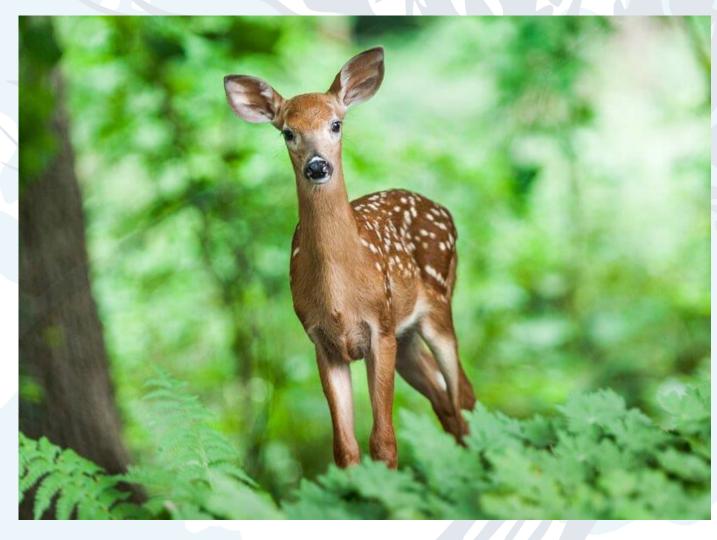
To Stress or Not to Stress...?

Psychological & Emotional Well Being at work



Lead from within. Inspire Others. Transform the world.

To stress or not to stress?





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: temper | sadness, depression, fatigue, heavy appetite, reduced appetite, quick |
| Nervous: Digestive: | difficulty sleeping, headaches, clammy hands, cold hands, sweaty hands, 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



