

Demands

External circumstances

- Physical working conditions
- Psychosocial working conditions
- Private life conditions
- Societal conditions

Internal circumstances

- Self-image
- Ambitions
- Values
- Health

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Stress reactions are natural

- Helps the body to mobilise energy and perform
- Prepares us, makes us determined, focused and strong
- Necessary for our survival
- Not dangerous...as long as we can wind down and recuperate!



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What happens in the body when stressed?

Instant

- Adrenaline and noradrenalin
- Cortisol
- Muscle tension
- Increased heart rate
- Rapid breathing
- Blood pressure rises
- Increased blood sugar and blood fats
- Quicker blood coagulation
- Pain sensitivity decreases



Long-term


- Cortisol
- Body on constant alert
- Increased sensitivity to pain
- Impact on a number of bodily functions, increased risk of:
 - Weakened immune system
 - Cardiovascular diseases
 - Diabetes
 - Depression, Exhaustion

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Positive stress

<p>Body</p> <ul style="list-style-type: none"> • Energy • Strength 	<p>Feelings</p> <ul style="list-style-type: none"> • Alert • "Flow" • Pleasure • Joy
<p>Thoughts</p> <ul style="list-style-type: none"> • Engaged • Focused • Efficient • Determined 	<p>Behaviour</p> <ul style="list-style-type: none"> • Interested • Goal-oriented • Social • Cooperative




Symptoms of negative stress

<p>Body</p> <ul style="list-style-type: none"> • Headache • Tension/pain • Palpitations • Stomach/intestinal problems • Sleep disorders 	<p>Feelings</p> <ul style="list-style-type: none"> • Irritated • Aggressive • Tired • Gloomy • Apathetic
<p>Thoughts</p> <ul style="list-style-type: none"> • Difficulty concentrating • Restless • Inefficient • "Tunnel vision" • Forgetful • Pessimistic 	<p>Behaviour</p> <ul style="list-style-type: none"> • Irritated • Procrastinating • Emotional/unstable • Withdrawn • Changed habits (food, drink, exercise)



Causes of stress



DEMANDS

Quantitative
Qualitative
Emotional
External/internal


CONTROL

Influence
Discretion
Responsibility
Competence

SUPPORT

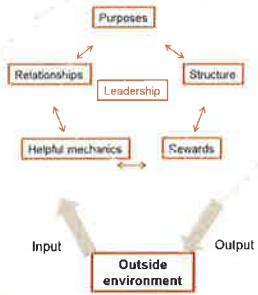
Emotional
Practical
Informative
Assessment

(Karasek, Theorell)



Psychosocial working environment

M Weisbord Six-box model



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What causes stress in your work situation?



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How do we proceed?

Risk Assessment		Plan of Action			
Risk	Comments/ Assessment	Steps/ Action	Responsible	Ready Date	Follow-up Date

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What can we/I do to decrease and prevent stress?



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Stress management

- Identify the causes of stress
- Change the situation
- Change yourself
- Acceptance
- Decrease or combat stress

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Stress prevention

- Recovery
 - Sleep
 - Breaks
 - Relaxation
 - Social network
- Diet
- Physical activity/tension release

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Physical activity/tension release

- Improved blood pressure
- Lower heart rate
- Lower levels of stress hormones
- Improved cognition – “smarter”
- Better executive capacity
- Increased self-esteem
- Decreased muscle tension
- Weight management

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Physical activity

- 30 min/day
- Pleasurable
- Daytime/daylight
- Fit into everyday life
- Every third day
- Recovery
- Fitness exercises and strength training

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Tension release

- Techniques – deep breathing, visualising, meditation, tai chi, qigong
- 15 min/day
- 5 days/week
- Patience



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