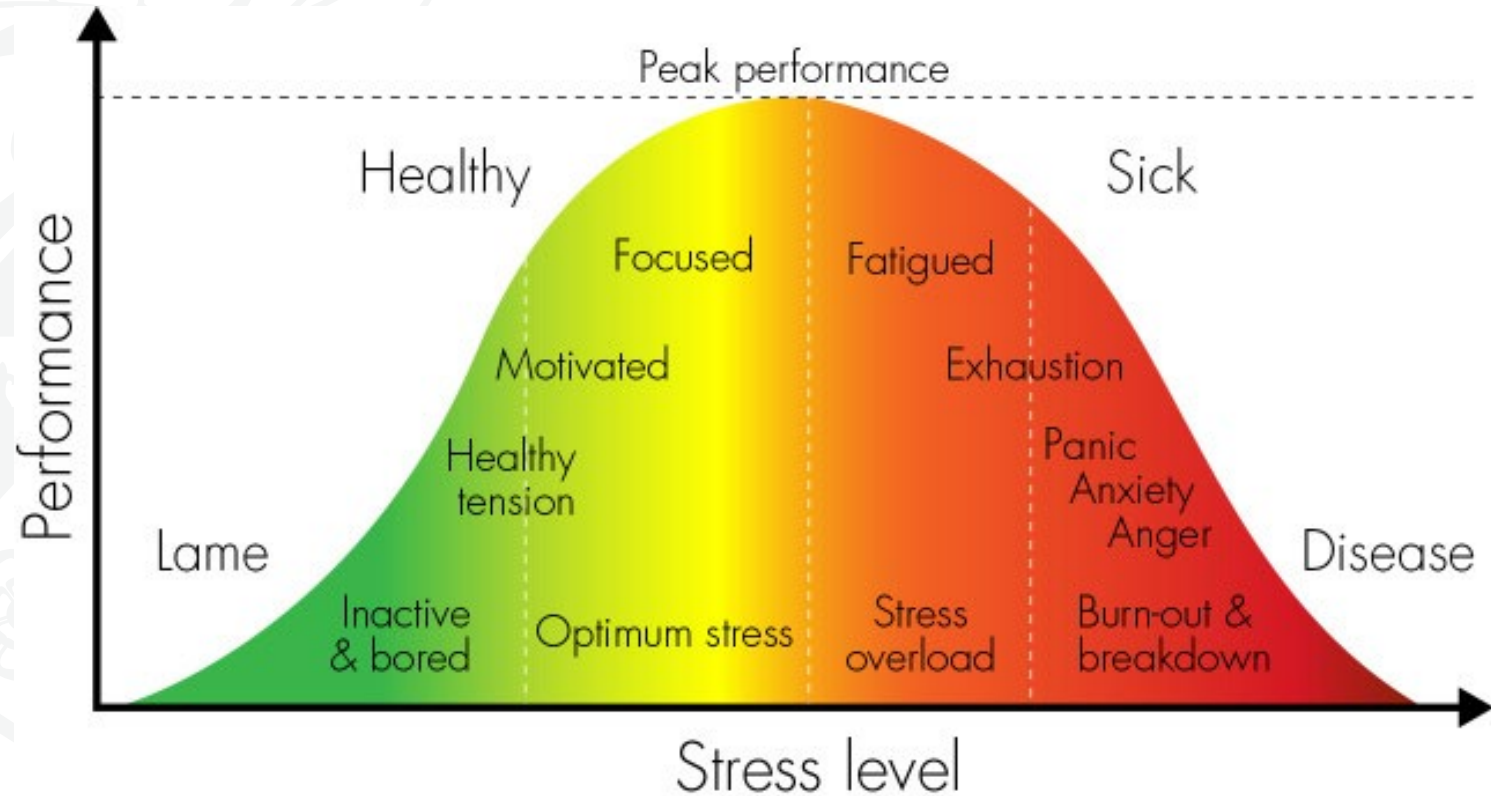# Managing stress and building resilience.

The pressure/stress graph

Individual signs of stress

Physical Signs:

headaches, Indigestion, Rashes, Frequent colds, Sleep disturbance, Dizziness

Mental Signs:

Inability to concentrate, Worrying, Making mistakes, Negative thinking, Brain fog

What to look for in yourself & others

Behavioural Signs:

Restless, Erratic driving, Increased alcohol intake or smoking, Changes in eating habits

Emotional Signs:

Irritability, Changeable moods, Tearful, Anxious, Withdrawn

Long term impact of stress on wellbeing

- Reduces the effectiveness of the immune system.

- Increases risk of cancer.

- Increases risk of heart disease.

- Digestive issues.

- Reproductive problems.

- Reduces ability to focus and solve problems.

- Anxiety and depression.

Common workplace stressors

- Overwhelming workload.
- "Meeting heavy" diary with little time to focus.
- Dysfunctional work relationships.
- Lack of trust in manager or colleagues.
- Increased working hours.
- Inefficient processes.
- Reliance on others to complete tasks.

SCARF model – the 5 areas that drive our responses (David Rock, 2008)

STATUS
Our sense of personal worth

CERTAINTY
Our sense of what the future holds

AUTONOMY
Our sense of control over events

RELATEDNESS
How safe we feel with others

FAIRNESS
How fair we perceive the situation to be

Leading with SCARF

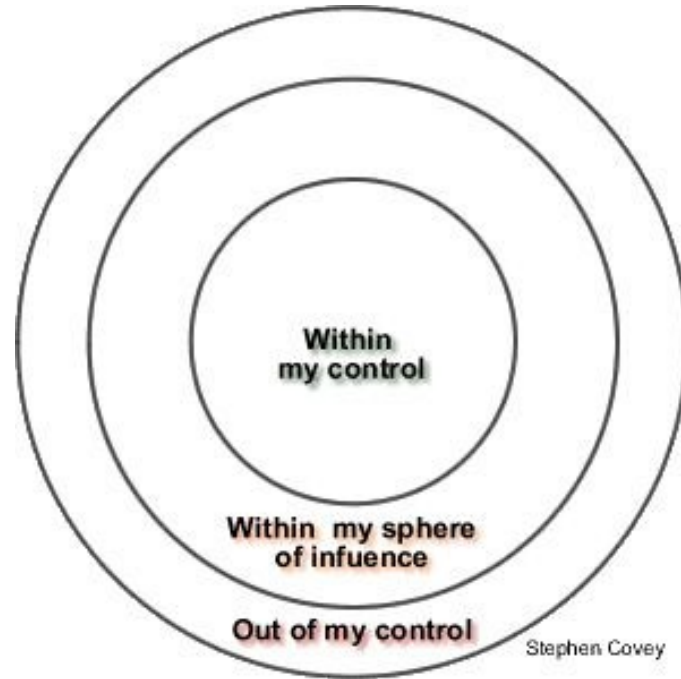| SCARF domain	Do less	Do more
STATUS	• Challenge people publicly • React with emotion • Forget to give positive feedback or only give it to a few	• Praise for growth • Be consistent • Collaborate with a diverse set of team members
CERTAINTY	• Keep information to yourself • Be unclear in your expectations • Change plans at the last minute	• Clarify understanding of your expectations • Communicate clearly and often • Stick to agreements or renegotiate
AUTONOMY	• Use the command style continually • Make decisions for the group • Ask for input then ignore it without reason	• Provide choice on how to proceed • Make decisions as a team where possible • Be open and respectful to the ideas of others
RELATEDNESS	• Focus only on business • Create silos or cliques within the team • Create a "always busy" culture	• Encourage time spent on collaboration • Create and focus others on shared goals • Identify a common purpose
FAIRNESS	• Favour those with similar traits to yourself • Forget to credit your team for ideas • Make decisions "behind closed doors"	• Gather input widely • Be curious about ideas you don't agree with • Recognise all contributions

The Resilience Engine (Jenny Campbell)
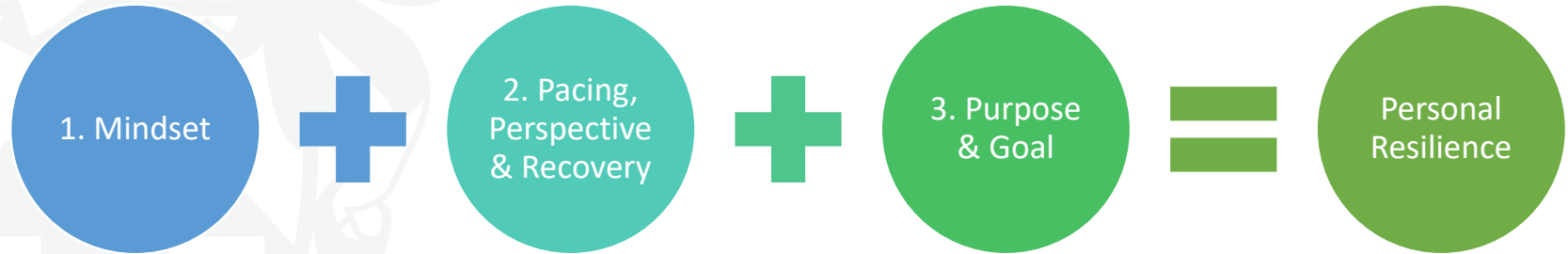
Stephen Covey's Circle of Control

1. List your concerns.

2. For each concern note down:

- What is in your control
- What in your sphere of influence
- What is out of your control

Within my control

Within my sphere of infuence

Out of my control

Stephen Covey

Unhelpful Thinking Styles

- Are these thoughts helpful or useful?

- Are they true?

- Are they helping me stay resilient?

- Are they making me more stressed?

- What is a more helpful way of thinking?

All or nothing thinking
Sometimes called 'black and white thinking'
If I'm not perfect I have failed
Either I do it right or not at all

Over-generalizing
"everything is always rubbish"
"nothing good ever happens"
Seeing a pattern based upon a single event, or being overly broad in the conclusions we draw
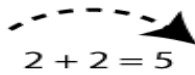
Mental filter
Only paying attention to certain types of evidence
Noticing our failures but not seeing our successes

Disqualifying the positive
Discounting the good things that have happened or that you have done for some reason or another
That doesn't count

Jumping to conclusions
There are two key types of jumping to conclusions:
- **Mind reading** (imagining we know what others are thinking)
- **Fortune telling** (predicting the future)
2 + 2 = 5

Magnification (catastrophising) & minimization
Blowing things out of proportion (catastrophizing), or inappropriately shrinking something to make it seem less important

Emotional reasoning
Assuming that because we feel a certain way what we think must be true
I feel embarrassed so I must be an idiot

should must
Using critical words like 'should', 'must', or 'ought' can make us feel guilty, or like we have already failed
If we apply 'shoulds' to other people the result is often frustration

Labelling
Assigning labels to ourselves or other people
I'm a loser
I'm completely useless
They're such an idiot
STUPID

Personalization
"this is my fault"
Blaming yourself or taking responsibility for something that wasn't completely your fault
Conversely, blaming other people for something that was your fault

PSYCHOLOGY**TOOLS**

creative commons   http://psychology.tools

Reframing example

Current Experience	**I'm so busy, there aren't enough hours in the day to get things done**
Current Meaning to you	I feel anxious and overwhelmed. Last time this happened I became really unwell.
What else could this experience mean?	I'm going to need to make sure I look after myself as I've got to stay as productive as possible. I need to focus, not get distracted and maintain my energy levels by eating well, taking breaks and try to get enough sleep.

How a daily routine helps sleep

- Our brains are always looking for predictability or patterns. When your life is organised your mind knows what to expect and feeling of anxiety are reduced.

- Creating healthy habits for yourself enables better sleep patterns, increases your chances of practicing good levels of self-care, and enables you to feel productive and in control of your world.

- Creating routines will allow you to set times for things that you enjoy or make you happy. The neurons in our brains respond more positively to rewards than threats so ensuring we take time to schedule these into our day will increase the levels of mood improving hormones in our bodies.

The Healthy Mind Platter

#WellnessWednesday

SLEEP TIME PHYSICAL TIME FOCUS TIME
TIME-IN DOWNTIME PLAYTIME CONNECTING TIME

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"The **Healthy Mind Platter** has seven essential mental activities necessary for optimum mental health in daily life. These seven daily activities make up the full set of 'mental nutrients' that your brain needs to function at it's best. By engaging every day in each of these servings, you enable your brain to coordinate and balance its activities, which strengthens your brain's internal connections and your connections with other people."

- Quote directly from Mindplatter.com

Sources
https://davidrock.net/files/02_The_Healthy_Mind_Platter_US.pdf
http://www.mindplatter.com/#targetText=A%20time%20when%20too%20many,fragmented%20attention%20and%20information%20overload.&targetText=The%20Healthy%20Mind%20Platter%20has,mental%20health%20in%20daily%20life.

The Healthy Mind Platter

SLEEP TIME PHYSICAL TIME FOCUS TIME
TIME-IN DOWNTIME PLAYTIME CONNECTING TIME

The Healthy Mind Platter for Optimal Brain Matter™

Focus Time
When we closely focus on tasks in a goal-oriented way, taking on challenges that make deep connections in the brain.

Play Time
When we allow ourselves to be spontaneous or creative, playfully enjoying novel experiences, which helps make new connections in the brain.

Connecting Time
When we connect with other people, ideally in person, or take time to appreciate our connection to the natural world around us, richly activating the brain's relational circuitry.

Physical Time
When we move our bodies, aerobically if possible, which strengthens the brain in many ways.

Time In
When we quietly reflect internally, focusing on sensations, images, feelings and thoughts, helping to better integrate the brain.

Down Time
When we are non-focused, without any specific goal, and let our mind wander or simply relax, which helps our brain recharge.

Sleep Time
When we give the brain the rest it needs to consolidate learning and recover from the experiences of the day.

UNIVERSITY of York

Mental Nutrients:	Top Tips:	Do you need to incorporate more or less of this?	What & When specifically?
Focus: tasks, goal orientated *(Dopamine)*	Focus on your Top 3 priorities for the day. Giving yourself time without distractions. Taking time to acknowledge what you have achieved.		
Connect: with others and the world around us *(Oxytocin)*	Connection that isn't just about work. Getting to know others. Sharing and listening to experiences.		
Play: spontaneous, creative, novel *(Seratonin/Endorphin/Oxytocin)*	Discussing a new idea/book/article, laughing, spending time on hobbies.		
Physical: moving our bodies, aerobically if possible *(Seratonin/Endorphin)*	Getting outside & leaving the desk/computer.		
Time In: quiet reflection internally on sensations and feelings *(Dopamine)*	Thinking about how things have gone – what went well.		
Downtime: non-focussed, mind is allowed to wander and relax	Time away from work & things you find stressful.		
Sleep: giving our brains rest to recover and repair	Good sleep routine/habits.		