

STRESS AND STRESS MANAGEMENT

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GENERAL OBJECTIVE

By the end of this discussion, the participant should be able to have a deeper understanding of **causes** of stress, its **signs and symptoms**, its **consequences** and its **prevention** and **management** in order to enhance a holistic, healthy and productive life.



Relaxed, happy and confident

OVERWHELMED



Stressed



Facts you must know

- Every individual is **unique** and **singular** due to our biological in print and socialization
- We **sense/recieve stimulant from within us or without, processes/cognitize them in our minds and make perceptions of them.**
- **We then form opinions about them differently**

NB; These opinion can be negative or positive

- We then **react/act** accordingly in response to our attitude

NB; An attitude is a powerful personal deep psychological feeling which has the power to influence one to act in a corresponding

Types of attitude

1. **Positive** - This attitude makes one develop enthusiasm for harmony, success, unity, performance, achievement, love, care, forgiveness, peace, happiness, growth, development etc. what ever the situation
2. **Negative**- This makes one develop enthusiasm to destroy, disrupt, cause chaos, hate, gossip, keep grudge and bitterness, neglect, disharmony, sadness, retard, fail, non perform etc.

NB; YOUR ATTITUDE DETERMINES WHETHER OR NOT YOU WILL SUCCEED IN COPING WITH A CHALLENGE AND ALTIMATELY, DETERMIN YOUR ALTTUTUDE

OVERVIEW OF STRESS

- ❖ Stress can emanate from **environmental challenges, personal inadequacies and biological issues.**
- ❖ If it remains chronic, it constitutes over **65%** of all other health related issues because it interferes with immunity
- ❖ Stress is a precipitator of all other medical problems

DEFINATION OF STRESS?

- Pushes a psychological or physical factor beyond its range of stability resulting to strain within the individual.
- It is the response of events that are threatening or challenging to an individual-within and without work place.



THE GENERAL COURSES OF STRESS

1. Environmental courses
2. Personal/individual courses
3. Biological causes

1. Environmental sources

- ❖ Family challenges
- ❖ Relationships problems
- ❖ Disasters/Accidents/Tragedies
- ❖ Insecurity
- ❖ In adequate basic needs etc
- ❖ Any form of loss
- ❖ Sudden change of status- good or bad

CONT....

- ❖ Problems at work e.g. discrimination
- ❖ lack of social support
- ❖ lack of motivation
- ❖ poor communication etc
- ❖ Overwork/ under work
- ❖ Demotions, retrenchment of others or self etc
- ❖ Poorly groomed work environment etc

2. Personal sources

- ❖ Negative attitude
- ❖ un-forgiveness, constant anger
- ❖ Lack of appropriate qualifications/intelligence
- ❖ disillusionment due to unmet expectations
- ❖ Poor self image/esteem
- ❖ Poor self motivation
- ❖ Fear- scare crow factor

Cont...

- Procrastination
- Poor decision making skills
- Poor communication skills
- Lack of focus and objectivity
- Failure to achieve set personal goals
- Chronic fatigue
- Lack of assertiveness

Poor time management

There are 3 Levels in Time Management

1. TIME AWARENESS

2. TIME PLANNING

3. TIME SAVING

NB;- Learn to employ the WHO/ILO guidelines of effective time management

WHO/ILO Guidelines on effective time management

1. Live a balanced life each day
2. Organize your time around your roles
3. Use known tools that organize effective people
4. Do your things according to priorities
5. Save time

3. Biological causes

- ❖ Hormonal imbalance
- ❖ Genetic predisposition
- ❖ Tumors
- ❖ Chronic illness
- ❖ Malnutrition

INDICATORS /SYMPTOMS OF STRESS

1. Psychological/ Emotional symptoms
2. Physical/Biological symptoms
3. Behavioral symptoms

1. Psychological/Emotional

- ❖ Feeling tense and unable to relax
- ❖ Frightened or, worried or fearful and suspicious
- ❖ Feeling mentally drained and extreme physical fatigued
- ❖ Inability to concentrate
- ❖ Inability to make decision
- ❖ Disorganized
- ❖ Lack of enthusiasm and motivation

cont...

❖ Gloomy, sadness and fussy

❖ Impulse to run or hide

❖ Lowered libido



2. Physical /biological Reactions

- ❖ Muscle tension
- ❖ Somatization of psychological pain in the physical body leading to pains and aches
- ❖ skin problems
- ❖ Autonomic hyper arousal
- ❖ Over alertness (feeling on edge and becoming hyper-vigilant)
- ❖ Change of body systems e.g. running tummy etc

3. Behavioral changes

- ❖ Poor Grooming
- ❖ Absenteeism or frequent lateness
- ❖ disinterest in usual things.
- ❖ Tearful
- ❖ Uncompleted or poorly completed tasks
- ❖ Apathetic and don't care attitude and acts
- ❖ Corresponding physical appearance to changes in appetite
- ❖ Over/under eating

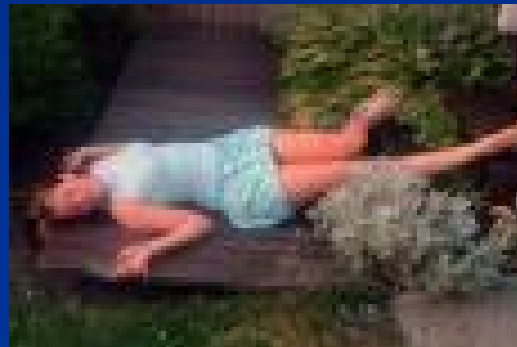
❖ Sleep and appetite disturbance



❖ Irritability, quarrelsome and complaining



❖ Substance and alcohol abuse



❖ Frustration and aggression (physical or verbal)



CONT...

- ❖ Disinterest in usual things/activities
- ❖ Segregation/ withdrawal
- ❖ Over/under talkative
- ❖ Frequent careless acts
- ❖ Overindulgent in certain acts etc

General consequences of chronic stress

1. Precipitation of various medical or mental disorders
2. Burnout Syndrome
3. Psychological Distress
4. Inability to meet set goals-organizational or personal- in efficiency and in effectiveness

NB; ALL WILL LEAD TO POOR HEALTH AND LOW PRODUCTIVITY

Categories of sources of work place stress

1. Work conditions e.g.

- ❖ work under/over load
- ❖ Work environment e.g. cleanliness etc
- ❖ Role ambiguity, Conflict of roles and responsibilities
- ❖ Shifts, long hours, risks and danger, exposure to traumatic incidences
- ❖ New technology

cont..

2. Relationships at work;-

- ❖ Discrimination, racism etc
- ❖ Lack of care development / Social support

3. Job security

- ❖ Retirement/retrenchment/Dismissal

4. Job performance demands

5. Interpersonal relationships

- ❖ Challenging/conflicts at work and elsewhere
- ❖ Family challenges/conflicts
- ❖ Traumatic experiences within/without
- ❖ Discrimination by colleagues, groupings etc

Indicators of stress among employees

- ❖ Employee groupings-lack of cohesion and infighting
- ❖ Constant strikes
- ❖ Apathy
- ❖ Careless/ intentional mistakes
- ❖ Constant accidents
- ❖ General inefficiency
- ❖ Constant absenteeism from work (due to burnout, poor motivation, negativity etc)

CONT...

- ❖ Indecisiveness (poor decision making)
- ❖ Poor customer care/public relations
- ❖ Suspiciousness leading to apathy
- ❖ Disorganization
- ❖ Uncompleted or poorly completed tasks
- ❖ Poor interpersonal relationships resulting to internal conflicts and sabotage

MANAGEMENT OF STRESS

1. Individual intervention

- ❖ Improve self image – self esteem
- ❖ Grooming- self and your environment
- ❖ Improve; Assertiveness, effective problem solving technique, communication, decision making, relaxation technique, Anger coping skills, sleep hygiene
- ❖ Modify attitude- Be positive and proactive
- ❖ Take time to rest and relax
- ❖ Continuous self development
- ❖ Cognitive coping

cont...

- ❖ Time management –objective allocation of time around roles
- ❖ Cultivate forgiveness
- ❖ Enhance anger coping strategies
- ❖ Improve personal relationships
- ❖ Cultivate positivity towards others
- ❖ Identify with positive people
- ❖ Avoid destructive habits
- ❖ Exercise Exercise Exercise



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MANAGEMENT OF HOME-WORK INTERPHASE

1. Improve family relationships (know the psychological motivating needs of self, each family member and try and fulfill them.
2. Have open discussions and offer social support to spouse (s) and Children- if any as well as others

Psychological Motivating needs for men/women in order of priority

Men

1. Sexual fulfillment
2. Recreational
3. Attractive spouse
4. Domestic support
5. Admiration

Women

1. Affection
2. Conversation companionship
3. Honesty and openness
4. Financial support
5. Family Commitment

NB; Respect is a necessity for all

Children

- ❖ Provide for their needs accordingly but responsibly
- ❖ Respect your spouse
- ❖ Always speak with one voice concerning their discipline- they need security and solidarity
- ❖ Employ authoritative parenting skills
- ❖ Be a good role model
- ❖ Know and Respect their friends
- ❖ ***LET THEM KNOW THAT YOU LOVE THEM***
(verbal and non verbal)

Others Cont...

- ❖ Spend time with family (have joint activities)



Cont...

- ❖ Talk WITH each other and NOT TO each other
- ❖ Improve communication
- ❖ Hold frequent family meetings



Cont...

- ❖ Reinforce each other's efforts
- ❖ Ensure you take restful rests
- ❖ Share what is happening in your life with family
- ❖ Avoid taking office work at home
- ❖ ALWAYS TAKE A HOLIDAY

FINALLY

Trust in God Almighty, He has given you all you need to overcome AND He could not have brought you this far to discard you,!!!!

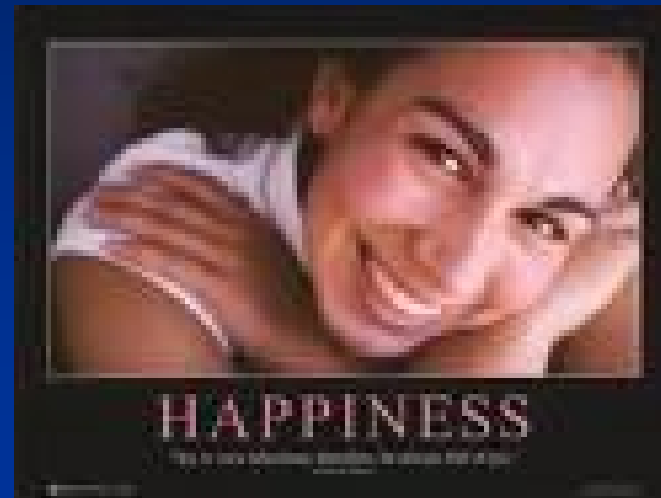
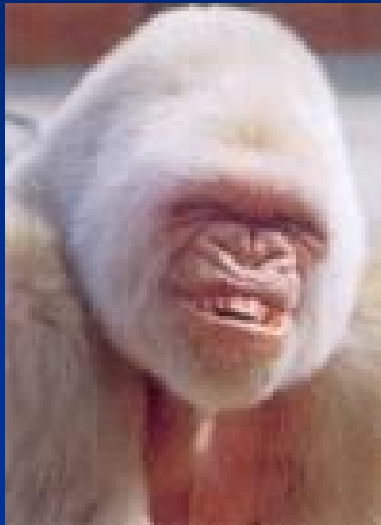
He has overcome and so will you



YOU MUST BALANCE AND OVERCOME



Relaxed, happy and confident



THANK YOU

GOD
BLESS
YOU.

