

# 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

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