

To Stress or Not to Stress...?

Psychological & Emotional Well
Being at work



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Lead from within. Inspire Others. Transform the world.

To stress or not to stress?



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The Cost of Stress to Organizational Health

- Financial Cost - 3.5 Mill US\$ yearly
- Engagement/Productivity Cost
- CoEE= Cost of Employee Engagement



Top Stress Factors for Employees

1. Lack of Psychological Safety

2. Lack of Autonomy, Mastery & Purpose (Meaning)

- Change at Work/Home
- Job Transition
- Personal (ity) & Conflict
- Navigating (Political) Complexity & Ambiguity
- Too Many Demands



Addressing Stress in Occupational Coaching/Counselling

'Quick Pulse' Diagnosis:

1. Personality
2. Attitude
3. Mental Models
4. Company Culture (written & unwritten norms)



Helping to check for Stress Signs- Self & Others

System Symptoms

Immune:	allergies, cold sores, flu-like symptoms, cold
Muscular:	backaches, stiff neck, tight shoulders, headaches, joint pain
Cognitive:	memory problems, difficulty in concentrating
Emotional:	sadness, depression, fatigue, heavy appetite, reduced appetite, quick temper
Nervous:	difficulty sleeping, headaches, clammy hands, cold hands, sweaty hands,
Digestive:	gas, burping, acidy stomach, intestinal discomfort



Addressing Stress in Occupational Coaching & Counselling

Focus:

1. Build Resilience (Mental & Physical)
2. Uncover Authenticity
3. Expand (Learning) Agility



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