

# STRESS MANAGEMENT IN THE WORKPLACE: NAVIGATING A PANDEMIC

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# WELCOME

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**RECOGNIZING WHERE WE ARE**



# PANDEMIC LIFE

Work and careers

Family and social circles

Education and the ways we learn

A decorative graphic consisting of a thin vertical blue line on the left, a large solid blue vertical rectangle in the center, and another thin vertical blue line on the right.

# ALTERED EXPERIENCES

- Moving and interacting asynchronously
- Difficult to establish routines
- Challenging to connect with others

# THE RESULTS

We are disoriented and deteriorating.



# **EXPLORING CHANGE**



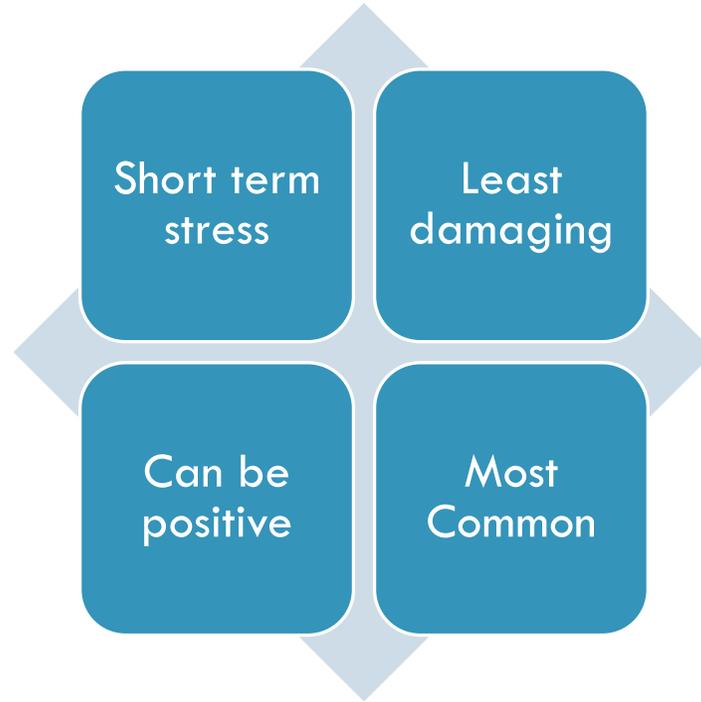
**CHANGE...**



**LET'S TALK ABOUT STRESS**

# WHAT IS STRESS

- Emotional, physical, mental tension
- A normal feeling
- Our bodies reactions to:
  - challenges & demands
- Two types of stress
  - Acute
  - Chronic



# ACUTE STRESS

# ACUTE STRESS IN THE WORKPLACE

Most common type of stress

Short term

In the Workplace

- A “busy season”
- Annual company conference or workshop series
- Upcoming deadline for a quarterly report



# CHRONIC STRESS

## Long term stress

- Emotional and mental pressure
- May produce feelings of little to no control
- Associated with traumatic events

# CHRONIC STRESS IN THE WORKPLACE

Working during a pandemic

Ongoing threats to job security

Conflict with others

Toxic culture or work environment

Little to no growth or advancement opportunities

# CHRONIC STRESS AND THE BODY

- Chemicals in the body are released
  - Corticosteroids
  - Norepinephrine/epinephrine
- Build up over time
- Flight or fight all the time
  - Freeze

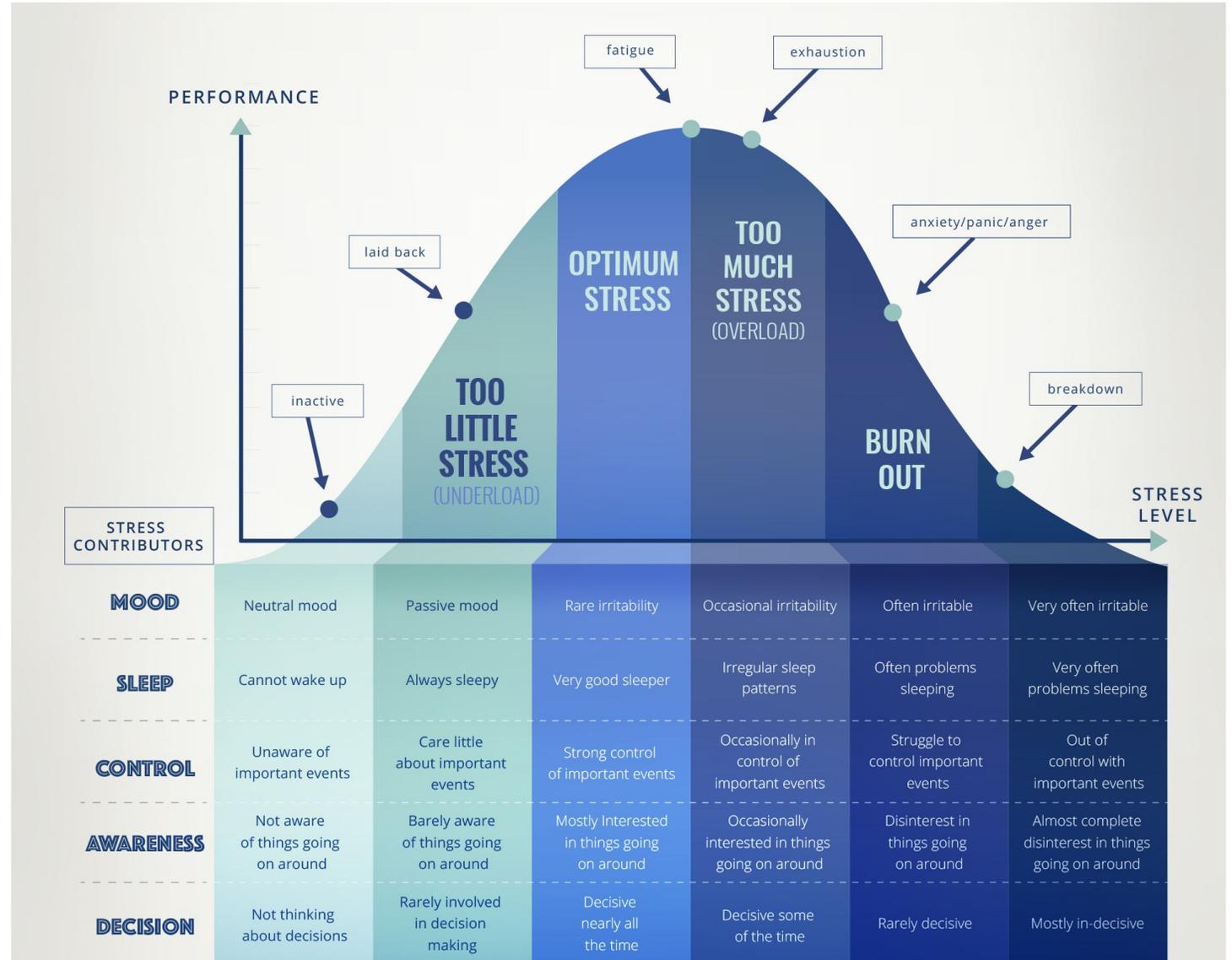
# CHRONIC STRESS AND THE BODY

## Impacts of Chronic Stress

- High blood pressure (stroke)
- Damage to muscle (heart attack)
- Suppress the immune system
- Anxiety, depression
- Headaches
- Sleep problems
- Concentration problems
- Weight gain
- Change in bowel habits
- Trouble sleeping/sleeping too much
- Forgetfulness

**WHERE IS YOUR STRESS AT?**

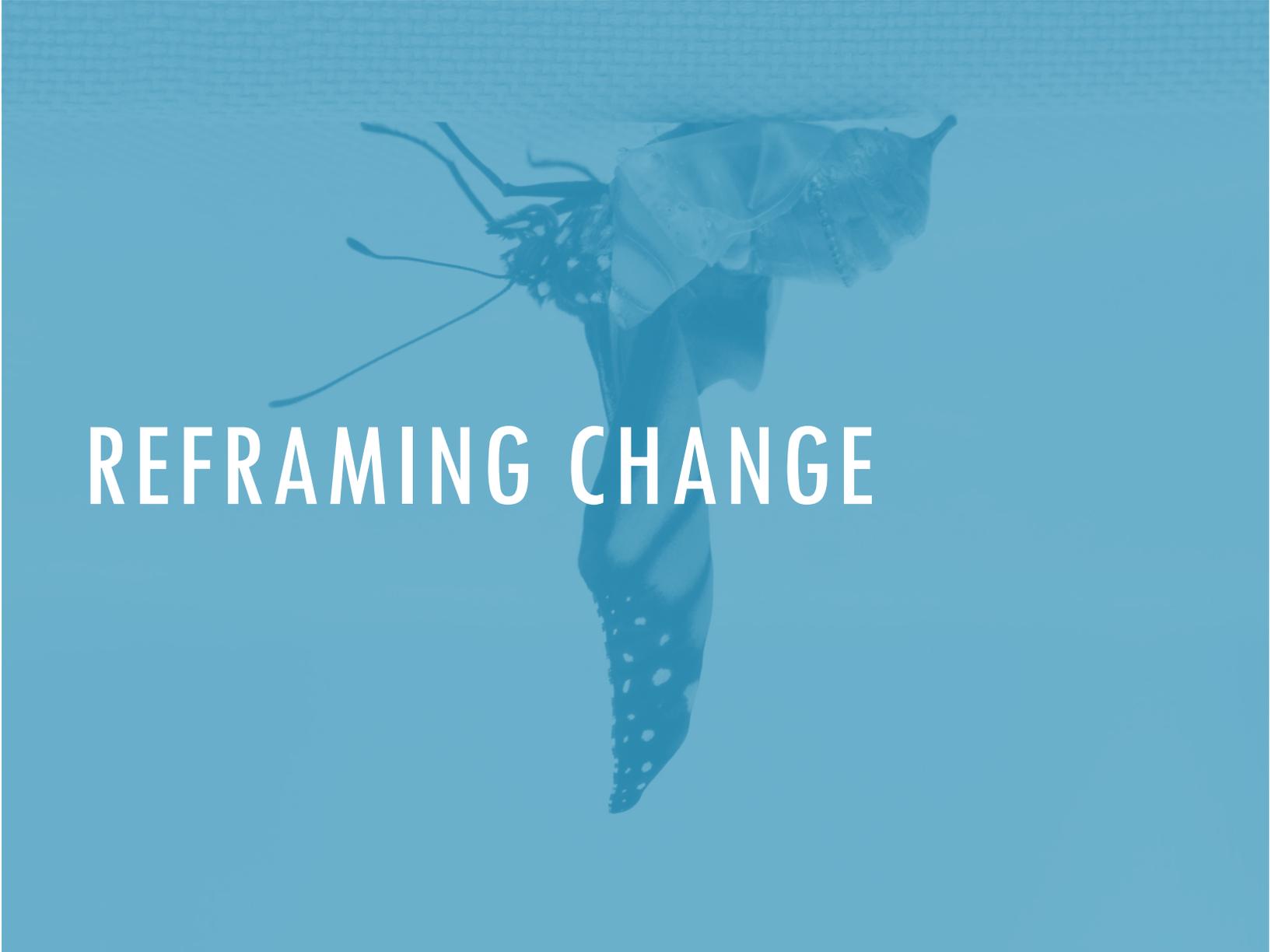
# STRESS CURVE



# OUTSIDE OF OPTIMAL STRESS

We may feel:

- Sadness
- Guilt
- Loneliness
- Isolation
- Fear
- Anger

A butterfly with orange and black wings is shown in profile, facing right. The butterfly is positioned in the upper right quadrant of a solid blue rectangular background. The text "REFRAMING CHANGE" is centered horizontally and vertically over the butterfly and the blue background. The text is in a bold, white, sans-serif font. To the left of the blue area is a solid dark grey vertical bar.

# REFRAMING CHANGE

# CHANGE IS GOING TO COME



Acknowledge your feelings



Assess the situation



Reframe your views on  
change

# REFRAMING CHANGE

Frame change outside of your emotions

- Talk about your emotions
- Develop practical ways to cope



SEE CHANGE AS AN  
OPPORTUNITY FOR  
GROWTH



- CAN I LEARN A NEW  
SKILL?



- WHAT SKILLS OR  
RESOURCES DO I HAVE  
THAT I CAN USE?



- HOW CAN I GROW?

REFRAMING CHANGE

# MANAGING CHANGE IN THE WORKPLACE

Speak up during meetings, forums, townhalls

Use suggestion boxes and “office hours”

Schedule meetings with work groups or leadership

Rely on co-workers

Tap into company resources



# **STRESS MANAGEMENT**



# TAKING INVENTORY OF STRESS

Be observant, know your stressors

Gather support and resources

Talk to your provider



# CARE FOR YOUR PHYSICAL HEALTH



## **Regular exercise**

30 minutes a day



## **Relaxing activities**

Breathing exercises

Self-care



## **Eat healthy**

5 fruits and veggies a day

More food cooked at home



## **Sleep well**

Develop a sleep routine

# MANAGING WORK RELATED STRESS

## Set goals

- Prioritize
- Say no

## Determine work related needs

- Change in responsibility
- Change in employment

## Have candid conversation

- With peers and leadership



# MANAGING WORK RELATED STRESS

## Identify beneficial resources

- Work group or project team

## Change your physical space

- Photos, stress ball, sweater

## Give yourself and others grace

- Additional time may be needed for “normal” activities



# REDUCING STRESS WHILE TELEWORKING



HAVE A MORNING  
ROUTINE



TRY TO HAVE A  
SCHEDULE FOR YOU  
AND CHILDREN



ENGAGE WHEN YOU  
CAN BY VIDEO



SCHEDULE BREAKS



GET OUTSIDE OR AT  
LEAST LEAVE YOUR  
OFFICE SPACE



HAVE A DESIGNATED  
WORKSPACE



HAVE FIRM STARTING  
AND STOPPING  
TIMES

## Mindfulness is

- Quality of being aware
- Focus awareness
- Accept feelings

## Self-Care

- Activities and habits that support your whole being

**PRACTICE MINDFULNESS AND SELF-CARE**

# RESOURCES — STRESS MANAGEMENT

Click [here](#) for the Adult Resource page that the state has prepared.

- There is information about mental health services, recovery and addiction support, health and fitness information, and resources for financial concerns as well.

Click [here](#) to be taken to the CDC website about managing stress and anxiety during the pandemic.

- It offers information to help with children that may be experiencing stress as well.

Click [here](#) to be taken to the CDC website about dealing with a traumatic event.

- It also offers resources for others in your family.

Click [here](#) to see SAMHSA and their information about mental wellbeing during an infectious disease outbreak.

Click [here](#) to watch a video that discusses stress and management.

They also have provided information [here](#) about dealing with a traumatic event.



Click [here](#) for information about sleep



Click [here](#) for information about nutrition



Click [here](#) for information about physical activity



Click [here](#) for more information about Mindfulness