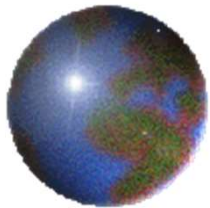




HR Initiatives

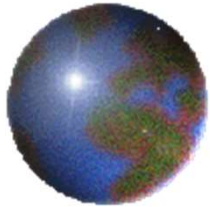


Presentation
on
Stress Management

By Deepak Bharara



Stress Management



When you say I feel stressed:

- ✦ You are probably feeling tired
- ✦ Irritated
- ✦ Exhausted
- ✦ Depressed
- ✦ Tensed
- ✦ Disappointed

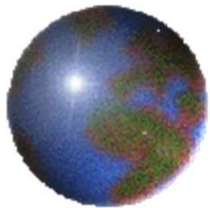
People look upon stress as something negative, stress is important in our life, for our survival and to function properly.

However both too little and too much stress can cause problems.

It is not question of avoiding stress, but rather learning to manage it & to use it positively.



Stress Management



Advantages of being able to manage stress:

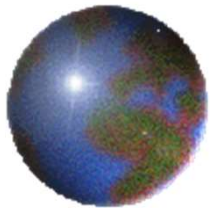
- ✦ You avoid unnecessary wear & tear on your body
- ✦ You improve on your physical and psychological well being
- ✦ You solve problems faster and more effectively
- ✦ you get along better with others.

What is stress:

Stress can be defined as **the way our body reacts** when we are exposed to stressors. It is a demand, a change or a strain i.e a stressor



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To manage the stress one must be aware of:

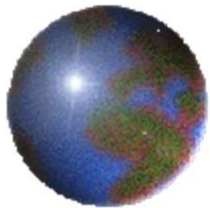
- ✦ Which stress affects you most
- ✦ Which signal tell you that you are under stress
- ✦ Which method can you use to manage your stress better
- ✦ What happens to you mentally and physically when you are exposed to stressor

Stress response leads to:

- ✦ High Blood Pressure
- ✦ Breathing become more rapid
- ✦ Muscle tension increases
- ✦ Immune function are rescued
- ✦ Senses are sharpened



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Stress Response mobilize energy in three phase:

- ✦ The body is activated and energy is mobilized
- ✦ The level of energy adjust to demanding level
- ✦ The energy level returns to normal

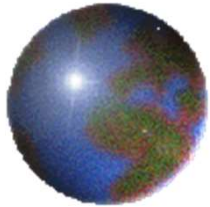
Stress Effects:

- ✦ Negative effects- if you are not able to remove the stress
- ✦ Positive effects- if you are able to handle the stress and had opportunity to improve it further.

Stress has a stimulating effect it helps in meeting demand and challenges.



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If you learn to manage your stress, you can lengthen your life and improve its quality.

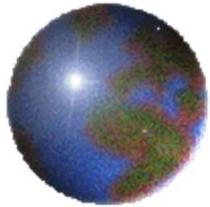
Stressor or the causes for the stress can be two types:

- ✦ Tangible stressor- easy to ascertain & describe
- ✦ Emotional stressor- arises out of relationships, attitudes

Let us understand, what makes us feel stressed?



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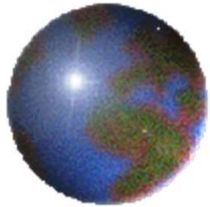


Tangible stressors:

- ✦ Heat or cold
- ✦ Noise or pollution
- ✦ Traffic
- ✦ Environment
- ✦ Lighting
- ✦ Finances
- ✦ Interruptions
- ✦ Waiting time
- ✦ Work load
- ✦ Lack of information
- ✦ Accommodation at office/home
- ✦ Mental disorder



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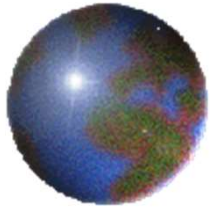


Emotional Stressors:

- ✦ Disappointments
- ✦ Matter of conscience
- ✦ Power struggle
- ✦ Problem in cooperating
- ✦ Difficulty in communicating
- ✦ Jealousy
- ✦ Breach of contract/agreements
- ✦ Inability to act



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Stress Signals:

Everyone has their unique stress threshold which set the limits as to how much strain the body can cope with. Once the limits exceed the body starts emitting stress signals symptoms

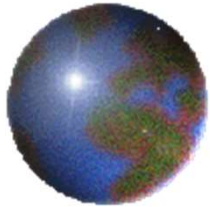
It works as warning signal to remind you to do something. Be careful and take it easy.

It can be of two types:

- ✦ General Signals
- ✦ Specific signals



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General Signals:

- ✦ Breathing becomes more rapid
- ✦ Muscles are tensed

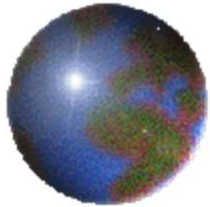
Specific Signals:

- ✦ Change in eating habits
- ✦ Decrease ability to concentrate
- ✦ Headaches
- ✦ Digestive problem
- ✦ Fatigue
- ✦ Aggression
- ✦ Nervousness

Learn to notice your Stress Signals, they are there even if you have not noticed them so far.



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Methods for Managing Stress:

There are two types of approach are necessary for stress management:

✦ **Here and Now Methods:**

- to quickly reduce your present level of stress.

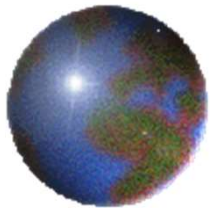
✦ **Long term Methods:**

- To gradually build up your resistance to stress and to raise your stress threshold

Consciously or unconsciously, everyone uses some form of stress management to cope up with tense situations in the short term.



Stress Management

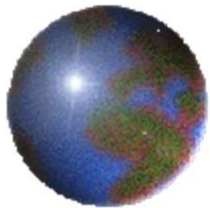


Here & now Methods:

- ✦ Regulating your breathing
 - Sit back comfortably in a chair so that your body is well supported and does not slump or lie down
 - Make sure your clothing is not too tight
 - Take a deep breath and breath out slowly
 - Breath in and out normally
 - Continue breathing normally for 2-3 minutes
 - When you feel your breathing is calm start saying to yourself, " I am relaxed " for at least two times
 - Practice this till the time you feel that you are completely relaxed.



Stress Management



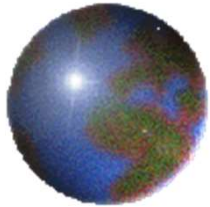
Here & now Methods

✦ Relaxing your muscles:

- Stretch – carefully - as far as you can
- Shake your arms and legs
- Tense the muscles in your arms & legs and relax them
- Take a hot bath or sauna
- Laugh
- Get a massage
- Physical Exercise
- Yawn vigorously
- Move your neck and shoulder muscles freely



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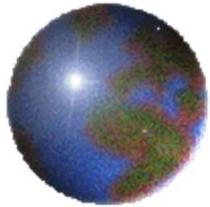
Here & now Methods

✦ Relaxing your body:

- Wear loose clothes and remove your shoes
- Lie down on floor
- Allow your body, arms and legs completely loose
- Breath in and breath out deeply for 3 - 4 times
- Close your eyes for 2 minutes and relax
- slowly Rub your palms and keep on your faces and eyes
- Open your eyes slowly
- Get up slowly
- Shake your arms and legs
- Say that "I am relaxed" at least for 2-3 times.



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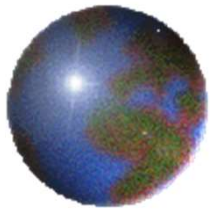
Long Term Methods:

The long term methods affect lifestyle, it is synonymous with changing a habit. Long term stress management methods enables to stay healthy, prolong & enjoyable life.

- ✦ Sleep for at least 7-8 hours a day.
- ✦ Rest for 20 minutes at interval of 4-5 hours of work
- ✦ Physical Exercise for at least 10 minutes, at the start of the day
- ✦ Proper Nutrition is a great step forward, go for right diet.
- ✦ Relaxation – practice yoga, meditation, listen to soothing music
- ✦ Overview and control- Plan and keep next 24 hours of your in control
- ✦ Positive Thinking – a mental discipline start using work “So instead but”



Stress Management



Make a decision right now! Choose to think positively. Enjoy the things you have. Enjoy the things you can do

Live while you have got life to live

**Enjoy life-inspite of everything
It may just be better than the alternative**

**Positive thinking is an expression of the joy of living
Whereas negative thinking expresses sorrow for what is not**

Make stress management a habit



Thank you very much

