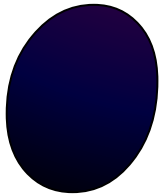




# ***STRESS MANAGEMENT***

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***WHAT IS STRESS ?***

***WHAT CAUSES STRESS ?***

***CAN STRESS BE AVOIDED ?***

***HOW TO MANAGE STRESS ?***

***POSITIVE STRESS  
STIMULATES  
PEAK PERFORMANCE***

***RESULTING IN  
POSITIVE MENTAL HEALTH***

***NEGATIVE STRESS  
AFFECTS PERFORMANCE***

***BOTH  
MENTAL &  
PHYSICAL***

***PERSONAL &  
ORGANISATIONAL***

**STRESS MANAGEMENT ~**

**THE CASE OF Corporate Executives**

**IN THE CASE OF**

**Students,**

**particularly**

**Students of MBA Programme**

**STRESS MANAGEMENT ~**

**THE CASE OF** Students,  
particularly

Students of MBA Programme

**Students' &  
Stress Management**

**MBA Students' &  
Stress Management**

# WORK CAUSES sTRESS

CHANGING NATURE OF WORK &

COMPETITION CAUSES MORE sTRESS

OVERWORKED, UNDER-STAFFED,  
OUTSOURCING, RESTRUCTURINGS, Downsizing,  
KEEPING UP TO DATE WITH CHANGING TECHNOLOGY,  
EVER-INCREASING TARGETS,  
BUDGET CONSTRAINTS, STRICTER DEADLINES,  
EVER-WIDENING GENERATION GAP,  
INCREASING LEVELS OF PRESSURES FROM ALL SIDES,  
DECLINING LEVELS OF DISCIPLINE,  
DECLINING HEALTH AND ACTIVITY LEVELS,  
INCREASING RESPONSIBILITIES  
ON THE HOME FRONT...

ANY OF THEM, OR IN SOME COMBINATION,  
ALONE, WILL CAUSE STRESS

**STRESS**

# WHAT IS HEAVY WORK OVERLOAD ?

EMPLOYEES FEEL

THAT THEY HAVE TOO MUCH TO DO  
NOT ENOUGH TIME TO PERFORM REQUIRED TASKS,  
AND NOT ENOUGH ENERGY TO DO THE WORK.

**MAXIMISING**

~ MISMATCH BETWEEN

THE DEMANDS OF THE JOB AND  
THE INDIVIDUAL'S CAPACITY TO MEET THE DEMANDS.

~ LEADS TO EXHAUSTION  
AN IMBALANCE IN THE LOAD BETWEEN  
THE JOB AND THEIR HOME LIFE.

**MINIMISING**

WHAT IS THE RESULT OF  
SUCH HEAVY WORK OVERLOAD ?

**STRESS**



DEGREE OF

***MATCH OR MISMATCH***

BETWEEN THE INDIVIDUAL &  
KEY ASPECTS OF HIS OR HER  
ORGANIZATIONAL ENVIRONMENT.

THE **GREATER THE GAP**, OR MISMATCH  
BETWEEN THE PERSON AND THE JOB,  
THE ***GREATER THE LIKELIHOOD OF BURNOUT.***

**WHAT DO YOU THINK  
IS THE EFFECT OF**

**“LONG-WORKING HOURS  
CULTURE”**

**ON PERSONAL AND FAMILY LIFE ?**

Over a period of TIME,  
on the Corporate Efficiency?

**INCREASED  
STRESS**

# BURNOUT

- ~ FEELING OF OVEREXTENSION AND DEPLETION OF ONE'S EMOTIONAL AND PHYSICAL RESOURCES.**
- ~ FEELING OF CYNICISM SETS IN – A SHIFT FROM TRYING TO DO THEIR VERY BEST TO DOING THE BARE MINIMUM**
- ~ FEELING OF INCOMPETENCE AND A LACK OF ACHIEVEMENT ORIENTATION DUE TO DECLINING PRODUCTIVITY**

CONTD.

# PEOPLE EXPERIENCING BURNOUT ~

**ASK THEMSELVES :**

**‘ WHAT AM I DOING ? ’**

**‘ WHY AM I HERE ? ’**

**‘ MAY BE THIS IS THE WRONG JOB FOR ME ! ’**

**BURNOUT** OFTEN MAKES THEM DISLIKE THE KIND OF PERSON THEY THINK THEY HAVE BECOME – DEVELOPING A NEGATIVE REGARD FOR THEMSELVES, AS WELL AS FOR OTHERS.



# **STRESS HAS A NEGATIVE IMPACT ON BOTH**

## **PHYSICAL HEALTH**

[ESPECIALLY CARDIOVASCULAR PROBLEMS] &

## **PSYCHOLOGICAL WELL-BEING ~**

AS IT PRECIPITATES NEGATIVE EFFECTS  
IN TERMS OF DEPRESSION, ANXIETY, AND  
RESULTS IN LOWERING OF SELF-ESTEEM.

# WHAT IS STRESS ?

**Stress** is your mind and body's response or reaction to a real or imagined threat, event or change.

The threat, event or change are commonly called **stressors**.

Stressors can be **internal**  
(thoughts, beliefs, attitudes)  
or **external**  
(loss, tragedy, change).

# *stress* :

Too much stress can be distressing.

The line between *eustress*,  
that turns you on &  
the *distress*  
that wears you out  
is often difficult to distinguish.

**Healthful stress levels**  
vary greatly among individuals.

**ANXIETY**  
**NERVOUSNESS**  
**TENSION**  
**PHOBIAS**  
**PANIC**  
**DEPRESSION**  
**SADNESS**  
**LOWERED SELF – ESTEEM**  
**APATHY**  
**FATIGUE**  
**GUILT & SHAME**  
**POOR SELF – ASSESSMENT**  
**NEGATIVE MOOD SWINGS**

***NEGATIVE EFFECTS  
OF STRESS***



**DIFFUSED FOCUSSING ON PROBLEMS**

**LONELINESS**

**SELECTIVE INATTENTION**

**SOCIAL ISOLATION**

**LOWERED ABILITY TO CONCENTRATE**

**POORER ABILITY TO MAKE DECISIONS**

**INCREASED FORGETFULNESS**

**IRRITATION SHOWN WHEN CRITICISED**

**FREQUENT SELF-CRITICAL THOUGHTS**

**INCREASINGLY RIGID ATTITUDES**

**DISTORTION IN IDEAS**

**DISTURBED SLEEP**

**AGGRESSIVE BEHAVIOUR**

**EMOTIONAL OUTBURSTS**  
**LOSS OF APPETITE OR**  
**EXCESSIVE EATING**  
**TREMBLING LIMBS**  
**ACCIDENT PRONENESS**  
**INACTIVITY**  
**HYPER TENSION**  
**HIGH BLOOD PRESSURE**  
**CARDIAC PROBLEMS**  
**DIFFICULTY IN BREATHING**  
**ASHTAMA**  
**ALLERGIC FLAREUPS**  
**MUSCLE CONTRACTIONS**

**ACHES AND PAINS**

**HEADACHES AND MIGRAINES**

**NUMBNESS**

**INCREASED BLOOD GLUCOSE LEVEL**

**INCREASED CHOLESTEROL**

**DIGESTIVE SYSTEM UPSET**

**INADEQUATE TIME FOR FAMILY & SOCIAL LIFE**

**INSUFFICIENT ATTENTION FOR FAMILY LIFE**

**LOSS OF INTEREST AND SO ON AND**

**SO ON ~ RESULTING VERY SOON IN**

**DECREASED IMMUNITY**

**AGAINST DISEASES**

# HOW TO RECOGNISE STRESS :

1. Behaviour indicators include:
  - lack of enthusiasm for family,
  - work or life in general,
  - withdrawal,
  - change in eating habits,
  - inability to have sound sleep,
  - sleeping excessively,
  - anger,
  - fatigue.



# HOW TO RECOGNISE STRESS :

[ CONTINUED ... ]

2. Cognitive Indicators include:  
poor problem solving,  
confusion,  
nightmares,  
hyper-vigilance.

**STRESS  
IS  
EXHAUSTING  
&  
DEBILITATING**

# ***CONTROLLING STRESS :***

There are  
***many ways***  
***to reduce your stress level.***

Everyone is different,  
and some things  
will work for you  
more than others.

Hence,

**Identify what works well for you.**

**Here are some Do's and Don'ts...**

**DOs . . .**

***IMPROVE  
YOUR***

**TEACHMENTS  
SCHEDULES  
CONFERENCES  
SCHEDULES  
TEACHMENTS  
SCHEDULES**

**ADOPT “WORK IS WORSHIP”  
ATTITUDE**

# DOs . . .

***DEVELOP POSITIVE ATTITUDE***

***POSITIVE THINKING +***

***POSITIVE TALKING +***

***POSITIVE ACTION =***

***POSITIVE OUTCOMES***

**DOs . . .**

**EXPRESS YOURSELF**

[ POSITIVELY ]

**DO NOT SUPPRESS  
& ACCUMULATE  
YOUR FEELINGS**



**DOS . . .**

***DEVELOP ACCEPTANCE***

**RESOLVING**

**WHAT YOU CAN CHANGE**

**&**

**ACCEPTING**

**THAT WHICH YOU CANNOT CHANGE**

**WILL GIVE YOU PEACE OF MIND**

**BY**

**REDUCING**

**STRESS.**

**DO's . . .**

***DISCOURAGE  
INTERRUPTIONS  
IN YOUR WORK***

**PLAN YOUR NEXT DAY  
PUT IT DOWN IN WRITING  
IMPROVE YOUR  
SUCCESS RATE**

# DOs . . .

## CARE FOR YOUR BODY

**HEALTHY DIET**

**PLENTY OF WATER**

**REGULAR EXERCISE**

**DEEP BREATHING**

**6 TO 7 HOURS OF SOUND SLEEP**

**MEDITATION, YOGA &**

**PRANAYAMA**

DOS . . .

*READ*

*ELEVATING LITERATURE*

**DOs . . .**

***LISTEN TO  
SOFT & SOOTHING  
MUSIC***

**DOS** □ □ □

***MOVE OUT INTO THE OPEN AND ENJOY***

***OBSERVE***

***SUN RISE***

***AS MANY TIMES***

***AS YOU CAN***



# DOS

- - ***-BEGIN WITH A SMILE &  
develop a sense of humour -  
laugh, laugh and laugh.***

- Gives your heart and lungs a workout
  - Helps you relax
- Boosts the immune system
  - Reduces pain
  - Improves mood
- Gives a feeling of control
- Makes you more creative
  - Fights depression
  - Reduces anger
- Makes you more friendly
- Helps in increased caring and sharing

**15  
Minutes  
at least**

# ***DON'Ts...***

***NO  
SELF-MEDICATION  
PLEASE***

***DON'T***

***MIX AND MESS***

***OFFICE LIFE & PERSONAL LIFE***

# DON'Ts . . .

***NO DRUGS***

***NO ALCHOHAL***

***NO TOBACCO***

***NO INDULGENCES***

***NO EXCESSES***

***NO NEW VICES***

***KNOW***

***when to say "no",***

***& learn when to say "stop"***

# **DON'Ts . . .**

**DO NOT  
TAKE OUT YOUR STRESS  
ON YOUR  
SUBORDINATES  
AND / OR  
YOUR FAMILY**

# PROBLEMS

NOT TO BE NEGLECTED

CONCENTRATE

ON THINKING OF

POSSIBLE SOLUTIONS

FOR EVERY MINUTE  
YOU ARE ANGRY  
YOU LOSE  
60 SECONDS  
OF HAPPINESS

TAKE  
A DEEP BREATH  
TRY  
TO REGAIN CONTROL

THINK  
BEFORE  
YOU TALK



**IMPROVE**

***YOUR  
SELF MANAGEMENT SKILLS***

***ABILITY TO DEAL WITH EMOTIONS***

***EXERCISE***

***FOR THE BODY & THE MIND***

***HOW  
ABOUT  
THE SOUL ?***

# *TEMPTATIONS*

# *HANDLING STRESS...*

*HAVE FAITH  
REGULAR PRAYER,  
WORSHIP &  
MEDITATION*

**REGULARLY PRACTICE  
RELAXATION ACTIVITIES**

**MAKE UP YOUR MIND  
TO CONTROL YOUR MIND**

**25  
POINT  
SUMMARY**

**Eat wisely**

**Rigorous Physical Exercise regularly**

**Improve Time Management**

**Improve communication skills**

**Allot time for rest, relaxation & recreation**

**Develop Hobbies that refresh your mind**

**Develop Positive Attitude**

**Practice Yoga, Pranayama & Meditation**

**Avoid blaming others for situations**

**Avoid bad company – Smoking, Drinking etc.**

**Keep a record of successful Stress Management Techniques**

**Identify stressful periods and plan for them**

**Identify the opportunities for personal growth**

**SUMMARY**  
Contd...

# Your family is your Best shock-absorber

Establish and maintain a strong support network

Developing

side the Office



Develop a

ffects of stress

Do not REACT . . . RESPOND

Keep a personal record

No self-medication please. Consult your physician or psychologist for professional advice

**HOPE,  
YOU DID NOT HAVE  
ANY ADDITIONAL STRESS  
BECAUSE OF  
THIS PRESENTATION**

**PLEASE S.M.I.L.E. NOW  
& KEEP ON SMILING**

**THANK YOU  
FOR YOUR  
PATIENT LISTENING**

**PLEASE  
PUT AT LEAST  
SOMETHING  
INTO PRACTICE**

**PROF. V. VISWANADHAM**