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
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

- Lack of Social Support
- Career Concern
- Role Ambiguity
- Rotating Work Shifts
- Role Conflict
- Occupational Demands
- Lack of Participation in Decision-making
- Poor Working Conditions
- Work Underload
- Work Overload
- Interpersonal and Intergroup Conflict
- Lack of Group Cohesiveness
- Organizational Changes

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?
"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
Stop judging and evaluating yourself.

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

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

Address 'imposter syndrome'
“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
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.

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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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