STRESS

Session 1:
From knowing to doing

Handout

SHIT SHOW

1 Stress is the biological reaction of our body to external demands. Stressors then have a negative effect, when they threaten our basic needs

2 Designing your workplace can help to reduce stressors (e.g.: check default-settings, set appointment-blocker, plan transitions and breaks between meetings)

3 Communicating boundaries can help to reduce stress. It can help to realise that every "no" is also a "yes". So ask yourself: What do you want to say yes to?

4 The basics of constructive and non-violent communication include: objective observations, sharing one's needs, asking open questions and I-messages.

Disclaimer

☎️ Telefon Seelsorge: 0800.1110111
and 0800.1110222 (German)

🛋️ German therapy: www.psych-info.de
English therapy: https://www.complicated.life/
find-a-therapist

🔥 Psychiatric outpatient clinic

Agenda

Knowledge: getting to the bottom of your stress

Thinking: How your thoughts impact your actions

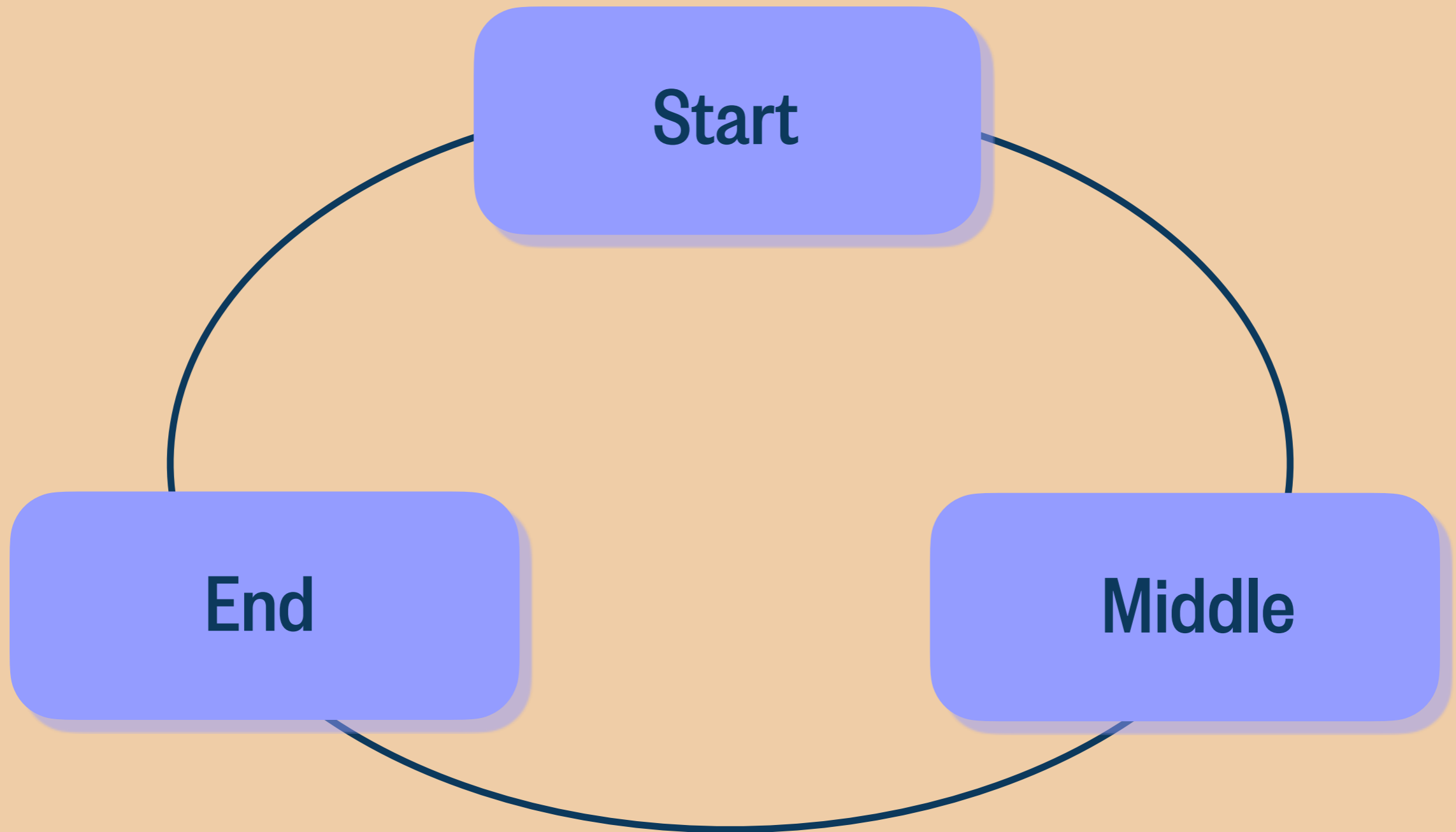Doing: How to take care of yourself

Stress Response Cycle

Start

Middle

End

Nagoski & Nagoski (2020)

Stressors

chemical

physical

social

psychological

Job stressors

Technostressors

💻

- Constant availability
- Multi-Tasking
- Information overload

Task-related

🧯

- Time pressure
- Overload
- Task complexity
- Interruptions

Role-related

👥

- Role overload
- Role conflict
- Role ambiguity

Change

🔄

- Reorganization of the team / company
- External change

Stressor

threat to basic needs

WITTCHEN (2011)

Basic psychological needs

Belonging / Attachment	Control / Self-determination	Self-esteem/ Recognition	Pleasure Gain

Grawe (2007)

Example

🤯

Too much work

Too much work ...

🎮 „I lost track."

„I don't know how to do it at all."

Too much work ...
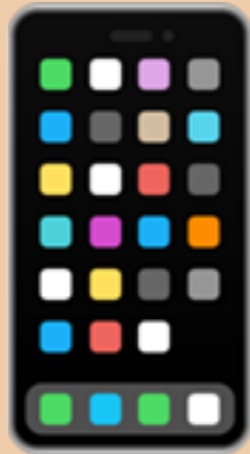
„I do nothing but work.“

Too much work ...

🏆 „My work is never enough. I don't feel seen."

Reflection Tools

„Ein guter Plan" App

6 Minutes dairy

Strategies

Organisation

Communication

Organisation

Designing the workspace

Notifications and volume

Appointment-Blocker

Shorten Meetings

Planning transitions
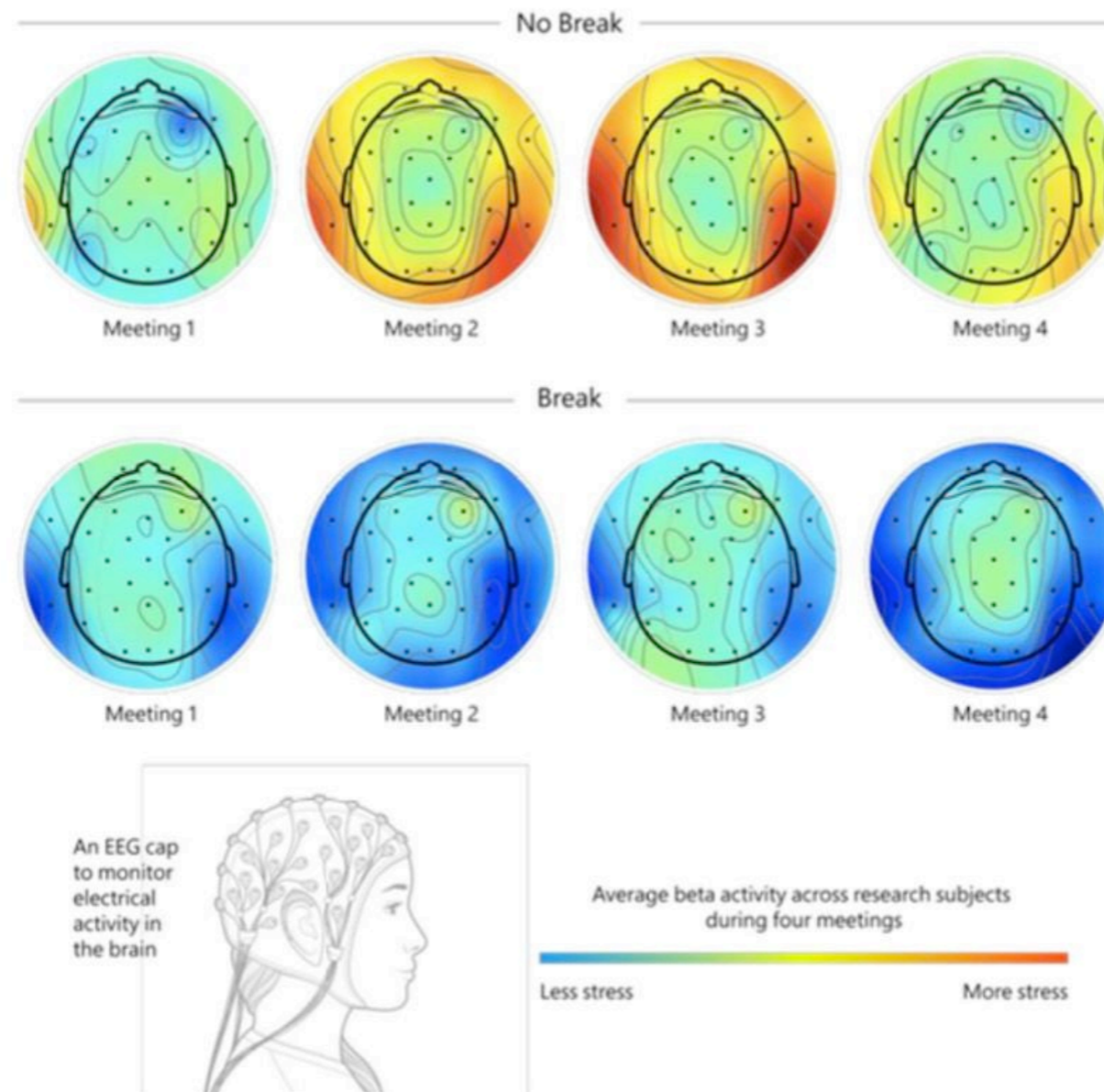
Sonnentag & Fritz (2019)

Adam Grant ✔
@AdamMGrant

Every workplace should have at least one day a week with no meetings—possibly more.

76 companies tested meeting-free days. Productivity & satisfaction increased, stress dropped, communication & cooperation improved.

Blocking out time to focus is good for people and performance.

Laker, Pereira, Budhwar & Malik (2022)

Breaks

No Break

Meeting 1 | Meeting 2 | Meeting 3 | Meeting 4

Break

Meeting 1 | Meeting 2 | Meeting 3 | Meeting 4

An EEG cap to monitor electrical activity in the brain

Average beta activity across research subjects during four meetings

Less stress — More stress

Your brain works differently when you take breaks

Taking time out between video calls prevents stress from building up. Microsoft's Human Factors Lab used EEG caps to measure beta wave activity— associated with stress—in the brains of meeting participants. For those given breaks, their average beta wave activity remained largely steady over time; the
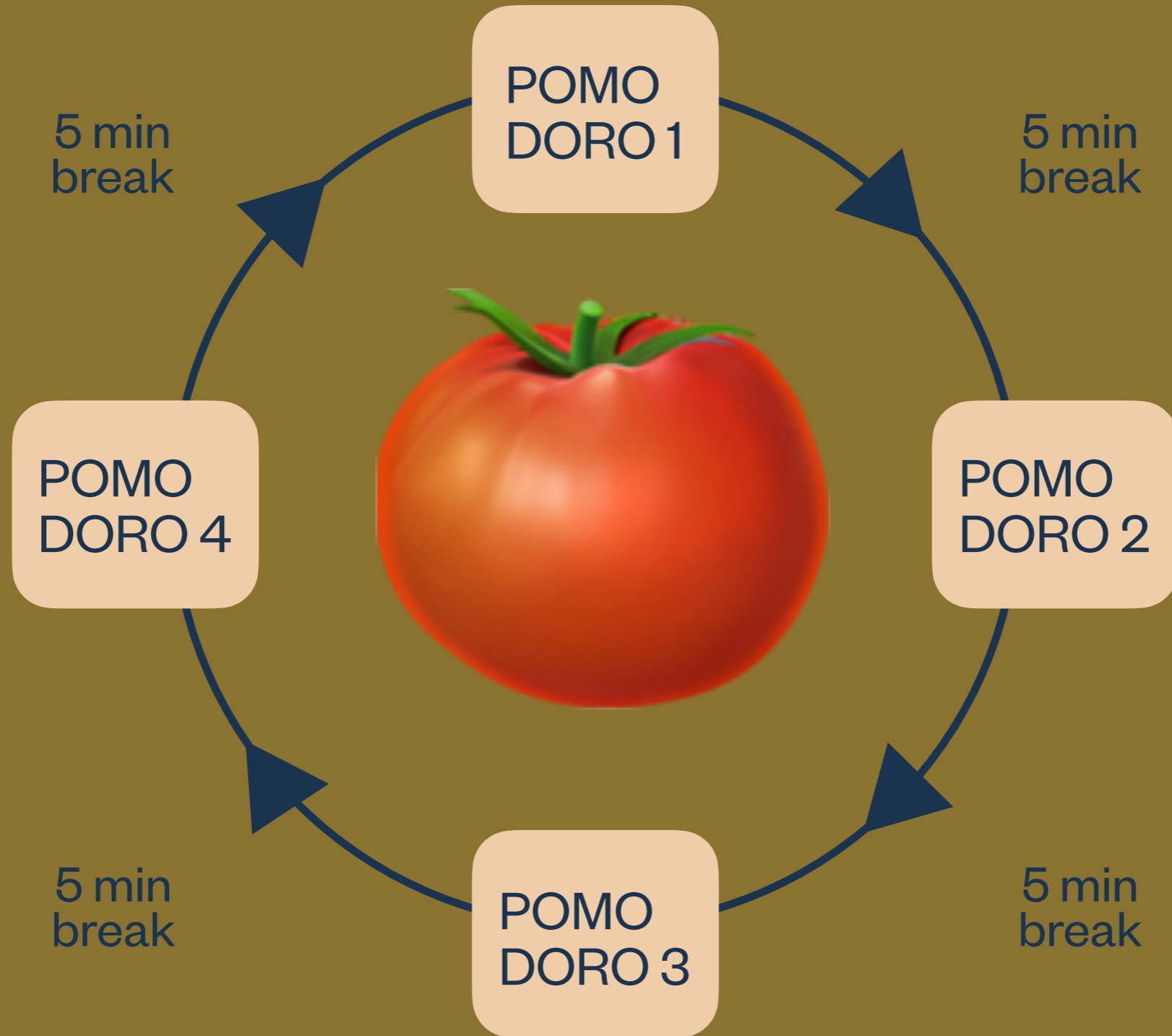
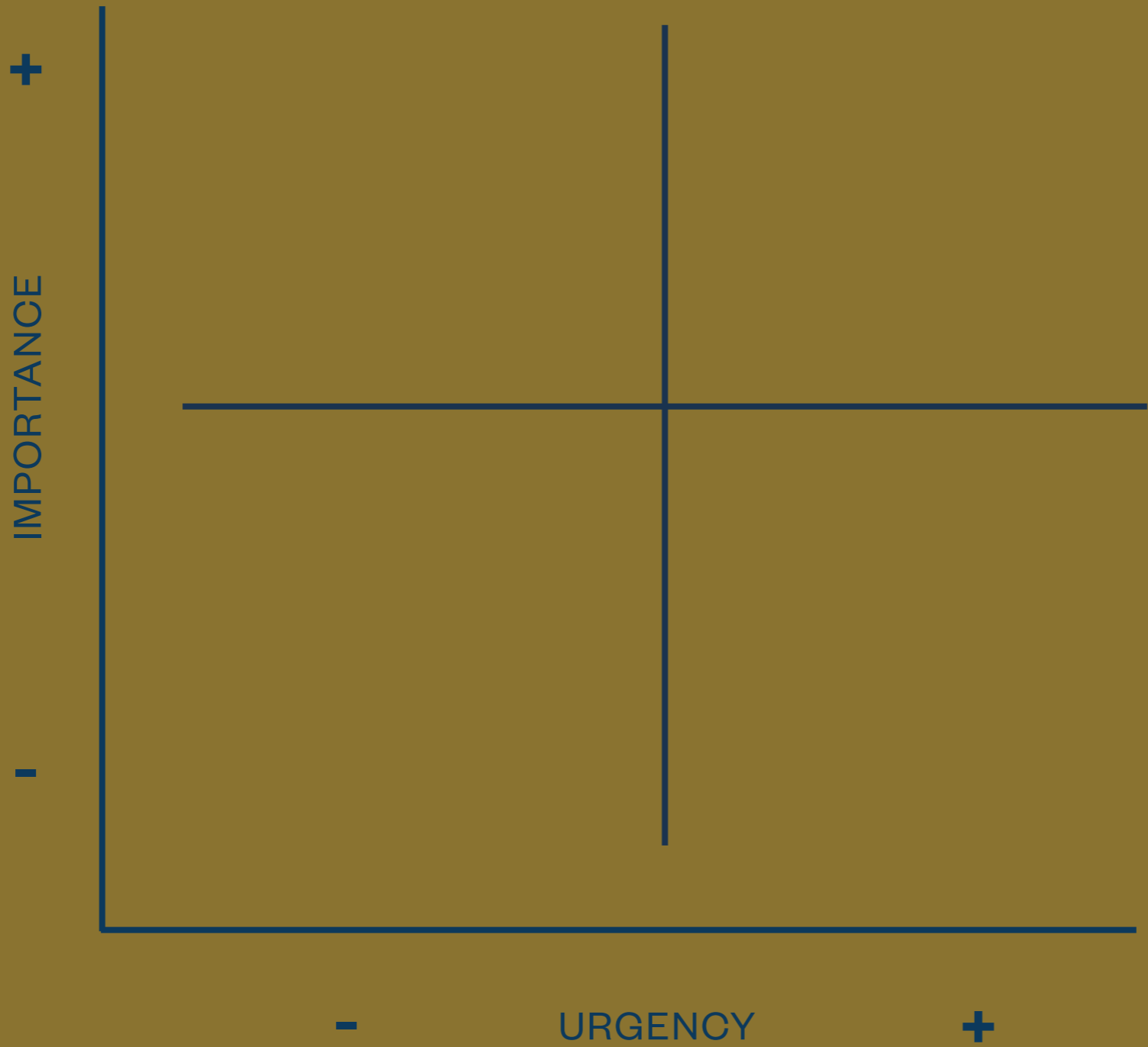TOOL

4

4 4

4

Belly breathing

TOOL

Eisenhower Matrix

+

IMPORTANCE

-

- URGENCY +

BOUNDARIES

✋

Every "no" is also a "yes"

Basics

Observations

Needs

Questions

I-Statements

Rosenberg (2016)

SHIT SHOW

1 Start — Thank you for taking the time. I asked for this conversation because I'm not feeling well at the moment.

2 Situation — For example, I do not manage to...

3 Emotions — I feel overwhelmed / tense / lacking energy....

4 Attempts — I have already tried to change things, for example...

5 Wish — I would like to discuss what options there are to change my tasks / work days / work situation...

6 Agreement — This could be, for example, that we...

If you want to know more

Resources

- Grawe, K. (2007). Counseling and psychotherapy: investigating practice from scientific, historical, and cultural perspectives. *Neuropsychotherapy: How the Neurosciences Inform Effective Psychotherapy.* Hillsdale, NJ: Lawrence Erlbaum Associates Publishers.
- Kaluza, G. (Ed.). (2007). *Gelassen und sicher im Stress.* Berlin, Heidelberg: Springer Berlin Heidelberg.
- Nagoski, E., & Nagoski, A. (2020). *Burnout: The secret to unlocking the stress cycle.* Ballantine Books.

Tools

- Tracking basic needs: Ein guter Plan (German)
- Journaling: 6 Minutes Diary
- Mindfulness: 7Mind
- Time management technique: Pomodoro
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If you want to know more

Additional Resources

- Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (2019). *Arbeitsunterbrechungen und Multitasking täglich meistern.* DOI: 10.21934/baua:praxis20170914
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Thank You!

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