



STRESS MANAGEMENT

PROF. V. VISWANADHAM



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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 LABORS,
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...

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ANY OF THEM, SOME COMBINATION,
ALONE OR IN SOME COMBINATION,
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.

~ MISMATCH BETWEEN

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

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

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*

MANAGEMENT SKILLS COMBINATION SKILLS SELF-MANAGEMENT SKILLS

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