

## CHAPTER NO. 6: PDS- STRESS MANAGEMENT

### SUMMARY

#### **Introduction**

Many people think they understand stress. In reality, however, stress is complex and often misunderstood. To learn how job stress truly works, we must first define it and then relate it to the individual in the workplace.

#### **Sources of job stress**

Individuals will experience stress when they face new or threatening factors in their work environments. While individuals will vary, of course, in what they experience as stressful there are some aspects of work that systematically create job stress for employees.

One major source of job stress is the job itself. The way the job is designed, the amount of time pressure an individual faces, and the expectations others have of a person at work can all lead to job stress.

Become familiar with the symptoms of stress

#### **Common Physical symptoms of stress can include:**

- Rapid heartbeat.
- Headache.
- Stiff neck and/or tight shoulders.
- Backache.
- Rapid breathing.
- Sweating and sweaty palms.
- Upset stomach, nausea, or diarrhea.
- Sleep trouble.
- Weakening of the immune system

#### **Common Mental symptoms of stress include:**

- Irritability
- Intolerance
- Short Temper
- Exhaustion
- Lack of concentration
- Frustration over minor challenges

Learn methods to determine the level of stress

Determine YOUR Personal Level of Stress

Using the handout for reference, rate how often on a

Scale of 1 to 10 (1 being never, 10 being more than 5-6 times a week) you experience the below mentioned symptoms:

Headaches

Back/neck pain

Chest pain or discomfort

Understand the causes of stress and the coping mechanisms for alleviating stress

**If you determine that you are experiencing excessive stress, what can you do?**

- Find out what is causing stress in your life and determine ways to reduce or eliminate the cause.
- Change your response to the stress by using old and new coping techniques
- Learn healthy ways to prevent stress and reduce its harmful effects.

Take control so you can avoid stressful situations,

**How Can You Cope With Stress?**

- 1) Time Management can be a huge cause for stress in many peoples' lives. Consider taking a class or course or reading information available online or in magazines or books or to better manage your time and tasks.
- 2) Schedule - You may get more done with less stress if you make a schedule. Think which things are most important, and put those at the top of your schedule/list to do things first.
- 3) Take good care of yourself. Exercise, get plenty of rest, try to eat well, don't smoke, limit how much alcohol you drink.

**The ability to deal with the stress**

- Stress is the body's automatic response to any physical or mental demand placed on it.
- Adrenaline is a chemical naturally produced in our body as a response to stress .
- Fight or Flight response is elicited.
- Moderate levels of stress may actually improve performance and efficiency

Too little stress may result in boredom

## **Types of stress**

Frustration: blocked goal

Conflict: incompatible motivations

Approach-approach

Approach-avoidance

Avoidance-avoidance

Change: having to adapt

Social Readjustment Rating Scale

Life Change Units

Pressure

Perform/conform

Stress process and response to stress

Emotional Responses

Annoyance, anger, rage

Apprehension, anxiety, fear

Dejection, sadness, grief

Positive emotions

Emotional response and performance

The inverted-U-hypothesis

Mitigate stress impact so you can enjoy your daily life

Social support

Increased immune functioning

Optimism

More adaptive coping

Pessimistic explanatory style

Conscientiousness

Fostering better health habits

Autonomic reactivity

Cardiovascular reactivity to stress

## **General adaptation syndrome**

General Adaptation Syndrome (Hans Selye) – 3 stages

The alarm stage is the first stage of the stress response and it is when an individual's homeostasis is disrupted. The hormonal and nervous system are activated, in other words, the flight or fight response is activated.

The resistance stage is the second stage of the stress response and it is when the body attempts to reestablish its internal balance or equilibrium/homeostasis. It occurs with continued exposure to the stressor that elicited the response.

The exhaustion stage is the third stage of the stress response and it is when the physical and psychological resources used to deal with the stress have been depleted.