

Stress and lack of relaxation

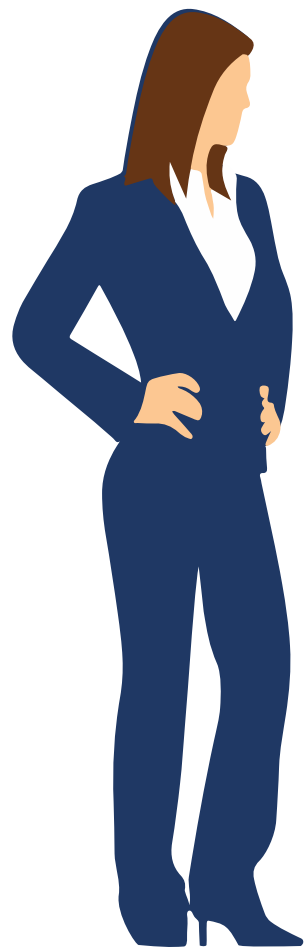


Emotional regulation & stress management





OBJECTIVES OF THE TRAINING



UNDERSTANDING

the necessity of emotional regulation



REALIZING

the harmfulness of overworking and lack of relaxation



EMPOWERING

the ability and skills to solve problem related to stress



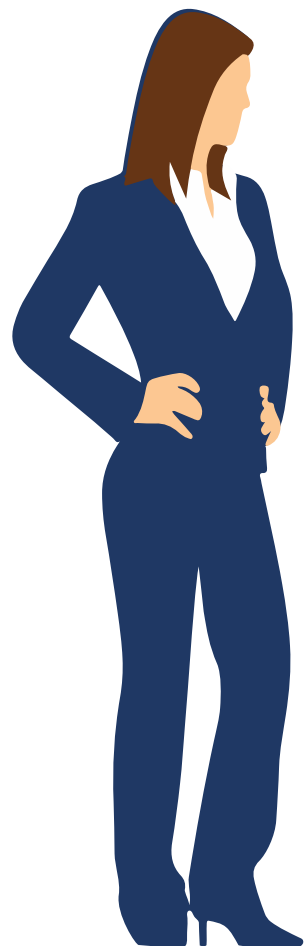
DEVELOPING

knowledge on stress management in organisation





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Emotional regulation

A concept created by Dr Dan Siegel to describe the ‘optimal arousal zone’ of human beings. It’s your capacity to manage your emotions even when under stress.

When you haven’t been supported or can’t regulate emotions, and you’re having a heightened reaction to stress, you may experience either a **‘hyper-arousal’** or a **‘hypo-arousal’** response.

Hyper-arousal is also known as the ‘fight or flight’ response. You may feel anxious or overwhelmed and can react with angry or aggressive outbursts.

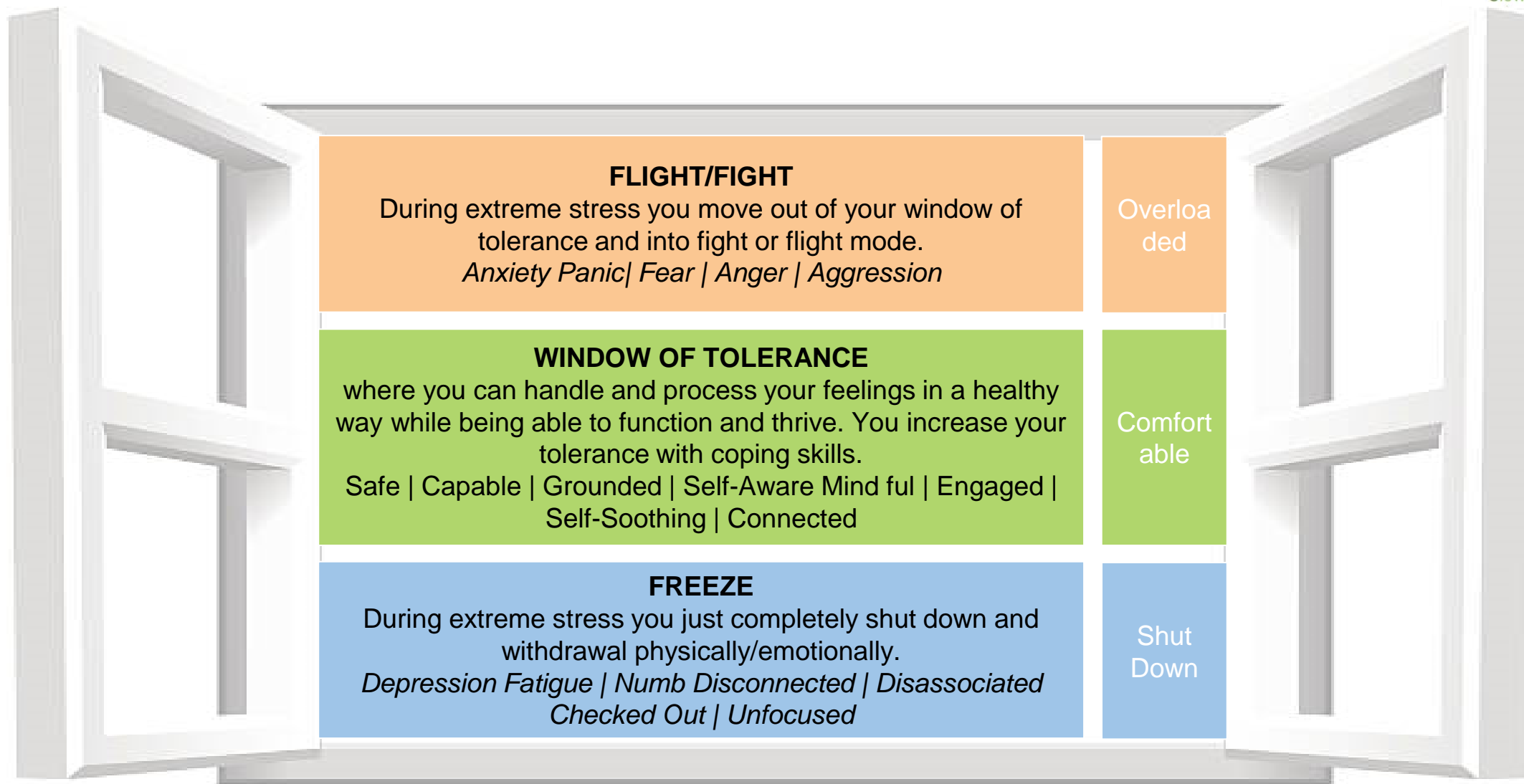
Hypo-arousal is also known as the ‘freeze’ response. Here you may become disconnected from the present and withdraw or dissociate.

You may be pushed to the edge of the window of tolerance when experiencing anxiety or anger, for example, but you can confidently rely on a range of inner **resources and strategies** to keep you within the window.





The Window of Tolerance





Methods



Mindfulness

Stay in the here and now.

Breathing

Deep breathing from your belly can help ground you and bring you back to yourself if you feel you're being triggered.

Physical activity

Moving around can help shift your energy and regulate your arousal levels.



Soothe your senses

Think about things to look at, touch, smell, hear and taste.

Challenge your thoughts

If you're able to catch a negative thought, try to challenge it with a more positive one.

Write things down

Grab a pen and paper when you're feeling stressed and about to blow your top.





Lack of relaxation

Overwork and lack of relaxation can be bad for our health in a number of ways. Working long hours tends to reduce your level of fitness, play havoc with your diet and put stress on your mind and body, causes:

- poor circulation
- increased weight
- heart problems
- higher cholesterol levels
- lack of energy
- poor sleep
- bad concentration
- nervous conditions
- depression, and so on.

With that lot in mind, health and fitness should really be at the very top of list of priorities.





Job burnout syndrome

Burnout is a psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job. The key dimensions of this response are:

AN OVERWHELMING EXHAUSTION



as a reason for the fatigue;

FEELINGS OF CYNICISM

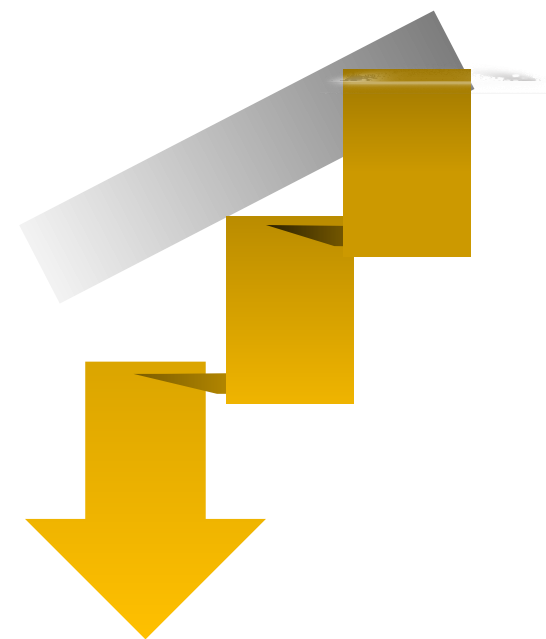


as a part of a defensive stance people take to protect themselves from getting hurt;

DETACHMENT FROM THE JOB



as well as a sense of ineffectiveness, lack of accomplishment.





Job burnout symptoms



Ask yourself:

- Have you become cynical or critical at work?
- Do you drag yourself to work and have trouble getting started?
- Have you become irritable or impatient with co-workers, customers or clients?
- Do you lack the energy to be consistently productive?
- Do you find it hard to concentrate?
- Do you lack satisfaction from your achievements?
- Do you feel disillusioned about your job?
- Are you using food, drugs or alcohol to feel better or to simply not feel?
- Have your sleep habits changed?
- Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?

If you answered yes to any of these questions, you might be experiencing job burnout. Consider talking to a doctor or a mental health provider because these symptoms can also be related to health conditions, such as depression.





Way to relax

Identify warning signs

in your body that tell you when you are getting stressed.

Identify triggers

to anticipate them and practice calming yourself down beforehand, or even find ways of removing the trigger.

Establish routines

in your day, or over a week, which are very calming and can help you to manage your stress.



Spend time with people who care

especially those you find uplifting rather than people who place demands on you.

Look after your health

including healthy food and getting regular exercise, walking or dancing.

Practise relaxation

helping your body and nervous system to settle and readjust. Consider trying muscle relaxation, meditation or yoga, listening to music.



Stress management issue

It is important to recognise work-related stress as a significant health and safety issue and take proper steps including:

- Ensure a safe working environment.
- Make sure that everyone is properly trained for their job.
- De-stigmatise work-related stress by openly recognising it as a genuine problem.
- Discuss issues and grievances with employees, and take appropriate action when possible.
- Devise a stress management policy in consultation with the employees.
- Encourage an environment where employees have more say over their duties, promotional prospects and safety.
- Organise to have a human resources manager.
- Cut down on the need for overtime by reorganising duties or employing extra staff.
- Take into account the personal lives of employees and recognise that the demands of home will sometimes clash with the demands of work.
- Seek advice from health professionals, if necessary.



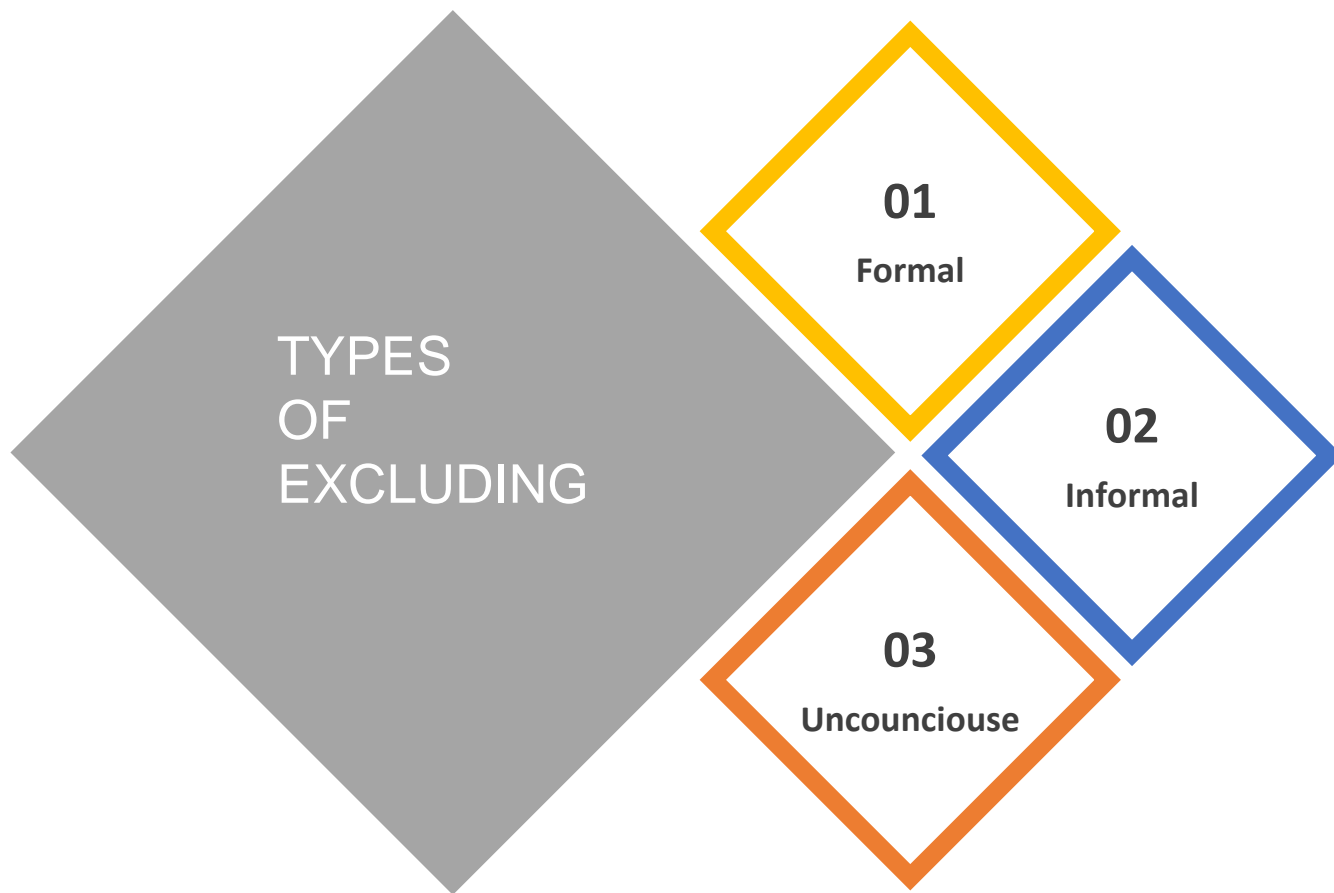
Stress in organisation

As a leader you may find it helpful to develop an organisational stress strategy to show that you take the issue of work-related stress seriously and to set out what you plan to do.





Stress from exclusion



WAYS OF EXCLUDING

- Omitting
- Ignoring
- Ostracising
- Not listening
- Microaggression
- Gossiping
- Conflict
- Mobbing





Stress from exclusion

PERSON UNDER EXCLUSION

- Anxiety
- Fear
- Doubts
- Self esteem
- Cooperation
- Sadness
- Rage
- Chronic stress
- Pleasing others
- Conformism
- Loosing yourself
- PTSD

PERPETRATOR

- Sense of power overusing
- Manipulating others
- Aggression
- Guilt
- More aggression
- Shame
- Loss of self worth
- Compensating through escalating
- Looking for adherents

WITNESSES

- Shock, dilemmas, internal conflict
- Withdrawal
- Guilt
- Shame
- Conformity
- Risk of group thinking
- Polarisation, radicalisation
- „faith in just world“
- Strong external team limits more excluding rules of conduct
- Undermining managers authority

MANAGER

- Helplessness
- Guilt
- Withdrawal
- Loss of engagement
- Anger
- Over control
- Self esteem
- Authority
- Undermining skills



Methods of neutralization

	PERSON EXCLUDED	PERPETRATOR	TEAM	MANAGER
PROBLEM	All consequences of social neglect type of violence , abuse	Multi Motivational self-esteem enhancing strategies Personality disorder strategies	Group cohesion Fears Silent witness guilt Helplessness	Loss of control Shame Self confidence
INDIVIDUAL SOLUTION	Psychotherapy Peer to peer support	Motivational dialogue , psychological consultancies	Defusing, protocols for working with guilt	Coaching, psychological support
GROUP SOLUTIONS	Buddy system Defusing Natural born inclusion leader	Mediations Individual work	Psychoeducation Learning how to avoid conformity Self esteem enhancement “strong values” system	Trainings in recognition of group dynamics



Benefits for organisations

Benefits of preventing stress in the workplace:

- Reduced symptoms of poor mental and physical health
- Fewer injuries, less illness and lost time
- Reduced sick leave usage, absences and staff turnover
- Increased productivity
- Greater job satisfaction
- Increased work engagement
- Reduced costs to the employer
- Improved employee health and community wellbeing



Sources of reference



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