

STRESS MANAGEMENT & WORK-LIFE BALANCE

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01



WHAT IS STRESS?



STRESS

Stress is a physiological and psychological response to a real or perceived threat or challenge. It is the body's way of responding to a demand or pressure, whether the pressure is external (such as a tight deadline at work) or internal (such as worrying about a personal situation).

When we encounter stress, our body goes into a "fight or flight" response, releasing hormones such as adrenaline and cortisol. This response can cause a lot.



WORLD RESEARCH ON STRESS

- According to the American Psychological Association's Stress in America survey from 2020, 78% of adults in the United States reported experiencing at least one symptom of stress in the past year.
- The World Health Organization estimates that stress-related illnesses and mental health disorders such as depression and anxiety account for up to 20% of all years of healthy life lost to disability worldwide.
- A global survey by Cigna in 2020 found that nearly 80% of people reported feeling stressed at least once a week, with work-related issues being a major source of stress.
- The COVID-19 pandemic has had a significant impact on stress levels worldwide, with multiple surveys indicating that rates of stress, anxiety, and depression have increased in many countries since the start of the pandemic.
- In a 2019 study by the International Labour Organization, work-related stress was found to be a major cause of employee burnout, with 23% of respondents reporting feeling exhausted or depleted at work on a regular basis.
- Stress can also have economic impacts, with estimates suggesting that stress-related absenteeism and reduced productivity cost the global economy billions of dollars each year.

Overall, the data suggest that stress is a common experience for many people around the world, and it can have wide-ranging impacts on our health, well-being, and productivity.

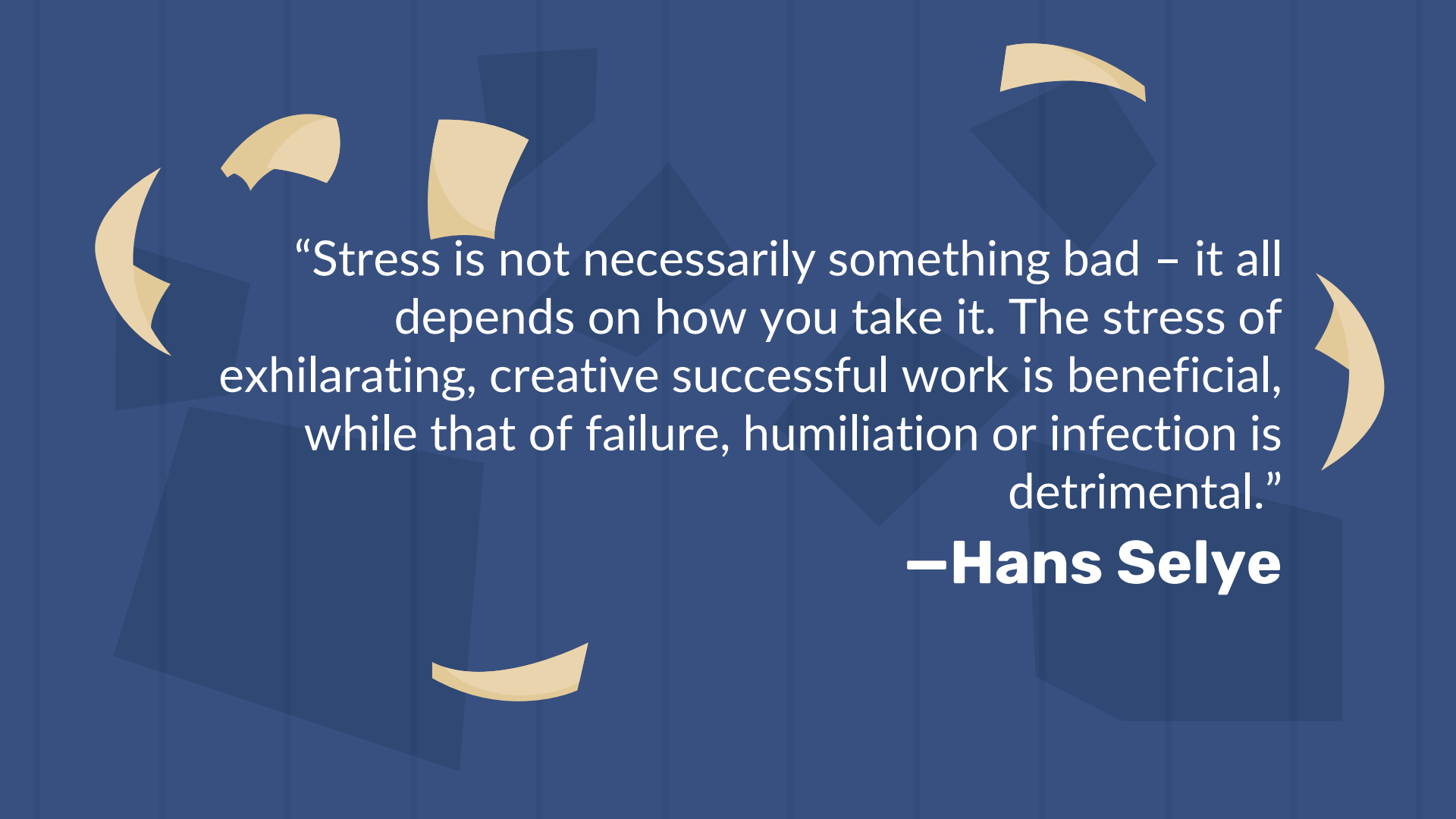


STRESS MANAGEMENT

Stress management is the practice of identifying and managing the sources of stress in your life in a healthy and effective way.

It involves taking steps to reduce the negative impact of stress on your mental and physical well-being.





“Stress is not necessarily something bad – it all depends on how you take it. The stress of exhilarating, creative successful work is beneficial, while that of failure, humiliation or infection is detrimental.”

–Hans Selye



Hans's Quote Elucidation

This quote highlights the idea that stress can have both positive and negative effects on our lives, depending on how we perceive and respond to it. Stress can be a motivating force that drives us to achieve our goals and succeed, or it can be a destructive force that undermines our health and well-being.

The key is to find ways to manage stress effectively and use it to our advantage, rather than allowing it to control us.



CAUSES

WORK

PERSONAL
HABITS

SCHOOL

STRESSORS

FINANCES

LIVING
SITUATIONS

RELATIONSHIPS



WORK AS A CASE STUDY

High Workload

High workloads and unrealistic deadlines can cause stress, especially if employees feel like they cannot keep up with the demands of the job.

Work environment

An uncomfortable or unpleasant work environment, such as poor lighting, noise, or temperature, can cause stress.

Lack of control

Feeling like you have no control over your work or your schedule can be stressful.



Role ambiguity

Unclear job expectations or a lack of defined roles and responsibilities can cause stress.

Interpersonal relationships

Conflict with colleagues, difficult bosses or employees, and poor communication can cause significant stress.

Career development

Lack of career advancement opportunities or feeling stuck in a dead-end job can cause stress and dissatisfaction

EFFECTS OF STRESS ON THE HUMAN BODY



Physical Effects

Headaches, Fatigue,
Muscle tension,
Stomach problems,
and High blood
pressure.

Mental Effects

Anxiety, Depression,
Irritability, Mood
swings, and
Difficulty
concentrating or
making decisions.

Sleep problems

Stress can make it
difficult to fall asleep
or stay asleep,
leading to fatigue
and reduced
productivity.

Substance abuse

Some people may
turn to drugs or
alcohol to cope with
stress, which can
lead to addiction and
other health
problems.

How can you cope with work stress?



Relaxation strategies

Problem-solving



Mindfulness

**Reappraising
negative thoughts**



Relaxation strategies

WHAT YOU CAN DO

Relaxation helps counter the physiological effects of the fight-or-flight response. For example, progressive muscle relaxation helps reduce muscle tension associated with anxiety.

To practice this skill:

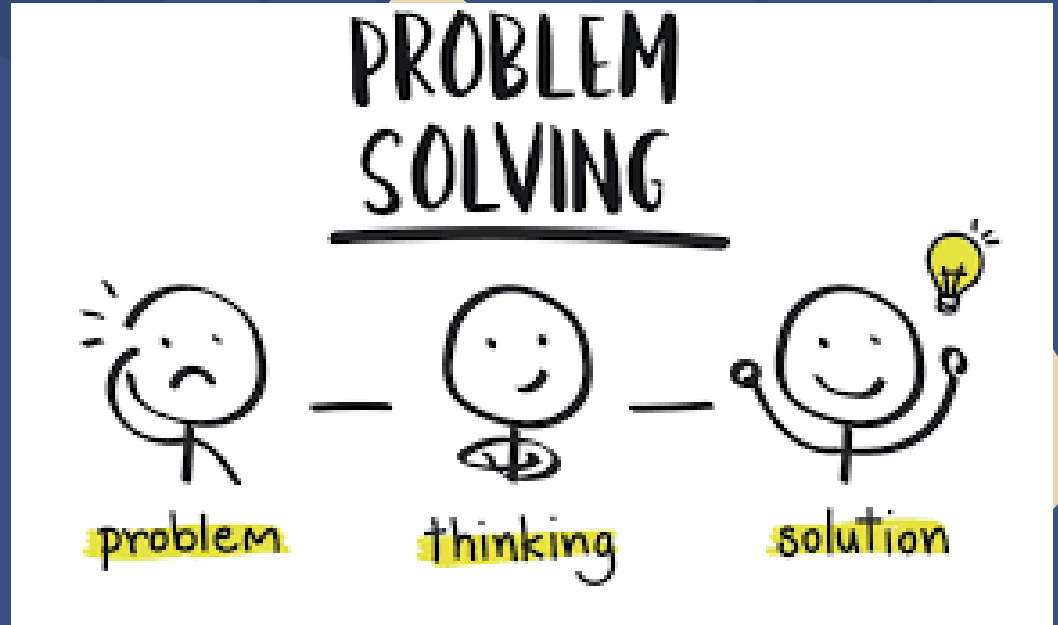
- Sit comfortably with your eyes closed. Working from your legs upward, systematically tense and relax each major muscle group.
- Hold the tension for 10 seconds; release the tension for 20 seconds. Each time you release muscle tension, think “relax” to yourself. This skill and many other relaxation strategies can help reduce symptoms of anxiety.



Problem-solving

WHAT TO DO

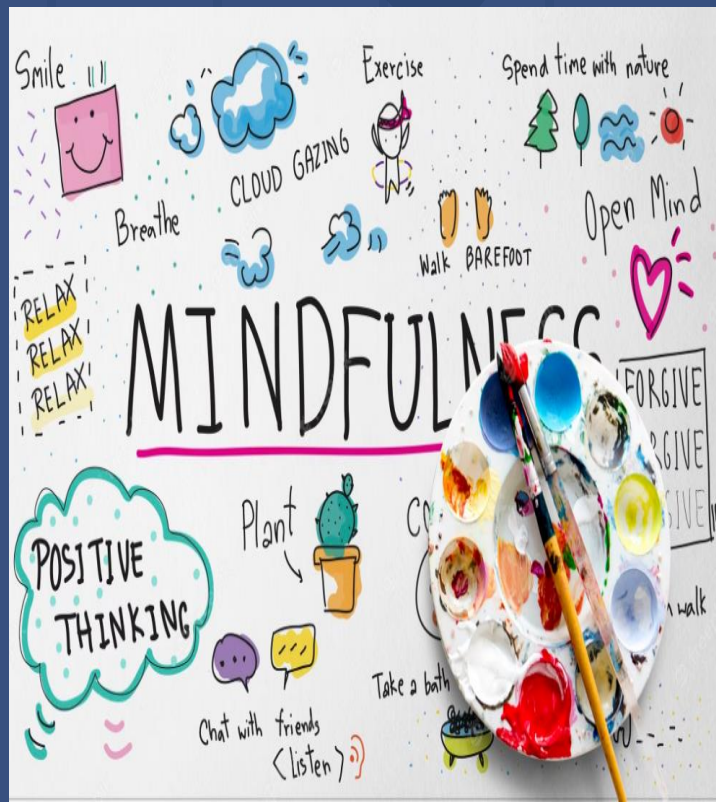
Problem-solving is an active coping strategy that involves teaching people to take specific steps when approaching a roadblock or challenge. These steps include defining the problem, brainstorming potential solutions, ranking the solutions, developing an action plan, and testing the chosen solution.



Mindfulness

Mindfulness is the ability to pay attention to the present moment with curiosity, openness, and acceptance. Stress can be exacerbated when we spend time ruminating about the past, worrying about the future, or engaging in self-criticism. Mindfulness helps to train the brain to break these harmful habits.


You can cultivate mindfulness skills through formal practice (like guided meditation) and informal exercises (like mindful walking), or try mindfulness apps or classes. Mindfulness-based therapies are effective for reducing symptoms of depression and anxiety.





Reappraising negative thoughts

Chronic stress and worry can lead people to develop a mental filter in which they automatically interpret situations through a negative lens. A person might jump to negative conclusions with little or no evidence (“my boss thinks I’m incompetent”) and doubt their ability to cope with stressors (“I’ll be devastated if I don’t get the promotion”).



To reappraise negative thoughts, treat them as hypotheses instead of facts and consider other possibilities. Regularly practicing this skill can help people reduce negative emotions in response to stressors.





02



**WHAT IS WORK-LIFE
BALANCE?**





WORK-LIFE BALANCE

Work-life balance refers to the idea that individuals should have a healthy balance between their work commitments and their personal life outside of work. It involves finding a way to manage the demands of work and personal life in a way that allows individuals to meet their professional responsibilities while also pursuing their personal goals and interests.



WORLD RESEARCH ON WORK-LIFE BALANCE

Work-life balance refers to the ability to balance the demands of work with the demands of personal life, such as family, social, and leisure activities. Here are some data points related to work-life balance:

- According to a 2021 survey by the Society for Human Resource Management, 61% of employees reported that their work-life balance was worse than before the COVID-19 pandemic.
- A 2020 survey by the National Sleep Foundation found that 1 in 4 employed Americans reported that work interfered with their ability to get enough sleep at least some of the time.
- In a 2019 survey by FlexJobs, 84% of respondents reported that work-life balance was the most important factor they considered when evaluating a job offer.
- A study published in the Journal of Occupational Health Psychology in 2018 found that employees who reported a better work-life balance had lower levels of burnout, stress, and turnover intentions.
- In a survey by the American Psychological Association from 2017, more than half of employed adults reported that work was a significant source of stress, and 47% reported that they didn't have enough time to do the things they wanted to do outside of work.

Overall, the data suggests that work-life balance is an important factor for many employees in their job satisfaction and overall wellbeing. Organizations that prioritize work-life balance and offer flexible working arrangements may be better positioned to attract and retain top talent.



EFFECTIVE STRESS MANAGEMENT & WORK-LIFE BALANCE TIPS

01

IDENTIFY THE SOURCES OF STRESS IN YOUR LIFE

02

ASK FOR HELP

03

TAKE BREAKS

04

CONNECT TO OTHERS

05

MAKE TIME FOR FUN AND RELAXATION

06

MANAGE YOUR TIME BETTER

07

MAINTAIN BALANCE WITH A HEALTHY LIFESTYLE

08

LEARN TO RELIEVE STRESS IN THE MOMENT

*Thank you
For
Listening*

