

STRESS MANAGEMENT



Presenter

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INTRODUCTION

Stress is an individual's physical, mental and emotional reaction to a condition that disturbs mental and physical well being . Stress is any condition that harms the body and breaks down or causes death of few or many cells.

Stress has been regarded as an occupational hazard since the mid 1950, infact; occupation has been cited as a significant health problem. Work stress in nursing was first assessed in 1960 when Menzies identified four sources of anxiety among nurses; patient care, decision-making, taking responsibility and change.

Now stress in nurses may be escalating due to the increasing use of technology, continuing rising care costs and turbulence within the work environment

Sources of stress are called as stressors these are biological, chemical, microbial, psychological, developmental, socio cultural, and environmental.

OCCUPATIONAL STRESS:

Occupational stress is the harmful emotional and physical reactions resulting from the interactions between the worker and her/his work environment where the demands of the job exceed the worker's capabilities and resources.

CAUSES OF OCCUPATIONAL STRESS

Environmental factors

- Poor physical working conditions
- Technical problem
- Sensory input such as pain, bright light, noise, temperature
- Poor professional relationship



Individual factors

- Authoritarianism
- Over sensitive personality type
- Perfectionism

Organisational factors

- Poor physical working conditions
- Poor facilities or technical problems.
- Time pressure and deadlines
- Irregular working shifts



THE NURSES OCCUPATIONAL STRESSORS:

Categorized into 4 major groups.

Working conditions

Shift and week-end work, inadequate remuneration, hours of work, discrimination and safety at the work environment.

Relationships at work

Quality of relationships with peers, subordinates and superiors.

Role conflict and ambiguity

Ill-defined role, functions, expectations, and duties lack of autonomy, lack of recognition.

Organization structure and climate

Communication policy and practice, major changes in the workplace, culture of the organization, and lack of participation in decision-making.

SIGNS AND SYMPTOMS OF OCCUPATIONAL STRESS:

Physical symptoms

- ✓ Head aches.
- ✓ Ulcers
- ✓ Frequent fatigue
- ✓ Chest pain, Palpitation
- ✓ Abdominal discomfort
- ✓ Diarrhoeas and constipation



Emotional Symptoms

- ✓ Moodiness, Irritability
- ✓ Negativism, boredom
- ✓ Agitation, inability to relax
- ✓ Feeling overwhelmed
- ✓ Sense of loneliness and isolation
- ✓ Depression or general unhappiness



Behavioural symptoms

- ✓ Eating more or less
- ✓ Sleeping too much or too little
- ✓ Neglecting responsibility
- ✓ Absenteeism
- ✓ Work withdrawal



Cognitive symptoms

- ✓ Memory problems
- ✓ Inadequate attention
- ✓ Inability to concentrate
- ✓ Poor judgment
- ✓ Pessimistic approach



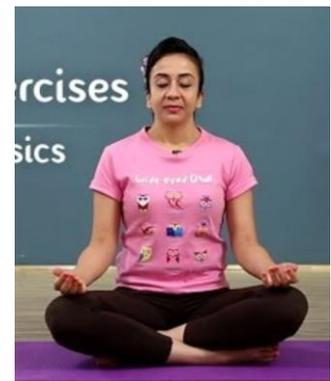
OCCUPATIONAL STRESS MANAGEMENT

1. EXERCISE

Exercise on a regular basis helps to turn down the production of stress hormones reduce the cortisol and associated neuro chemicals such dopamine serotonin.

2. PRACTICE Dr. Andrew Weil's 4-7-8 DEEP BREATHING TECHNIQUE

Whenever you feel stressed lie down on a flat surface or sit in a comfortable chair with arms by side and feet on floor. Close your mouth and inhale quietly through your nose to a mental count of 4, hold your breath for a count of 7, exhale completely through your mouth, making a whoosh sound to a count of 8. This is one breath. now inhale again and repeat the cycle stress mire times for a total of 4 times per day .times.



3. HEALTHY EATING

Healthy eating such as vegetables fruits, nuts, small frequent meals keeps your days stress free.

4. RELAX YOURSELF

Use weekends to relax, and don't schedule so many events that Monday morning will seem like a relief. Learn your stress signals

Pet animals

Pet makes you feel better, gives you unconditional love, make us laugh. pets reduce the tendency to focus on past mistake or worry about future problems.

Listening music

Listening music increase endorphin and reduce the stress hormone cortisol By



hormone influences make us feel happy and relax.

Gardening

Fresh and chill air from gardening keeps you healthy and promotes cell growth and renewal in your body. sun shine to increase serotonin and enjoy a sense physical and mental well being.



5. GET ENOUGH SLEEP

Try to improve the quality of your sleep by keeping a sleep schedule and aiming for 8 hours a night.



6. POSITIVE ATTITUDE TOWARDS SELF AND WORK

It increases the self esteem and work interest.

7.LEARNING BETTER COMMUNICATION SKILLS

Reduce all type of conflict such inter personal ,interpersonal ,inter group, inter and intra organisational conflict through line of proper communication .



8. KNOWLEDGE AND EXPERIENCE

Having sufficient knowledge and skills for one's task reduces the risk of overstrain, gives security and contributes towards good self-esteem.

9.TIME MANAGEMENT TIPS FOR REDUCING JOB STRESS

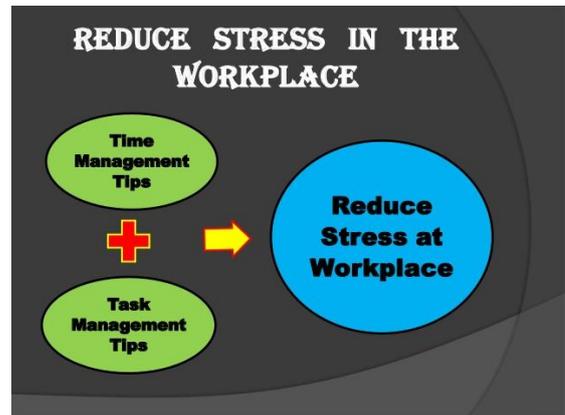
Create a balanced schedule

Don't over commit yourself

Plan regular breaks

10. TASK MANAGEMENT TIPS FOR REDUCING JOB STRESS

- Prioritize tasks.
- Delegate responsibility
- Take time away



11. REDUCE JOB STRESS BY PRIORITISING AND ORGANISING

Priorities and organizing work schedule reduce the occupational stress and increase work efficiency and achieve organizational goals .

12. CULTIVATE A FRIENDLY SOCIAL CLIMATE

Friendliness make us happy and give company for happiness and sorrow

13. RESOLVE CONFLICT POSITIVELY

Constructive functional resolving of conflict increase the quality of work.

14. RECOGNISE WARNING SIGNS OF STRESS AT WORK

15. REDUCE JOB STRESS BY TAKING CARE OF YOURSELF

16. THOUGHT STOPPING TECHNIQUE

MALADAPTIVE MANAGEMENT OF STRESS

- Smoking
- Drinking alcohol
- Over eating
- Using drugs
- Withdrawing self
- Indulging in self –pity
- Denial
- Blaming





Thank You