

A stylized, graphic illustration of two faces. The faces are rendered in a flat, high-contrast style with thick black outlines. The eyes are a vibrant blue, and the lips are a deep red. The background is a solid light beige color. The overall style is reminiscent of mid-century modern or pop art.

COPING SUCCESSFULLY WITH STRESS

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- Stress in theory
- Stress in practice
- Facts about stress
- Where to find help?
- How to recognise stress?



WHAT'S NEXT?

- Coping and managing stress
- Life without stress?



STRESS IN THEORY

- Stress is an organism's normal reaction to threatening stimuli in its surroundings.
- Stress is a physiological and psychical response of an individual to events and situations, which present a threat or require some adaptation from the individual.
(Hans Selye, 1956).
- Stress is a state of agitation, where an individual interprets an event or a situation as manageable and is able, with his or her own strategies of coping, to take control of the situation.
(Lazarus, 1966 in 2006).



FACTS ABOUT STRESS

- In Slovenia, almost three quarters (72%) of people report of frequent symptoms of stress in the workplace. Only 9% report that stress situations are moderate.
- 20% of employees show early signs of burnout (chronic fatigue), 15% show signs of exhaustion, 5% suffer breakdowns and end up on sick leave (ZDS, 2012).
- 38% of e-mail users report that they check their work e-mail even while on holiday leave (AOL, 2007).
- 53% of Americans report that when under stress they do not receive any medical or professional support and they do not know where to turn for help (APA, 2013).



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struktov roznoga
korena in poprove mete.



How to recognise stress?

PHYSIOLOGICAL / PHYSICAL SIGNS

Heart palpitations, increased heart rate, breathlessness, lump in the throat, rapid and deeper breathing, digestive disorders, frequent urination, general muscle tension, slumped shoulders, muscle pain and spasms, sweaty palms, hot flushes, lower peripheral body temperature, dilated pupils, increased secretion of hormones and endorphins.

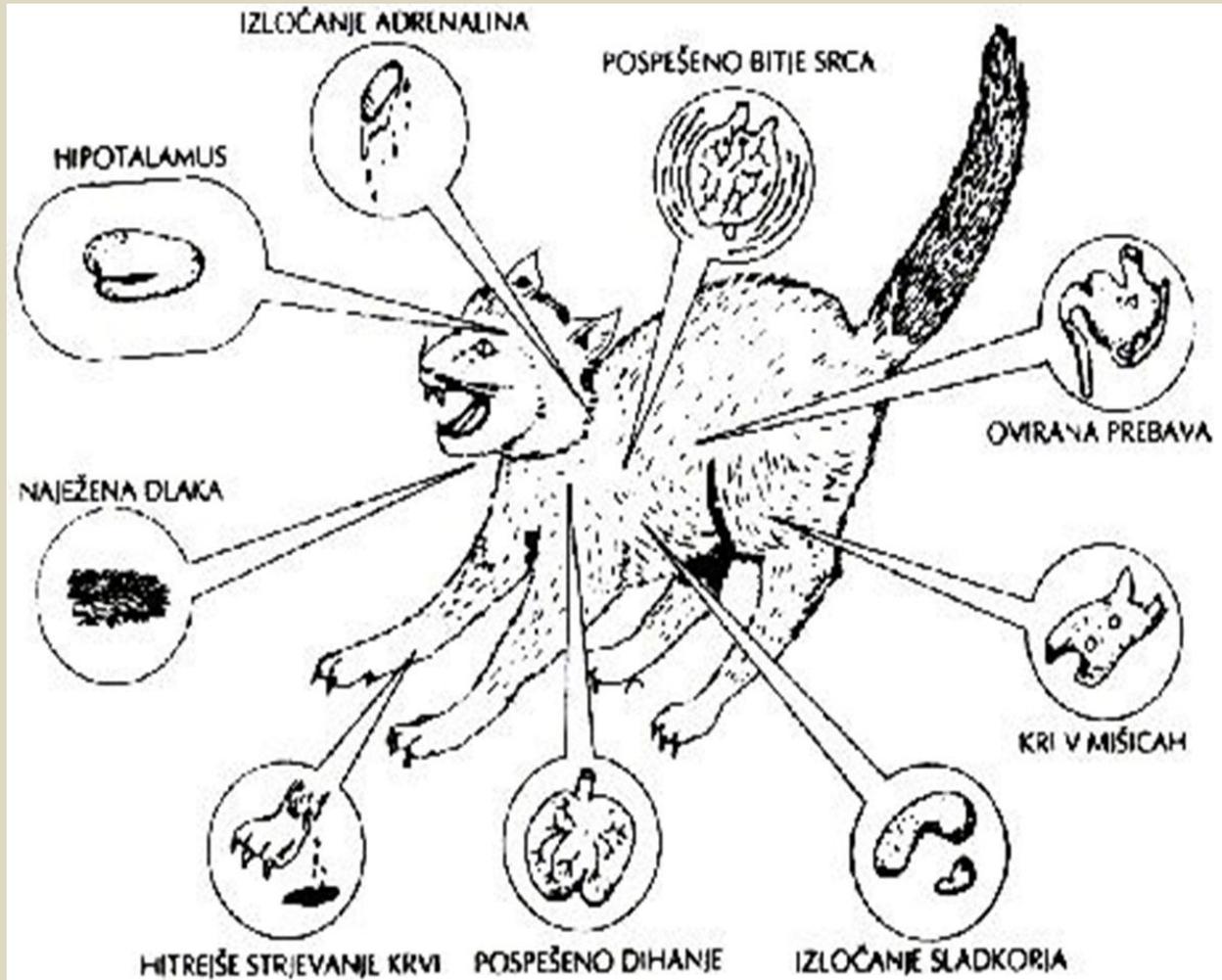
BEHAVIOURAL SIGNS

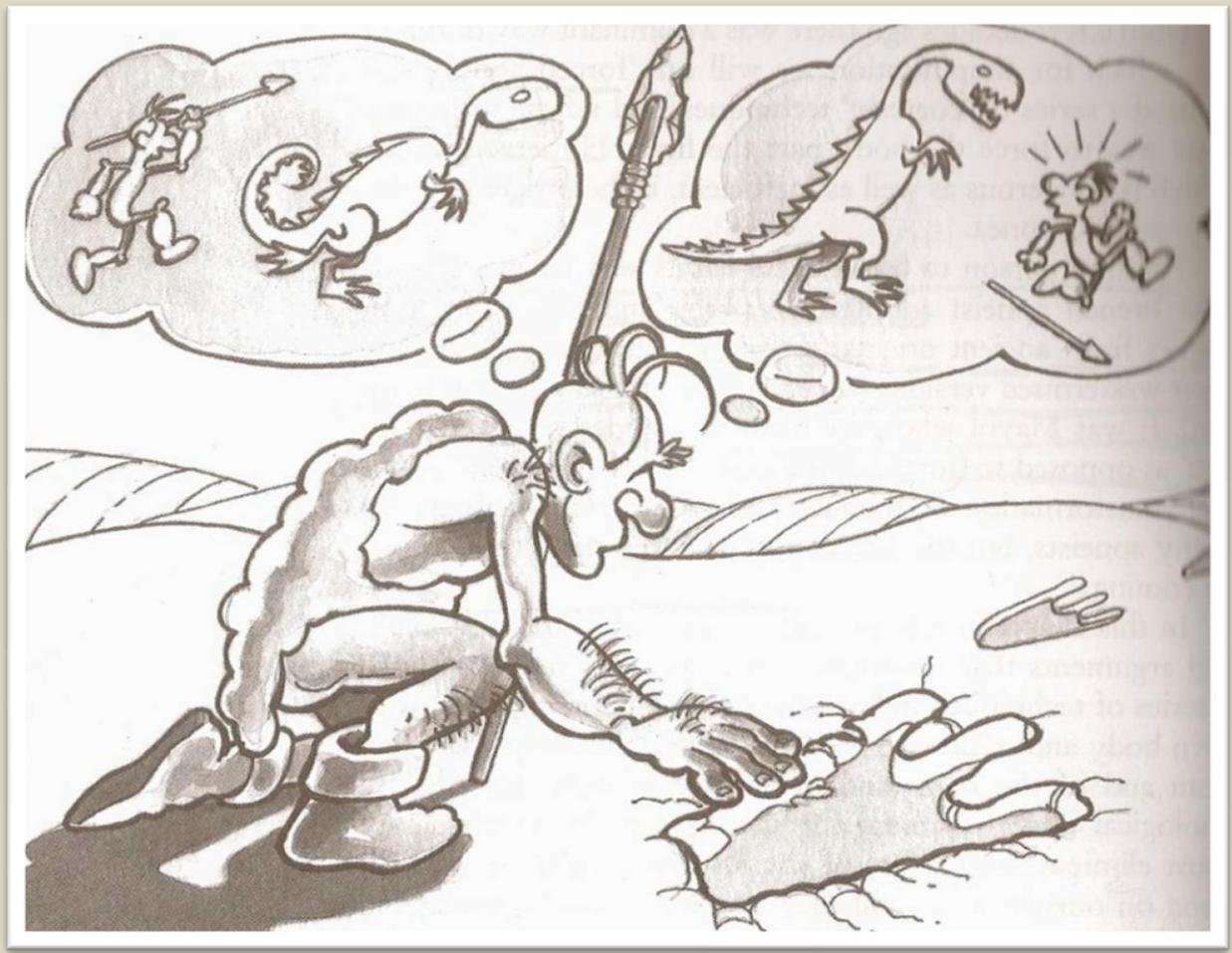
Impatience, short-temperedness, hesitancy, loss of interest and concern for oneself, for health, loss of appetite...
Inefficiency, failure, confusion, hastiness, avoidance of company, sleep disorders

EMOTIONAL SIGNS

Despair, worry, irritation, dissatisfaction, boredom, lack of ability to think clearly, difficulties with concentration, forgetfulness, feeling overburdened, low self-esteem and a strong influence of negative thoughts.

REACTION TO STRESS







THREE ASPECTS OF STRESS

- Environment: stress as a stimulus (stressors)
- Reaction to stress (distress / eustress)
- The relationship between the individual and stressors (confronting and coping with stress)



CAUSES FOR STRESS IN THE WORKPLACE

Employees indicate that the most frequent causes of stress in the workplace are:

- work overload
- long hours worked (overtime)
- insecurity of employment
- intimidation and harassment
- lack of support from colleagues or superiors in fulfilling their role
- limited opportunity to manage their own work patterns
- lack of clarity on roles and responsibilities

(EU-OSHA, 2013).



WORK RELATED STRESS - MOBBING

- Unhealthy conditions
- Difficult or monotonous tasks
- Unclear roles
- Difficult interpersonal relationships
- Colleagues of supportive superiors are less likely to take sick leave
- "helping professions" – burnout
- Social pressure, humiliation, teasing
- Exclusion – negative marginalisation
- Bullying – maltreatment, insults



COPING SUCCESSFULLY WITH STRESS

- Behaviour, that people use with the purpose of dealing with stress and which helps us function better in a given situation
- Behaviour with which people attempt to balance demands and capabilities or in a given situation manage such demands with available resources
- An active process, not a static one
- Balancing the individual's emotional reactions according to stress
- Not all strategies for dealing with stress are good / bad in every situation
- Constructive and non-constructive methods of dealing with stress

How can we manage stress?

(stress management)



→ MODIFYING / STRUCTURING THE ENVIRONMENT

→ CONTROLLING THE ACTIVATION RATE

→ CHANGING NEGATIVE THOUGHTS

→ REGULAR PHYSICAL ACTIVITY

→ DEVELOPMENT OF STRESS TOLERANCE



MODIFYING OR STRUCTURING THE ENVIRONMENT

- Structuring the environment
- Preparing a schedule / plan
- Time management
- TO DO list
- Proactive approach: anticipating possible stressors and preparing for them as well as possible



RELAXATION TECHNIQUES

- Autogenic training
- Progressive muscle relaxation
- Hypnosis
- Breathing exercises
- Biofeedback method
- Systematic desensitization
- Meditation / yoga
- Not forgetting about things that you enjoy doing
- Quality sleep



THOUGHT CONTROL

- Cognitive reconstruction transformation of negative thoughts
- Stopping negative thought processes: STOP!
- Positive self talk: internal speech which is deliberately positive
- Optimism 😊
- Self control: internal locus of control and the capability to put aside the satisfaction of one's needs
- Problem solving
- Humour: the most constructive way to deal with stress



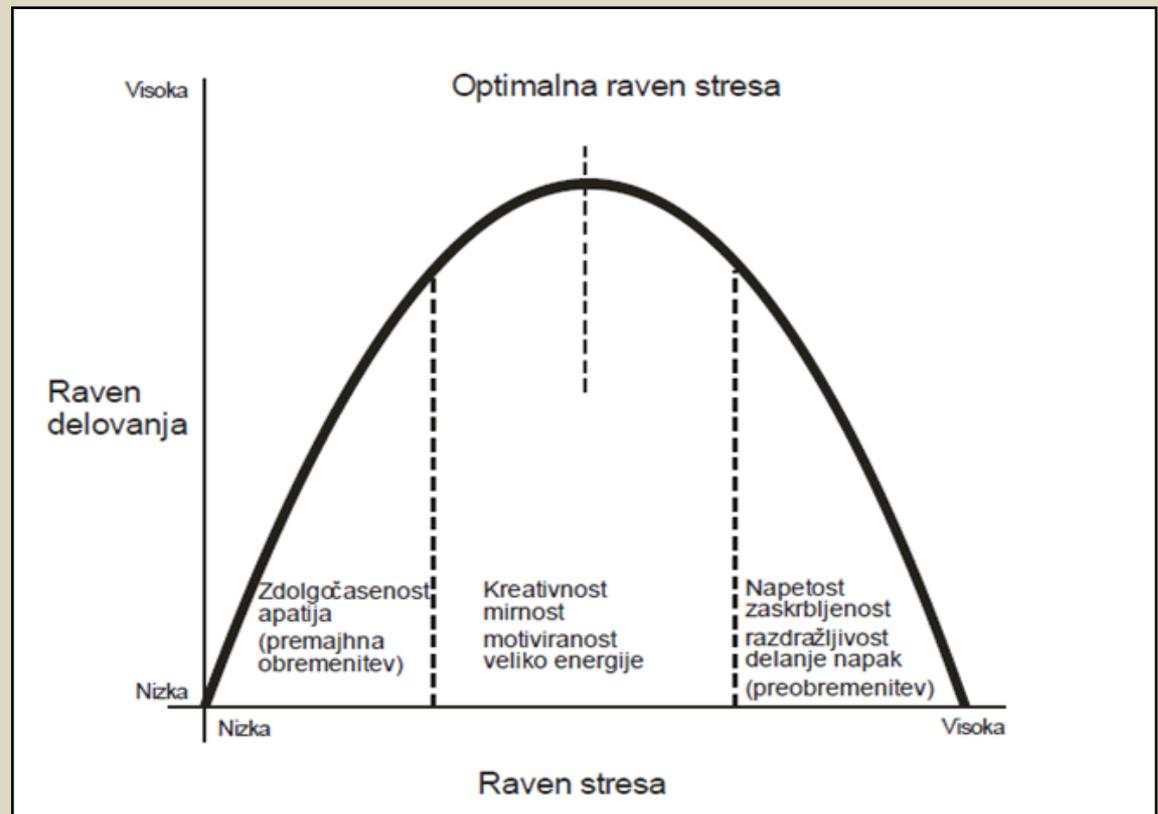
REGULAR PHYSICAL ACTIVITY

- Sports activities cause the release of hormones, such as beta endorphins, serotonin, noradrenaline and catecholamines.
- Physical activity calms the central nervous system
- Sport as a counterbalance to stress
- Suitably chosen!
- Should not be excessive
- Essential for passive jobs
- For more active jobs it is sensible to find a more passive way of relaxation



LIFE WITHOUT STRESS?

- Do we really want it?
- Can we even imagine it?



Therefore, we should learn how to react to and control stress.



On je očitno edini v našem podjetju, ki ve
kako se soočati s stresom.
Počuti se kot doma.

I HOPE THAT WE ALL
KNOW NOW!

A stylized, graphic illustration of human faces. The top half shows four pairs of eyes with blue irises and dark outlines, looking in various directions. The bottom half shows two sets of red lips, one slightly open. The background is a light beige color. A solid teal horizontal band is overlaid across the middle of the image, containing the text.

THANK YOU FOR
YOUR ATTENTION