

embracing your health



STRESS MANAGEMENT & EMOTIONAL WELLBEING

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Course Instructor

Amy Miller, RN, MS
Health Coach



Technical Difficulties

Contact:

Erin Deichman

574.753.1706

edeichman@logansportmemorial.org

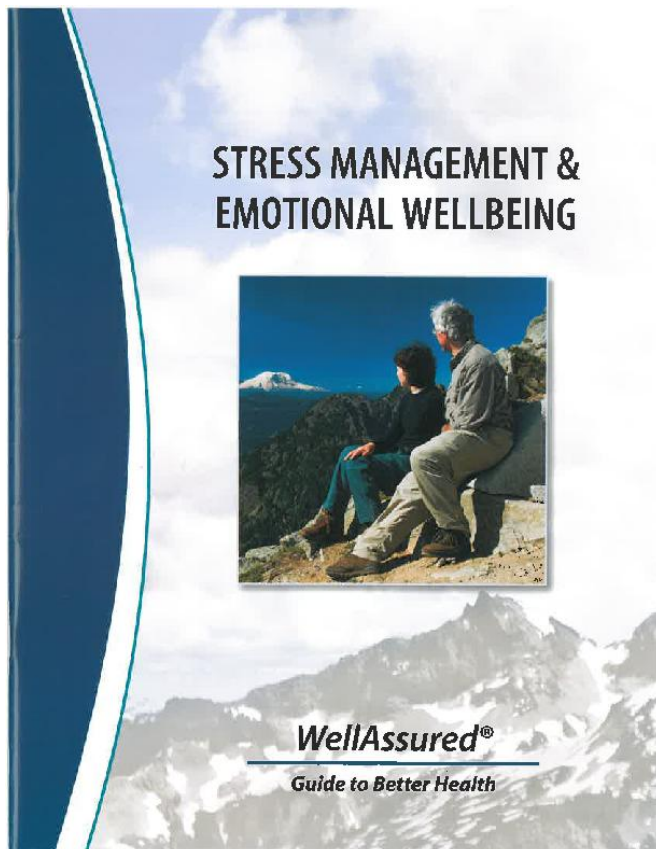


Questions

- You may raise your hand and type your question.
- All questions will be answered at the end of the webinar to save time.



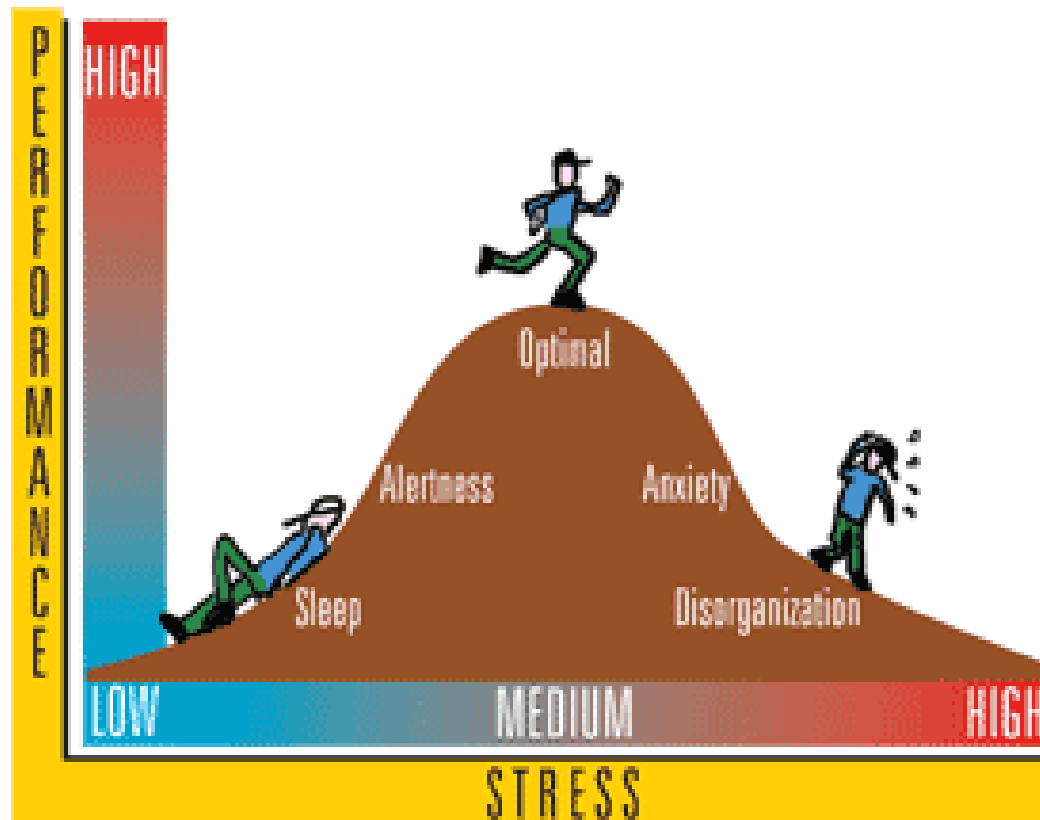
Participant Resource



- ❏ Please use this participant guide throughout the duration of this course.
- ❏ Please see the instructor or your HR representative if you do not have a copy.

Stress Continuum

Stress Performance Connection



Eustress: The Good Stress

👤 Motivates

👤 Increases Productivity

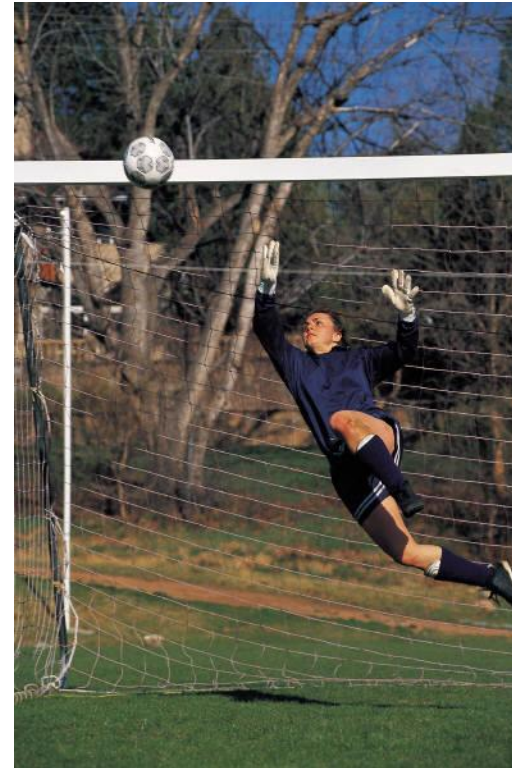
👤 NICE

👤 New

👤 Interesting

👤 Challenging

👤 Exciting



Maintaining Balance

As stress increases beyond our optimal level, stress symptoms may develop

Eustress-Distress

Can we identify our slippery slope?

What action do we take when this shift occurs?

Stress Distractions

Take over as form of “stress management”

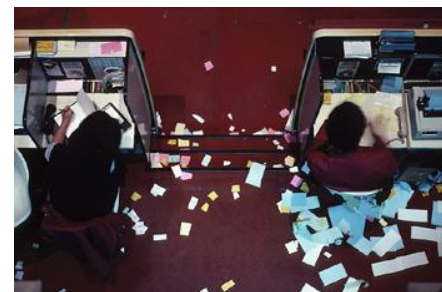
Counterproductive coping strategies

Examples:

Overspending

Overeating

Internet use



Counter-Productive Coping Strategies

❏ Destructive Cycle

- ❏ Crave eustress- take on more stress to capture that feeling
- ❏ Stress increases- use of counterproductive coping strategies increases (CPCS)
- ❏ Use of CPCSs increases stress level



Addictive Behaviors

Physical and Chemical Addictions

 Alcohol

 Caffeine

 Nicotine

Psychological Addictions

 T.V.

 Internet

 Constant checking of our electronic devices



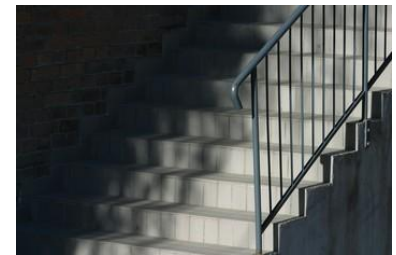
Readiness for Change

Take a few minutes to complete the assessment entitled
“What is Your Level of Readiness for Change?”
included with your slides this week.




Stages and Processes of Change

- Five stages to change an unhealthy habit to a healthy habit
 - Awareness of need to change
 - Why you should change
 - How you want to change
 - Take action
 - Maintain healthy behavior



Stages and Processes of Change

Pre-contemplation

-  Individual is not motivated to change or denies need for change.

Contemplation

-  Individual desires change but lacks a clear understanding of his/her problem(s).

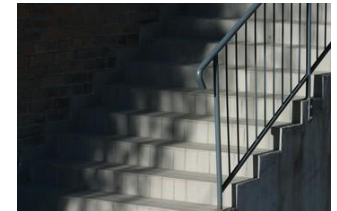
Preparation

-  Individual plans on making a change soon; continues to work on his/her plan of change.

Stages and Processes of Change

Action

 Individual makes the behavior change.



Maintenance

 Individual evaluates his/her progress and works on relapse prevention.

Termination

 Individual successfully achieved behavior change and terminates the change process.

Abstinence Violation Effect

➤ After successfully making a change there may be a time when you slip or have a setback.

➤ Guilt

➤ Disappointment

➤ Recognize it and guide yourself back on track.

➤ **It is OK**

➤ Use cognitive restructuring techniques to help you get back on track.

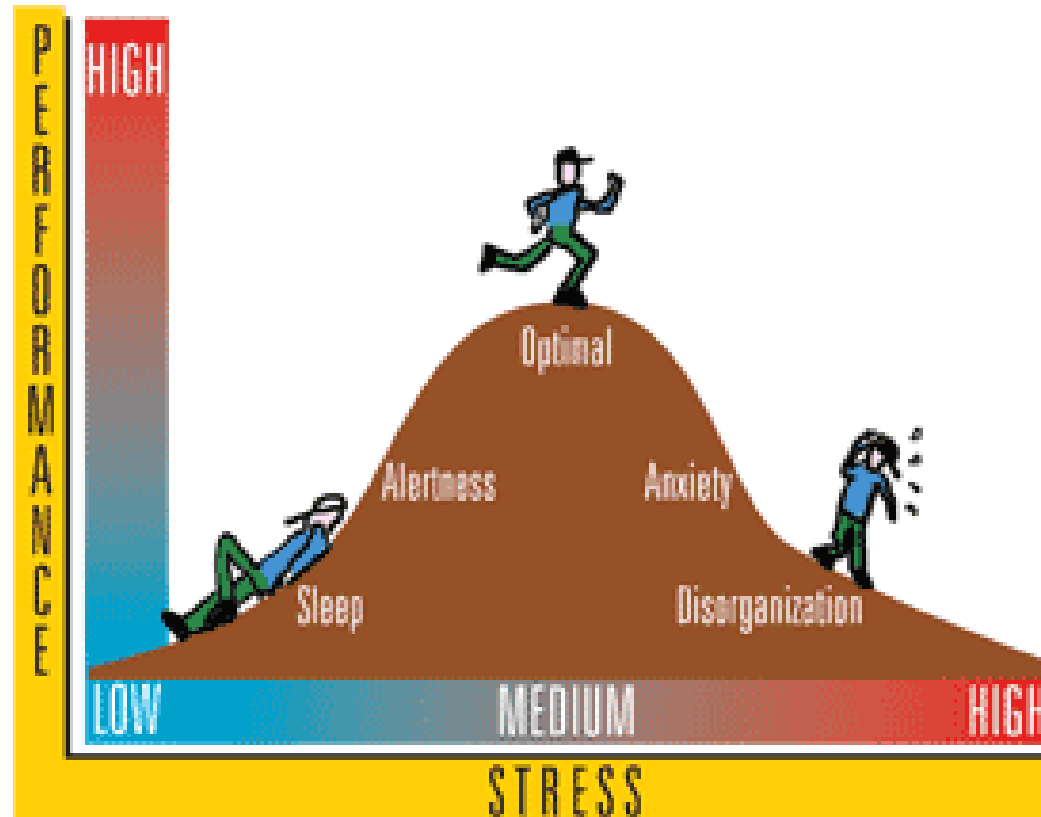
Simple Behavior Changes

- Stop Rushing
- Arrive Early
- Create a Comfortable Morning Routine
- Go to Bed Early
- Get Organized



Stress Equals Problems

Stress Performance Connection



Steps to Problem Solving

"Problems are only opportunities in work clothes." — Henry Kaiser, American industrialist

- 1 Identify it
- 2 Analyze it
- 3 Solve it
- 4 Put plan into action
- 5 Stay with the plan



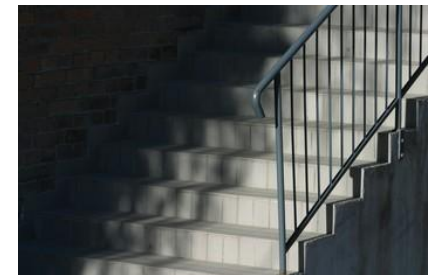
Step 1: Identify It

Remember $A+B=C$

- What is the activating event(s) that results in stress?
- How are you responding to the stress?

Look for stress related behaviors

- Insomnia-What are you thinking about?
- Difficulty concentrating
- Difficulty relaxing
- Physical symptoms



Step 2: Analyze It

- What type of stress is it?
 - Second-hand stress
 - Avoidable stress
 - Unavoidable stress
 - Underlying stress
 - Anticipatory stress



Step 3: Solve It

- Take ownership
- Solution should be based on type of stress
 - Second-hand stress
 - Avoidable stress
 - Unavoidable stress
 - Underlying stress
 - Anticipatory stress



Solution-focused Thinking

Worksheet:

“Solution-Focused Exercises”
included in today’s slides



Alternative Worksheet
Page 7 in Workbook

Solution-focused Thinking

- ❏ Make shift from problem-focused to solution-focused

- ❏ Exercises to facilitate solution-focused thinking
 - ❏ Write down as many solutions as you can, no matter how off-the-wall they sound
 - ❏ Rank the problems from most troublesome to least troublesome, based on frequency of occurrence and severity of the problem
 - ❏ Take your top 5 problems and come up with 3 solutions for each. Be creative-the goal is to transition you toward a more solution-focused thinking.
 - ❏ Pick the most significant problem or the one with the most solutions and develop a plan.

Step 4: Put Plan Into Action

- Are we ready for a change?
- Do not let fear of change stop you!
- Build your plan
 - What resources do I need?
 - What support do I need?
 - What is my timeline?
 - What can I do if I experience problems or obstacles to my plan.



Step 5: Stay With The Plan

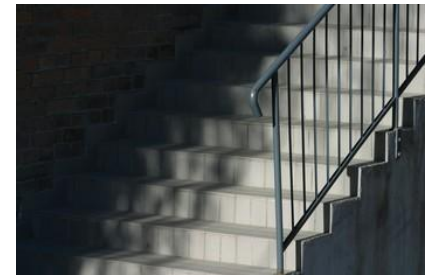
• What will define a successful resolution to your problem?

• What is your plan for setbacks?

• Think offensively

• Not all problems will be under your control.

• How can you modify behaviors/thoughts when problem is out of your control?



Questions, Comments



Thank You

If you have any questions or comments following this presentation, please contact

Amy Miller, RN, MS

574.753.1458

ammiller@logansportmemorial.org

SOLUTION ORIENTED EXERCISE

STEP 1

Make a list of all (or at least 10) problems you have been experiencing lately

STEP 2

Rank the above problems from the most troublesome to the least troublesome based on frequency that the problem occurs and severity of the problem. Finding the most troubling problem, put a (1) next to it and continue through the list prioritizing each problem.

STEP 3

Take your top 5 problems. Come up with at least 3 solutions to each problem. Just keep asking yourself, "How do I solve this problem?" Do not worry about the quality of the solutions. For now, quantity is more important than quality. If you are stumped, feel free to brainstorm with anyone you think that can offer help.

STEP 4

Pick the problem that seems the most pressing (or one that you have come up with the most solutions for) and put a plan into action for dealing with it. If the solution is going to be carried out over time, put a schedule in place, too.

In order to solve this problem I need additional resources. List them here:

In order to solve this problem I am going to need help from:

I will put my plan in place by

This problem will no longer be an issue by:

If I encounter difficulties with this problem in the future, I can always...

STEP 5

Carefully define how a successful outcome of this problem would look to you. Some stressful problems will go away without a fight, but others will recur. You will have to come up with a definition of success that allows for the occasional reoccurrence but *perhaps without bothering you quite so much*. Spend some time thinking about the next few questions. They are important ones that will help guide you to the finish line.

I will consider my problems to be over when:

I know behavioral change can involve occasional setbacks. If a setback occurs, I will:

I also know that some problems (like what other people do or say) I cannot control and thus may recur. I'll consider this recurrence to be OK when I can control my reaction in the following way:

Making a Decision

A functional step-by-step problem solving process

ONE

State the problem. . . what is it that needs to be changed? What should be different when the situation is resolved? What do I want to happen? Write it down. Make a clear, concise statement that make sense to you and anyone else who may read it.

TWO

List as many possible solutions as you can. Be creative, let your imagination loose. Brainstorm. . . write down anything that comes into your head that relates to the problem. Try to make a long list of alternatives. Don't worry about how they sound.

THREE

Evaluate possible solutions and eliminate those that do not seem practical at this time. Look at solutions in terms of: Do I think they'll work? Will I follow through? What will the impact be on other people? Is it practical to pursue this particular solution? Remember, the good solution is the one that you and the other people involved will actually follow through with. So your job in this step is quite simple.

- NO**, I am not willing to follow through with that solution. This is not the time to argue about how good or bad a solution is. If you are not willing to do it, reject it!
- YES**, I am willing to follow through with that solution, it just might work!

FOUR

Decide on one or several of the solutions you said 'yes' to. If you are not willing to implement a solution do not choose it. Once you have actually chosen a solution, by yourself or with the help of others, you have committed yourself to doing your best to make it work!

FIVE

Put the solution into action. Implement, delegate, and evaluate the results. Give it time to work. You may have to fine tune some of the details as you go.

SIX

If it doesn't work, go back and try again, a little wiser this time. If there is an obvious reason it didn't work, e.g., not enough time or it cost too much, try to change those parts of the solution. Otherwise, restate the problem in a way that makes it more specific, if possible, then go through the process again. Most problems CAN BE SOLVED.



1st Week Action Plan

1. My choice _____

2. My plan _____

3. Then _____

4. And finally _____

After one week—how am I doing? Do I need to revise my plan? Expand? Cut back?

2nd Week Action Plan

1. My choice _____

2. My plan _____

3. Then _____

4. And finally _____

After two weeks—how am I doing? Do I need to revise my plan? Expand? Cut back?

3rd Week Action Plan

1. My choice _____

2. My plan _____

3. Then _____

4. And finally _____

After three weeks—how am I doing? Do I need to revise my plan? Expand? Cut back?



What is Your Level of Readiness to Change?

How do you know where to start? Are you ready to make changes? There is an easy way to tell where you need to start. Once you have determined or been told the areas you might need to change (smoking, weight, blood pressure, cholesterol, stress, etc.) look at the following statements. Each one requires a yes or no response. Be totally honest in your answers.

- | | YES | NO |
|---|--------------------------|--------------------------|
| 1. I have solved my problem at least six months ago.
<i>I made a plan and took steps that have resulted in health improvements.</i> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I have taken action to resolve my problem within the last six months.
<i>I made a plan and have taken steps, with help, to improve my health.</i> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I am intending to take action within the next 30 days.
<i>I see a need and I am making plans to make health changes.</i> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I am intending to take action within the next six months.
<i>I know I need to change and I fully intend to make those changes.</i> | <input type="checkbox"/> | <input type="checkbox"/> |

What Your Responses Mean:

- A. If you answered **no** to all **four** statements, you are in the **Precontemplation** stage. Gather information, and try to look at your health with an open mind.
- B. If you answered **yes** to number **four**, you are in the **Contemplation** stage. Continue to gather information, and talk to others who have made changes, and convince yourself that you can make changes.
- C. If you answered **yes** to number **three**, you are in the **Preparation** stage. Make a plan and set a date to start. Make sure you have support from others.
- D. If you answered **yes** to number **two**, you are in the **Action** stage. Keep up the good work, keep focused, and reward yourself for success.
- E. If you answered **yes** to number **one**, you are in the **Maintenance** stage. You are succeeding. keep following your plan and enjoy your improved health.

Keep in mind the benefits you can realize by making healthy changes in your life and how you can personally begin the process. Remember, you have the ability to make choices that will affect how you live your life and how healthy you are. You can make healthy or not-so-healthy choices. Take the time and make the effort to choose those activities that will be the best for you and your family.



Stages and Processes of Change

Stage	Characteristics	Process Strategies
Precontemplation (What problem?)	<ul style="list-style-type: none"> I'm not ready to change and may not need to change. Maybe it's you who should change. I'm OK the way I am, I think. 	<ul style="list-style-type: none"> Make a list of benefits of change. Discuss the need for change with someone you respect. Complete a health risk assessment.
Contemplation (Not quite ready)	<ul style="list-style-type: none"> I know I should change, but ... I'm not sure I can do it. I need more information. If only it was easier. 	<ul style="list-style-type: none"> Make a list of pros and cons. Read about the problem/need area and be open to new information. Talk to someone who made a similar change.
Preparation (I will, soon)	<ul style="list-style-type: none"> I'm making plans to get started in the next 30 days. I've tried before and it didn't work, but I'm going to do better this time. 	<ul style="list-style-type: none"> Write down your goals, be realistic, and don't expect miracles. Keep a log of current behaviors. Make a verbal commitment to those close to you.
Action (Real behavior change)	<ul style="list-style-type: none"> I have made changes and I'm working at maintaining them. I'm determined to succeed. I need all the support I can get. I have built-in rewards to help me keep to my plan. 	<ul style="list-style-type: none"> Get help in formulating your goals. Develop a step-by-step action plan. Ask for support from those close to you. Make a plan to deal with any lapse.
Maintenance (Hang on to changes)	<ul style="list-style-type: none"> My changes are benefiting me. I know I need to keep focused and not revert to old behaviors. I know what to do if I start to lose motivation. 	<ul style="list-style-type: none"> Increase, improve, and add variety to your program. Maintain a plan to deal with lapses. Chart your progress, reward yourself, and be positive.
Termination (The ultimate goal)	<ul style="list-style-type: none"> I am completely self-motivated now, but I also know that I can slip. I still need support. I believe I can handle whatever comes along. 	<ul style="list-style-type: none"> Continue to seek support. Keep a record of your success. Help others who desire to change. Be supportive to friends and family.

Source: Prochaska, J. O. PhD, et al. *Changing for Good*, Avon Books, NY.

