STRESSED is DESSERTS Spelled Backwards
Objectives

1. Define Stress and Occupational Stress
2. Learn the Importance of Healthy Stress Management
3. Identify Strategies and Skills to Promote Healthy Stress Management
4. Identify Ways to Implement Policies that will Promote and Support a Culture of Healthy Stress Management in the workplace
What is Stress?

Definition:
1c. a physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation (*Merriam Webster Dictionary*)
What is Occupational Stress?

Definition:

- Job-related stress, which comes from occupational duties for which people perceive themselves as having a great deal of responsibility, yet little to no authority or decision making latitude (Rosch, 1991)
- All time high nationally
- $200 billion/year
- 90% of workers comp claims can be attributed to stress
Burnout
Burnout

- 2013 Harris Survey: 83% of American Workers claim to be stressed out *(Perman, 2013)*

- **Reasons:**
  - Low Pay
  - Unreasonable Workloads
  - Annoying Co-Workers
  - Poor Work-Life Balance
  - Fear of Being Fired or Laid off
STRESS RESPONSE SYSTEM

Brain
Hypothalamus

ACTH

Dilation of Bronchioles

Adrenaline and Cortisol

Kidney

Adrenal Gland

Adrenaline and Cortisol

High Blood pressure

Liver converts glycogen to glucose

Decreased Digestive system activity
Why is Healthy Stress Management Important?

1. Links between Stress and Health Disorders
   - Target Organs
   - Nervous System Disorders
   - Immune System Disorders
   - Type 2 Diabetes
Target Organs

- Any organ or tissue that receives excess neural or hormonal stimulation → increase in metabolic function or abnormal cell growth → dysfunction or organ or tissue

- One or multiple organs can be targeted

- **Theory:** connection between genetics, emotions, personality, and culture
How Does Stress Cause Excessive Hair Loss?

Chronic, severe physical, emotional and traumatic stress

Stress keeps follicles in “resting phase.”

Affected hair sheds at the same time.
Nervous System

- Organs are unable to rest due to excessive secretion of stress hormones
- Excessive secretion can cause dysfunction of the organ
Immune System

- Body becomes vulnerable because cortisol (stress hormone) decreases the effectiveness of white blood cells
Type 2 Diabetes

○ Many chronic emotional problems are associated with the cause or causes of the disease

○ How?

1. Stress response, blood sugar levels increase. The ability to absorb blood glucose in compromised
2. Chronic stress can serve as a distraction to self-care
Main symptoms of Diabetes

Central
- Polydipsia
- Polyphagia
- Lethargy
- Stupor

Breath
- Smell of acetone

Respiratory
- Kussmaul breathing (hyperventilation)

Systemic
- Weight loss

Eye
- Blurred vision

Red: more common in type 1

Gastric
- Abdominal pain
- Nausea
- Vomiting

Urinary
- Polyuria
- Glycosuria
Type 2 Diabetes

- Many chronic emotional problems are associated with the disease etiology
- **How?**
  1. Stress response, blood sugar levels increase. The ability to absorb blood glucose in compromised
  2. Chronic stress can serve as a distraction to self-care

- **Solution**
  - Effective coping skills and relaxation techniques
Why Healthy Stress Management is Important

1. Links between Stress and Health Disorders
   - Target Organs
   - Nervous System Disorders
   - Immune System Disorders
   - Type 2 Diabetes

2. Lifestyle Disruptions
   1. Sleep
   2. Weight Gain
Poor Start to the Day

Poor Sleep

Poor Performance / Productivity

Exhaustion

Worry

Sleep Cycle
Stress Relief Through Eating

Weight Related Accumulation of Stress

Excess Calorie Intake Associate Weight Gain

Weight Gain Cycle
So what do we do from here?
Five senses

touch  smell  taste

hearing  sight
Keep Calm and Smell Lavender
Look at something blue or green.
Serenity Prayer
Strategies to Promote Healthy Stress Management

- Know the underlying emotion related to stressor
  - Anger
  - Fear

- Know your coping style
  - Avoidance vs Confrontation
  - Combative vs Preventive
Strategies to Promote Healthy Stress Management

- Know the underlying emotion related to stressor
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  - Fear
- Know your coping style
  - Avoidance vs Confrontation
  - Combative vs Preventive
- Determine a coping strategy for each stressor
  - Coping strategies are either action-oriented or self reflection
Action-Oriented Coping Strategies

- Time Management
- Prioritizing
- Urgent vs. Important
- Money Management
- Boundaries - when to say no
- Relationship Skills
- Communication skills
Self-Reflection Coping Strategies

- Journal Writing
- Expressive Art Therapy
- Humor
- Creative Problem Solving
- Communication Skills
  - Communicate Expectations
  - Conflict Resolution
Healthy Stress Management in the Workplace
INVEST IN YOUR PEOPLE
Name the issue/Put it on the table

Jointly identify possible drivers of the conflict

Identify common interests and goals

Together, brainstorm possible solutions

Make sure the solution addresses each parties' interest

Determine how to effectively execute the solution
Time Management Strategy

Manage
• Short-Term Crises & Problems

Avoid
• Distractions & Interruptions

Focus
• On Long-Term Strategic

Limit
• Time-Wasting Activities
So Next Time...
Stress Management

- Music
- Spa
- Therapy
- Dance
- Art
- Laughter
- Journaling
- Time Management
- Nature
- Yoga
- Meditation
- Exercise
- Hobby
Thank You

TAC Health Employee Benefits Pool

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