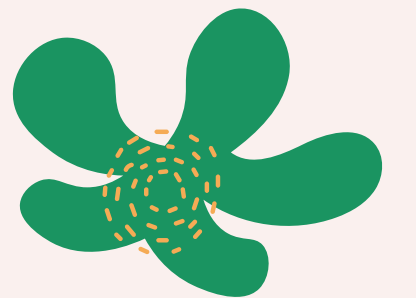


2/26 PD Group

# Stress Management Workshop

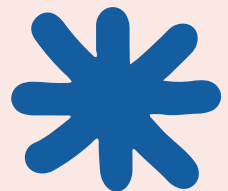


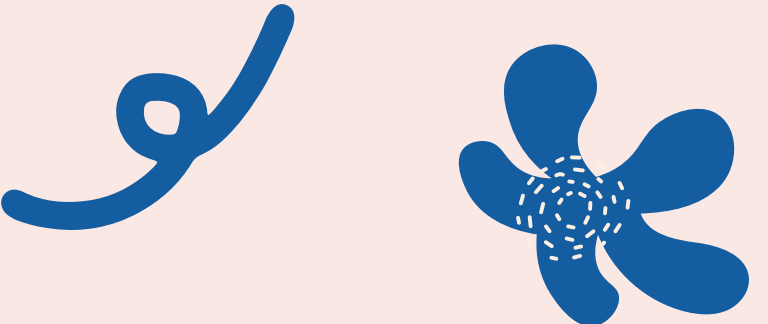
To understand what stress is, its impacts, and effective strategies for managing stress at work



# Articles

1. APA:Coping with stress at work
2. Burnout and the Brain, Alexandra Michel
3. Harvard Business Review: How to recover from work stress, according to science.
4. VeryWellMind: 9 Ways to Cope With Work Stress and Avoid Burnout





Let's be real...

26.9 was a relatively stressful release!

but we made it through



**By the  
end of  
today's  
session...**

**\* A Shift in Perspective**

Moving from "stress is a failure" to "stress is a signal to manage."

**\* A Filter for Focus**

The ability to distinguish between what you can actually change and what you need to let go of.

**\* A Personalized Toolkit**

Micro-practices and Structural habits you can implement before the end of the day!





# Normalizing stress

(with out glorifying it)

**The basics: It's a natural response to demand**

## Good stress

- Some stress improves performance
- Motivates us and pushes us towards ambitious but obtainable goals!



## Negative stress

- Chronic stress reduces clarity, creativity, and patience
- Slows us down and often isolates us
- Stress source can likely be addressed if we slow down and reflect!

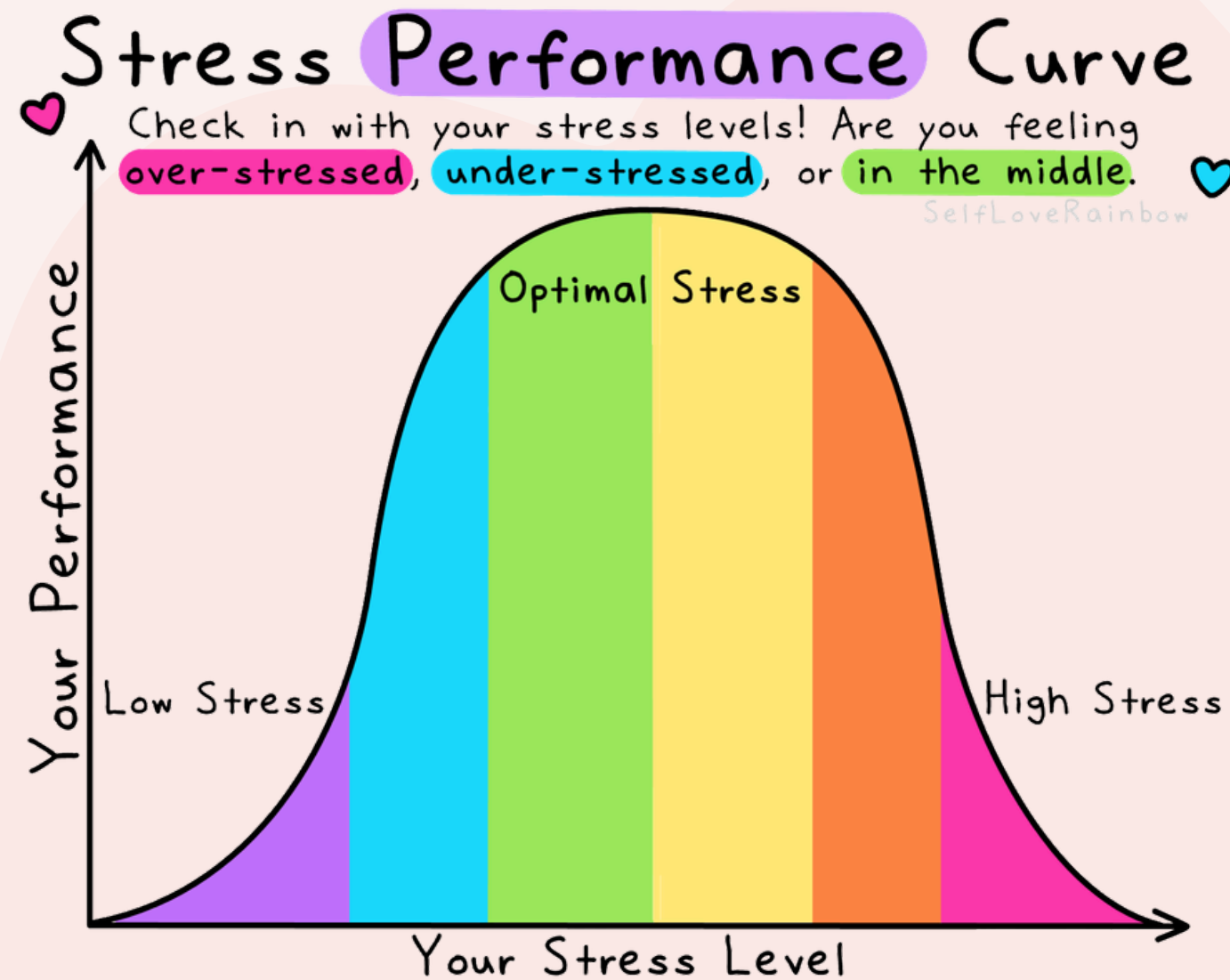


# Separate optimal stress from unhealthy stress

## the performance curve

### Healthy

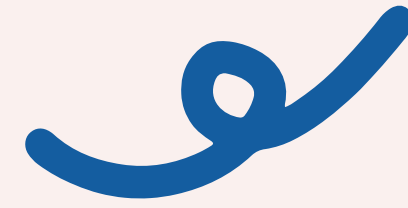
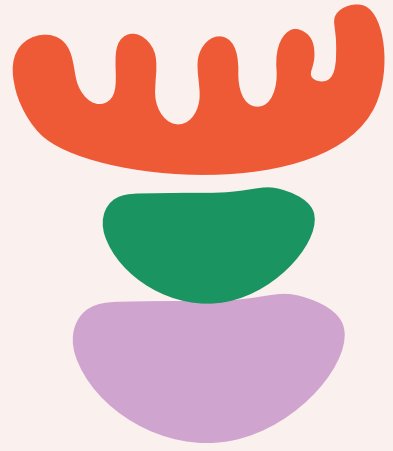
short-term, tied to a specific deadline or challenge, motivates action, goes away once the moment passes



### Chronic

ongoing and unrelenting, no clear endpoint, builds up over time, starts affecting sleep, focus, mood, and physical health

Under-Stressed		Optimal Stress		Over-Stressed	
Bored	Unmotivated	Creative	Productive	Overwhelm	Burnout
Inactive	Listless	Focused	Motivated	Exhaustion	Anxiety
Relaxed	Laid Back	Engaged	In the Zone	Breakdown	Panic



## Common Workplace Stressors

Physical  
discomfort



Interpersonal  
conflict



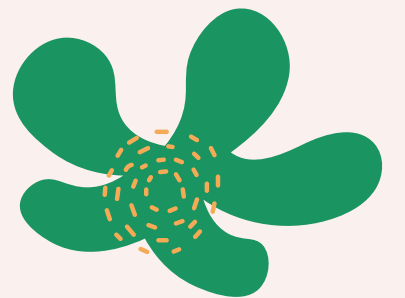
Disorganization



Multitasking



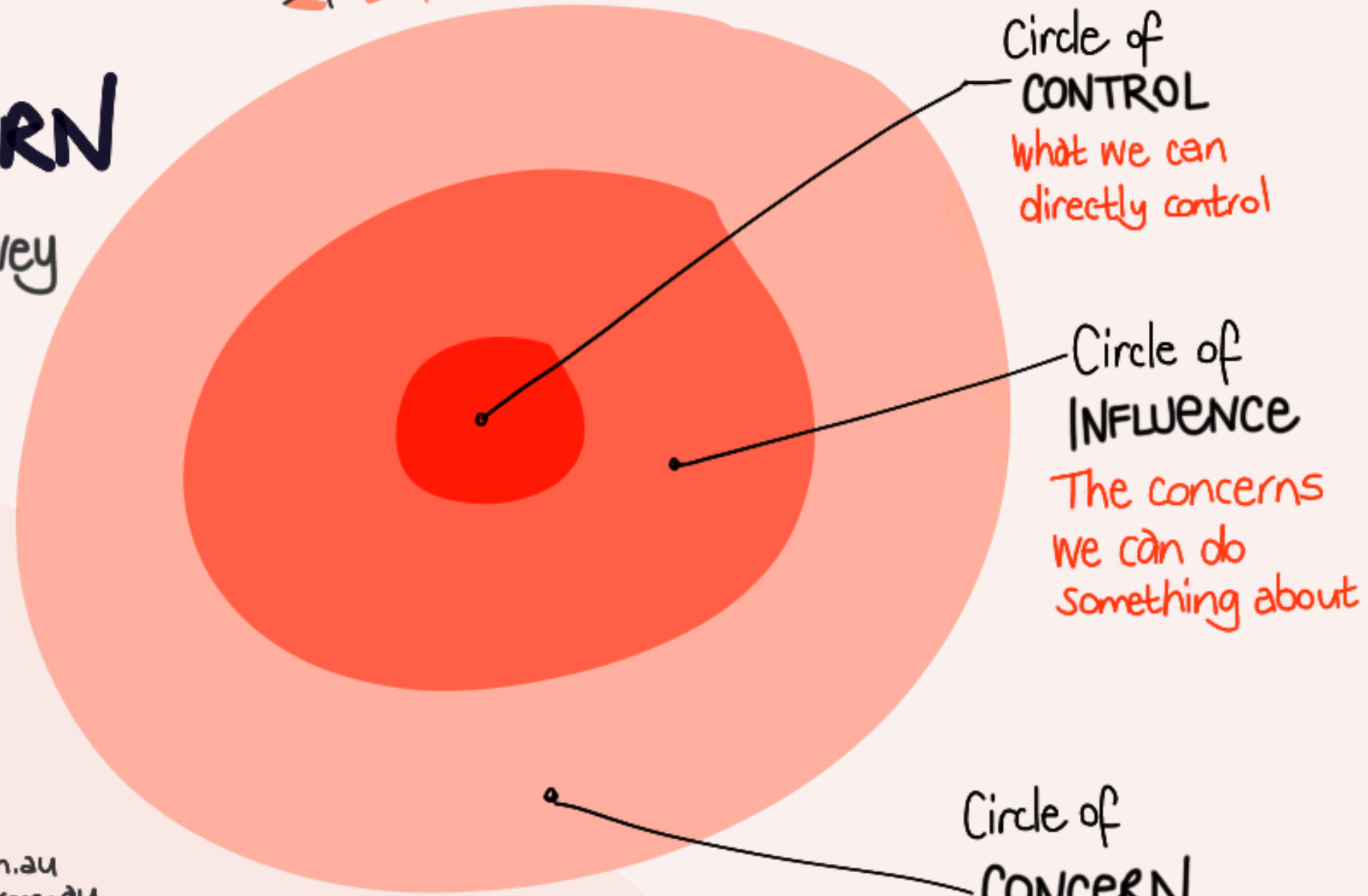
verywell



# Sphere of Influence

CIRCLE  
of  
CONCERN  
by  
Stephen Covey

We need to focus our energies on what we can control + influence!



Circle of  
CONTROL  
What we can  
directly control

Circle of  
INFLUENCE  
The concerns  
we can do  
something about

Circle of  
CONCERN  
Wide range of  
concerns

What we cannot control or influence we need to LET GO of!

© discoveryinaction.com.au  
eyresandassociates.com.au

DRAWING

# Individual Practical Tips

## what I can do

### Micro-Resets

Box breathing before  
tough meetings

quick walk

utilize quiet rooms

stand + stretch

protect lunch breaks

### Cognitive Clarity

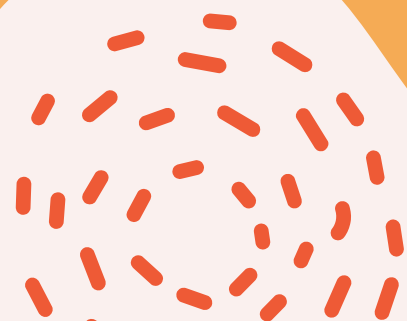
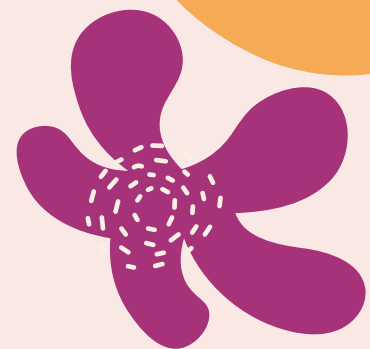
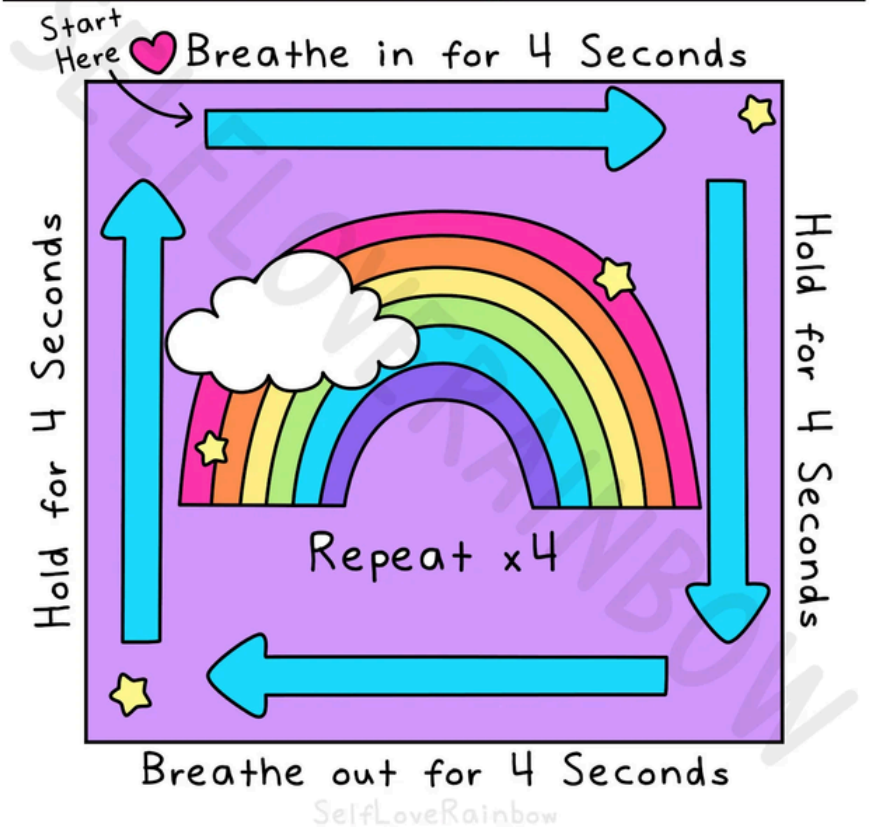
review notifications  
intentionally

block focus time on  
calendar

break large tasks into  
first steps

Write down top  
3 priorities

### Box Breathing Exercise

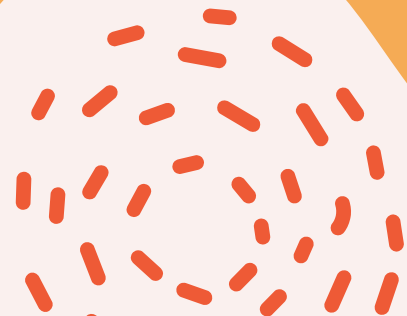
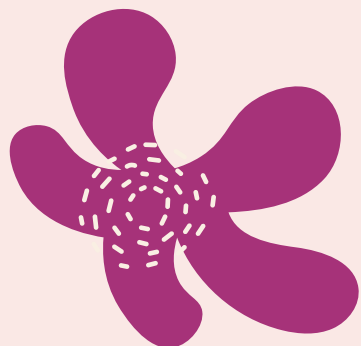


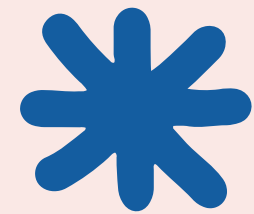
# Collective Practical Tips

**As Lauren once said:**



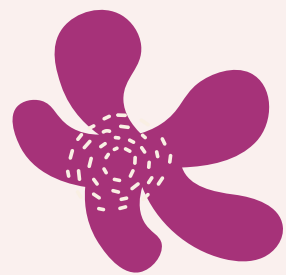
- \* Clarify weekly priorities with your manager
- \* Don't spend too much time solo troubleshooting; reach out in cps-internal
- \* Normalize "Can I run this by you?"
- \* Utilize public collab spaces around the office
- \* Share context early & flag capacity constraints honestly
- \* Shared decompression after big pushes (aka retrospective)



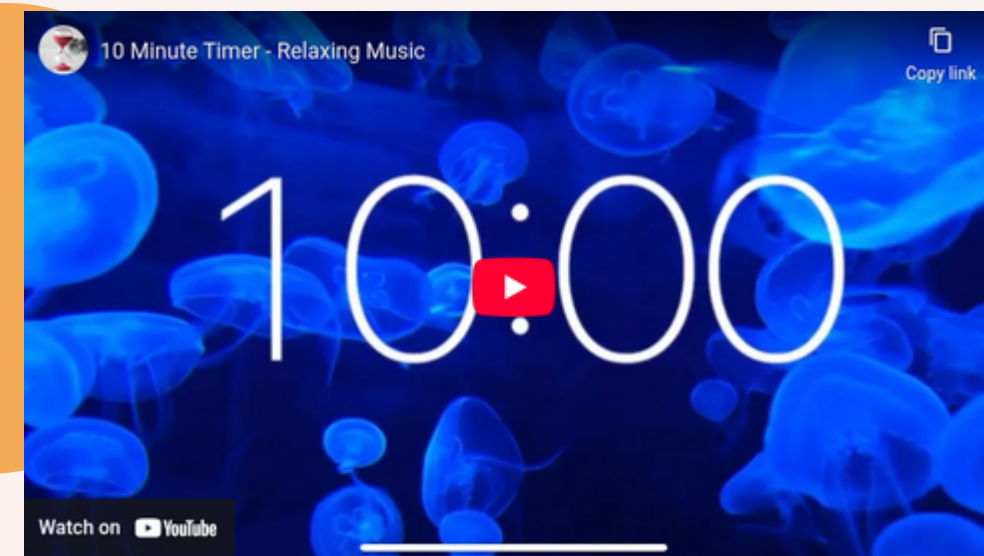


# Breakout Groups

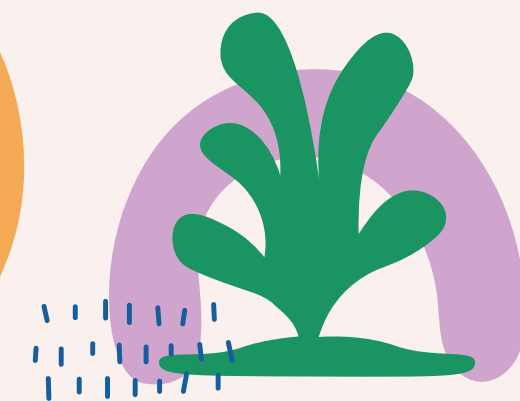
If you're open to it, briefly share one stressor you're currently navigating. The goal isn't to solve it right now, but to help us recognize shared experiences and learn from one another.

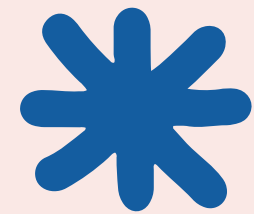


What's one small practice that's helped you reset during stressful moments?

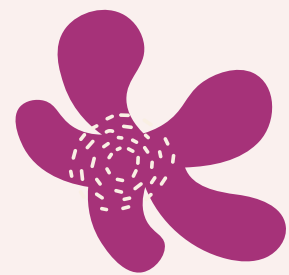


Briefly share one key insight or takeaway from the article you chose. How does it relate to a stressor you're currently experiencing, and did it shift the way you think about managing stress?

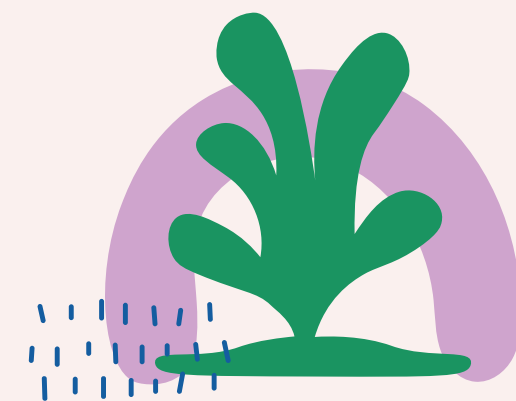


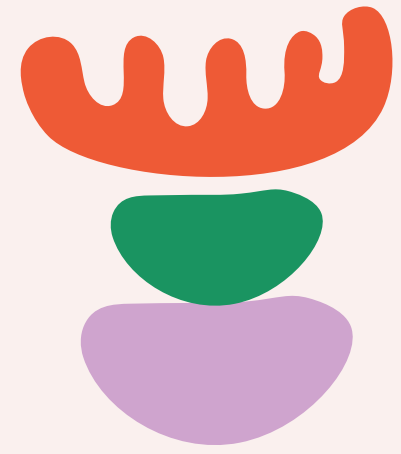


# Reflection



**WHAT DID WE LEARN  
FROM EACH OTHER?**





**Thank You!**

