



Diagnosing and Dealing with Stress the IR/IE Way

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Stress

- ... a state of worry or mental tension caused by a difficult situation.
- ... a natural human response that prompts us to address challenges and threats in our lives.
- *Everyone* experiences stress to some degree.
- The way we *respond* to stress, however, makes a big difference to our overall well-being.

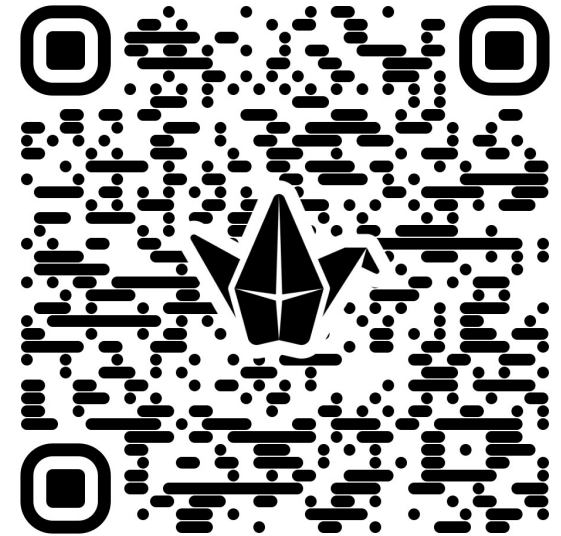
World Health Organization (<https://www.who.int/news-room/questions-and-answers/item/stress>)



Safe Share Experience

Stress: How it Feels/ Why it Matters

- Scan the QR code
- Click the green “+” button
- Share your thoughts



Potential Impacts (personal)

- Feelings of fear, anger, sadness, worry, numbness, or frustration
- Changes in appetite, energy, desires, and interests
- Trouble concentrating and making decisions
- Nightmares or problems sleeping
- Physical reactions (e.g.; headache, body pain, stomach problems, skin rashes)



CDC (<https://www.cdc.gov/mental-health/living-with/index.html>)

Potential Impacts (workplace)



- Increased potential for workplace incidents
- Reduced productivity
- Increased absenteeism
- Lower morale
- Increased turnover



OSHA (<https://www.osha.gov/>)



How much stress?

Maslach Burnout Inventory (MBI)

- 3 scales (burnout, depersonalization, personal achievement)
- Likert style, 0 – 6

Holmes Rahe Life Stress Inventory (adapted)

- 9 items

Perceived Stress Scale (PSS)

- 10 items
- Likert style, 0 – 4

Workplace Stress Scale (WSS) (not validated)

- 8 items
- Likert style, 1 – 5



Try it for yourself ...

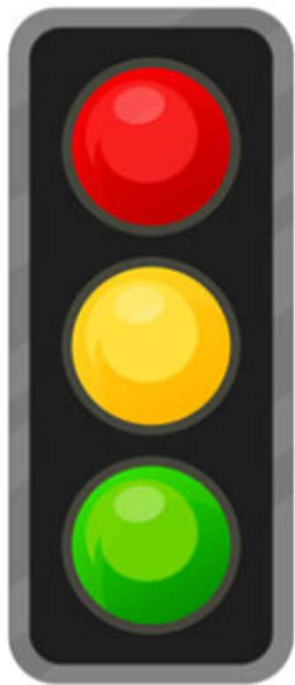


HRLS Inventory (partial)

Points

- 47 Being fired at work
- 45 Changing to a different line of work
- 39 Major business adjustment
- 38 Major change in financial state (+/-)
- 36 Major change in responsibilities at work (+/-)
- 29 Major changes in sleeping habits (+/-)
- 23 Major changes in working hours or conditions
- 20 Retirement from work
- 16 Troubles with the boss

HRLS Inventory (partial)



Over 300 points

- Odds of a major health breakdown in the next 2 years rises to about 80% (according to statistical prediction model)

150 to 300 points

- “about 50% chance of major health breakdown in the next 2 years”

Up to 150 points

- “relatively low amount of life change
- “low susceptibility to stress-induced health breakdown”

WSS

	Never	Almost Never	Sometimes	Fairly Often	Very Often
1)	1	2	3	4	5
2)	1	2	3	4	5
3)	1	2	3	4	5
4)	1	2	3	4	5
5)	1	2	3	4	5
6)	1	2	3	4	5
7)	1	2	3	4	5
8)	1	2	3	4	5

< 16 Low

16 - 20 Fairly Low

21-25 Moderate

26-30 High

31-40 Very High

PSS

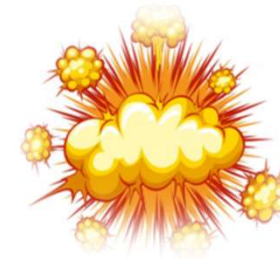
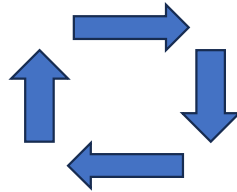
	Never	Almost Never	Sometimes	Fairly Often	Very Often
1)	0	1	2	3	4
2)	0	1	2	3	4
3)	0	1	2	3	4
4)	★ 4	3	2	1	0
5)	★ 4	3	2	1	0
6)	0	1	2	3	4
7)	★ 4	3	2	1	0
8)	4	3	2	1	0
9)	0	1	2	3	4
10)	0	1	2	3	4

< 14 Low

14 - 26 Moderate

27+ High

Managing Stress (personal)



Managing Stress (workplace)



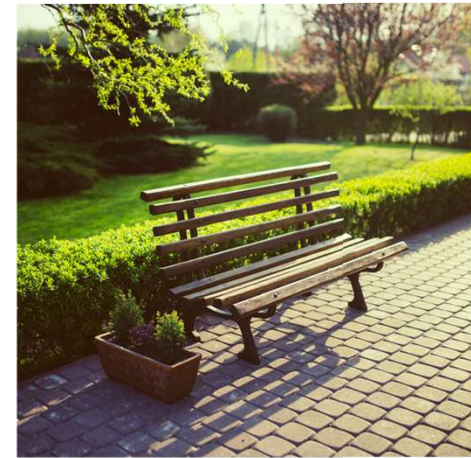
Managing Stress (workplace)



Know your capacity

- Set boundaries
- Delegate/ partner
- Ask for help`

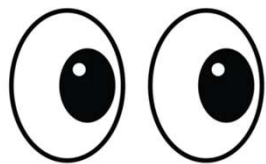
- And, as much as possible ...



Take a break!

- 5 minute stand/ stretch
- 5-10 minute walk
- Leave for lunch
- Fresh air and real light

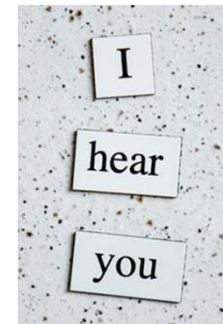
Managing Stress (as workplace supervisor)



- Awareness
- Openness



- Safe space
- Empathy



OSHA (<https://www.osha.gov/workplace-stress/employer-guidance>)



Dealing with Stress (useful links)

- <https://www.apa.org/topics/stress/tips>
- <https://www.apa.org/topics/healthy-workplaces/work-stress>
- <https://www.health.harvard.edu/blog/how-to-handle-stress-at-work-2019041716436>
- <https://www.cdc.gov/niosh/docs/99-101/default.html>
- <https://www.osha.gov/workplace-stress/employer-guidance>
- <https://www.applauz.me/resources/how-to-reduce-workplace-stress>

Thank you!

Today's Presentation

- PDFs of the Stress Scales?
- Thoughts?
- Suggestions?

Please reach out ...

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AEWAS Consulting

- SAS support (coding, training)
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