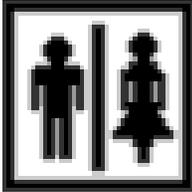


DF 316 Stress Management



Administrative

- Emergency Exits are 
- Restrooms are 
- Turn pagers and cell phones to vibrate 
- Side bar conversations are discouraged. 

Course Objectives

- Explain what stress is.
- Examine the impact of stress.
- Identify unhealthy responses to stress.
- Identify healthy responses to stress.
- Develop your own Individual Action Plan.

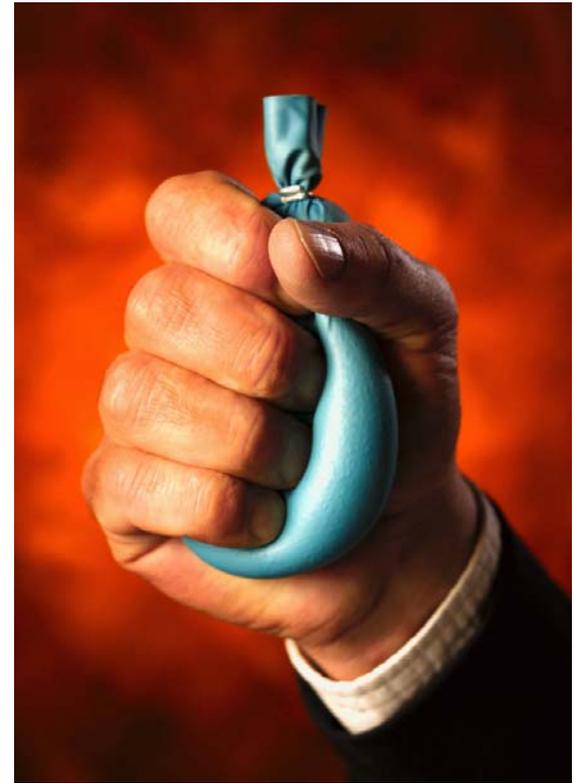


Introductions

- Your name?
- Where you are from?
- Your course expectation is?
- Your position in the organization?

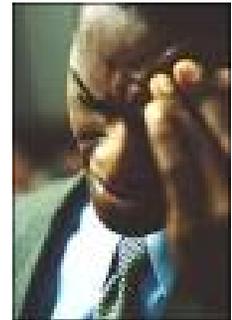
Managing Stress

Why should we
Manage stress?



Stress Facts

- Up to 90% of visits to a primary care physician are for stress related complaints.¹
- Over 50% of lost work days are stress related, about 1 million workers per day.¹



Stress Facts

- Health care costs are nearly 50% higher for workers who report a high level of stress.²
- 40% of job turnover is due to stress.³



What is stress?

- A reaction to our perceptions
- A biochemical defense
- “Fight or Flight”



A Traumatic Event

An event in which people experience or witness:

- Injury to self or injury or death to others
- Destruction of homes, neighborhood, possessions
- Loss of contact with family/friends

Traumatic Stress

Traumatic stress may affect:

- Cognitive functioning
- Physical health
- Interpersonal relations
- Emotional well being



Good Stress v. Bad Stress



Good stress

A part of daily life. A force that motivates, excites & energizes.



Bad stress

Forces that create 'wear & tear' on ones being. Constant, unaddressed demands on a person.

Stages of Response to Stress

Alarm



Integrated call-to-arms. Causes intense readiness and mobilization of biochemical resources.

Stages of Response to Stress

Adaptation



Vital resources applied to enable the body to resist and adapt to the stressor.

Stages of Response to Stress

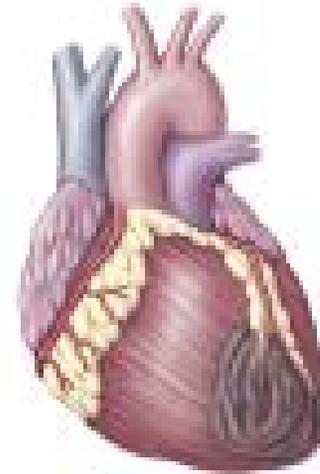
Exhaustion



Reversal to alarm stage in the face of prolonged stress. This results in wear and tear or death.

Physiological Symptoms

- Rapid pulse
- Tense muscles
- Headaches
- Chest pains
- Stomach pain
- Difficulty sleeping



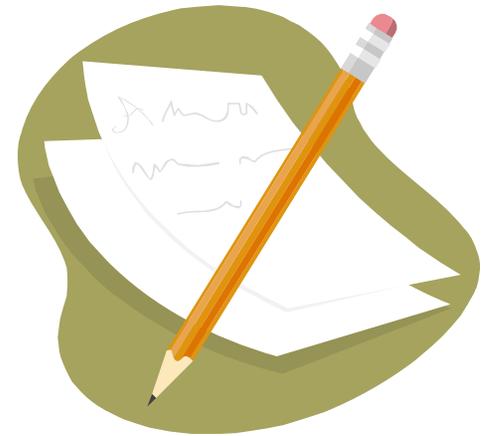
Psychological Symptoms

- Irritability and anger
- Mood swings
- Sadness and depression
- Relationship/marital conflicts
- Prolonged feelings of worthlessness

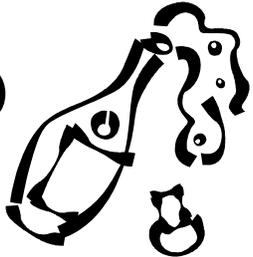


Managing Your Reactions

- Create a list of things any of us can do to reduce stress when **on** and **off** the job.



Unhealthy Response to Stress

- Excessive Drinking
- Overeating
- Using drugs 
- Keeping emotions bottled up 



Healthy Response to Stress

- Get enough sleep
- Exercise
- Eat a balanced diet
- Balance work, play, and rest
- Allow yourself to receive as well as give.
- Connect with others
- Use spiritual resources



Helping Others

Say:

- ‘I can’t imagine how you must feel.....’
- ‘I can see you are quite upset.....’
- ‘That must have been very scary.....’
- ‘What did you think was happening....’
- ‘How long have you been feeling like this?’
- ‘You really have been through a lot.....’

Helping Others

Avoid saying:

- 'I understand....'
- 'Don't feel bad....'
- 'Don't cry....it will be ok...'
- 'It's God's will....'
- 'I know how you feel.....'
- 'You shouldn't feel like that...'

Individual Action Plan

Create your own Individual Action Plan to help you deal with stress.



If you need additional help

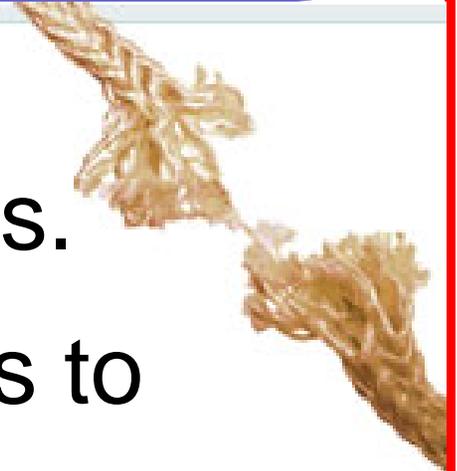
Employee Assistance Program

- Call Toll Free: **1-800-222-0364**
or TTY: **1-888-262-7848**



Summary

- Explain what stress is.
- Examine the impact of stress.
- Identify unhealthy responses to stress.
- Identify healthy responses to stress.
- Develop your own Individual Action Plan.



Evaluation

Please take a few moments to fill out your Evaluation and hand them into the instructor.

Your input is important to us!

