



Managing Stress and Self-Care: "No" Is a Complete Sentence

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CUPA-HR Webinar

Presenter



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Objectives

- **Define stress and explain its impact on physical and mental health.**
- **Identify and implement effective tools and techniques to manage and reduce stress.**
- **Develop a personalized self-care plan to proactively address stress and promote overall well-being.**



Poll Question

What brought you here today?

- I'm stressed at work and don't know what to do.
- I'm a manager of people and want to help my team reduce stress.
- I'm looking for tips on better self-care.

Complete this Stress Quiz



<https://www.mindtools.com/avn893g/the-holmes-and-rahe-stress-scale>

The Holmes-Rahe Life Stress Inventory The Social Readjustment Rating Scale

INSTRUCTIONS: Mark down the point value of each of these life events that has happened to you during the previous year. Total these associated points.

LIFE EVENT	MEAN VALUE
1. Death of spouse	100
2. Divorce	73
3. Marital Separation from mate	65
4. Detention in jail or other institution	63
5. Death of a close family member	63
6. Major personal injury or illness	53
7. Marriage	50
8. Being fired at work	47
9. Marital reconciliation with mate	45
10. Retirement from work	45
11. Major change in the health or behavior of a family member	44
12. Pregnancy	40
13. Sexual Difficulties	39
14. Gaining a new family member (i.e. ... birth, adoption, older adult moving in, etc.)	39
15. Major business readjustment	39
16. Major change in financial state (i.e. ... a lot worse or better off than usual)	38
17. Death of a close friend	37
18. Changing to a different line of work	36
19. Major change in the number of arguments w/spouse (i.e. ... either a lot more or a lot less than usual regarding child rearing, personal habits, etc.)	35
20. Taking on a mortgage (for home, business, etc. ...)	31
21. Foreclosure on a mortgage or loan	30
22. Major change in responsibilities at work (i.e. promotion, demotion, etc.)	29
23. Son or daughter leaving home (marriage, attending college, joined mil.)	29
24. In-law troubles	29
25. Outstanding personal achievement	28
26. Spouse beginning or ceasing work outside the home	26
27. Beginning or ceasing formal schooling	26
28. Major change in living condition (new home, remodeling, deterioration of neighborhood or home etc.)	25
29. Revision of personal habits (dress manners, associations, quitting smoking)	24
30. Troubles with the boss	23
31. Major changes in working hours or conditions	20
32. Changes in residence	20
33. Changing to a new school	20
34. Major change in usual type and/or amount of recreation	19
35. Major change in church activity (i.e. ... a lot more or less than usual)	19
36. Major change in social activities (clubs, movies, visiting, etc.)	18
37. Taking on a loan (car, tv, freezer, etc.)	17
38. Major change in sleeping habits (a lot more or a lot less than usual)	16
39. Major change in number of family get-togethers ("")	15
40. Major change in eating habits (a lot more or less food intake, or very different meal hours or surroundings)	15
41. Vacation	13
42. Major holidays	12
43. Minor violations of the law (traffic tickets, jaywalking, disturbing the peace, etc.)	11

Now, add up all the points you have to find your score

TOTAL

Results of Stress Test

150 pts or less- relatively low amount of life change and a low susceptibility to stress-induced health breakdown.

150 to 300 pts- a 50% chance of a major health breakdown in the next 2 years.

300 pts or more- about 80% chance of a health breakdown according to the Holmes-Rahe statistical prediction model.



What is Stress?

Stress can be defined as any type of change that causes physical, emotional, or psychological strain. Stress is your body's response to anything that requires attention or action.

Types of stress

- Internal
- External-Interpersonal
- External-Impersonal



Reasons for Stress at Work



Poll Question

What's your biggest reason for stress at work?

- Role ambiguity
- lack of decision-making power
- Work overload
- Work underload
- Lack of team cohesiveness
- Conflict
- Organizational changes
- Lack of support from supervisor

Impact of Stress



Physical

Emotional

Mental

Impact at work

Unhealthy behaviors

How Do We Combat Stress?

Set boundaries!

“No” is a complete sentence, are you ‘people-pleasing’?

Take vacation and sick days

Don’t “take work home”

Stop checking emails at night

Enjoy your weekends

Don't overcommit yourself or your team

Prioritize your workload

Don't do things the hard way

Watch your ‘intake’



Self-Reflect



- Know your triggers
- Know your body
- Know your needs
- Build emotional intelligence
- Build psychological safety
- Build resiliency

Self-Compassion



Stop judging and evaluating yourself.



Stop trying to label yourself as “good” or “bad” and simply accept yourself with an open heart.



Treat yourself with the same kindness, caring, and compassion you would show to a good friend...or a stranger



Address ‘imposter syndrome’

Self-Care

“The ability of individuals, families and communities to promote health, prevent disease, maintain health, and cope with illness and disability with or without the support of a health-care provider”.

-WHO's working definition

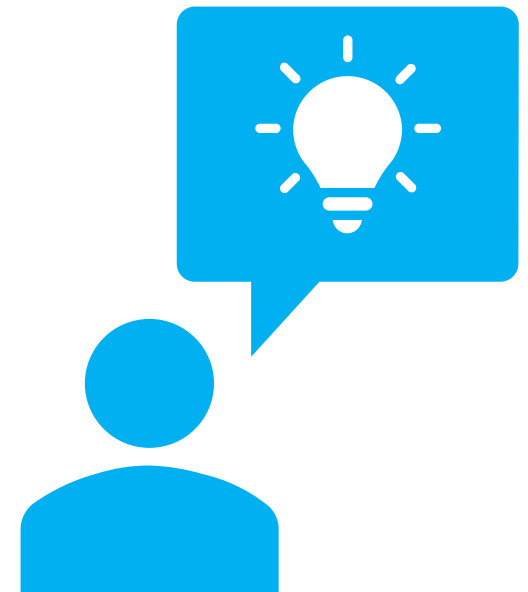
Self-Care Wheel



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide. Copyright @ 2013 Olga Phoenix, All Rights Reserved.

Ways to Improve Self-care (at work)

- Put the time on your work calendar and honor it.
- Keep work time and personal time **SEPARATE**.
- Take breaks during the day.
- Schedule a meeting with your boss.
 - Get organized! Prioritize!
 - Evaluate your workload.
- Consider your office/desk area. Does it bring peace or stress?
- You are important. It **IS** worth it.



Self-care Activity



Leaders...



Model for your employees!



Consider bias.



Have the discussions.



Create the space.

Takeaways?

Have a Question?

Put it in the chat!





Thank You

Please complete your event evaluation

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