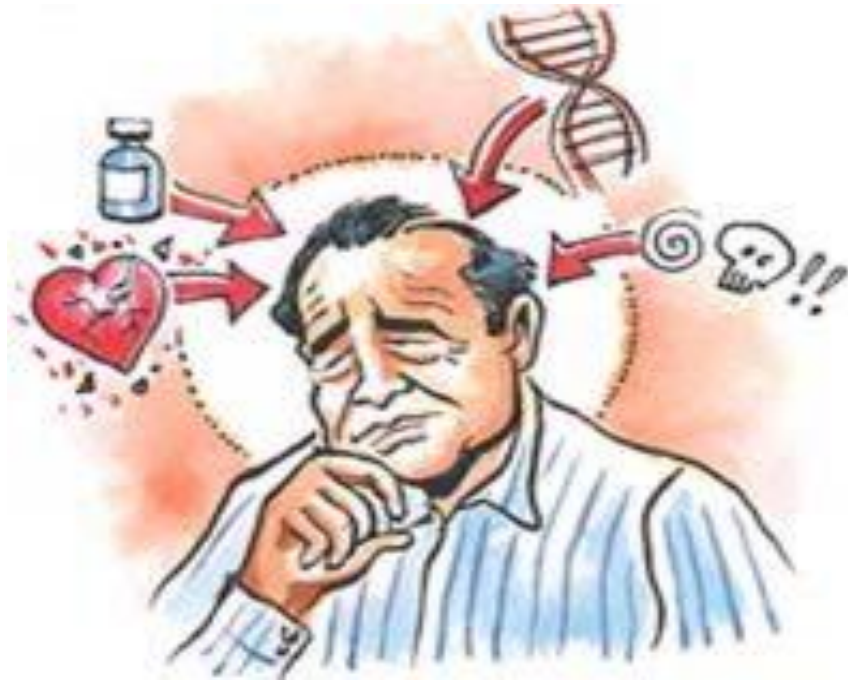
Drinking



Smoking



Do they really help ?



No No No!!!!!!!

TACKLING STRESS

Some practical
guidelines

Organisational Strategies



Wellness Program



Communication



Team Bonding



Employee Involvement



Mentoring



SMART- Targets



Assistance Programs



Individual Approach



**Learn
to say no!!**

**Appreciate your
colleagues**



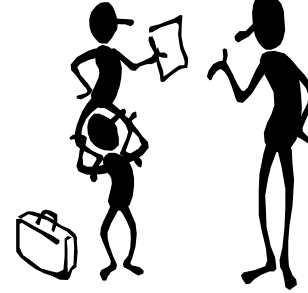
**Don't work too
long hours**



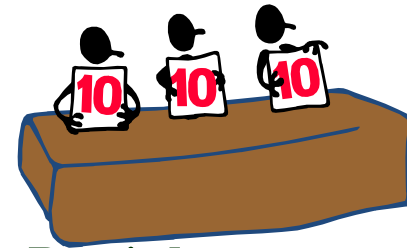
**Express your
feelings**



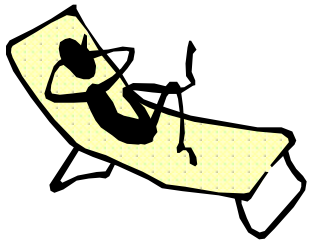
**Make time for
social activities**



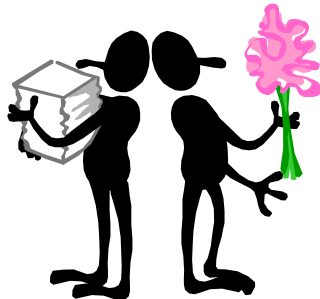
**Seek
support**



**Don't be
a perfectionist**



Plan regular breaks



**Separate
work from home**



**Don't
become
addicted**



**Exercise
regularly**



**Don't do all
things by
yourself**



TOP TALK

YOU are responsible for **SAFETY**

YOU are the **KEY** to **SAFETY**

See you @ the Top!!!



THANK
YOU

