

# Work Life Balance and Stress Management

Justin Olsen, MS, LCMHC



# Your Benefit

- Help with any life challenge
- Free
- 100% Confidential
- Face to face counseling
- Convenient locations
- 24/7
- Hours: Most days from 9am to 9pm
- Ease of access

# Work Life Balance

## At Work Tips

- Set manageable goals each day
- Be efficient with your time at work
- Take five
- Tune in
- Communicate effectively
- Do your best - Give yourself a break
- Have set work hours
- Self-analysis at the end of the day



# Work Life Balance

## At Home Tips

- Unplug
- Divide and conquer
- Don't over commit
- Get support
- Stay active
- Treat your body right
- Get help if you need it
- Hobbies



# Stress

## What is Stress?

- Stress has been called America's #1 health problem
- It is estimated that 75-90% of all visits to primary care physicians are due to stress related problems
- The World Health Organization labeled stress a Worldwide Epidemic



# Stress

## Stress

- Wear and tear of everyday life
- We all experience it
- Time, money, and relationships ensure that stress will always be with us



## Warning Signs of Stress

- Headaches
- Sleep disturbances
- Difficulty concentrating
- Short temper
- Upset stomach
- Frustration
- Dissatisfaction with life/job
- Depressed
- Worry
- Agitation
- Difficulty relaxing

# Stress

## What Stress Does To Me?

- Able to handle less
- More health problems
- Relationships suffer
- Negative spiral of depression and anxiety
- Intensifies the bad and nullifies the good





## Stress Reduction Kit...

- Place kit on FIRM surface
- Follow directions in circle of kit
- Repeat step 2 as necessary, or until unconscious
- If unconscious, cease stress reduction activity



**Bang Head  
HERE**

# Stress

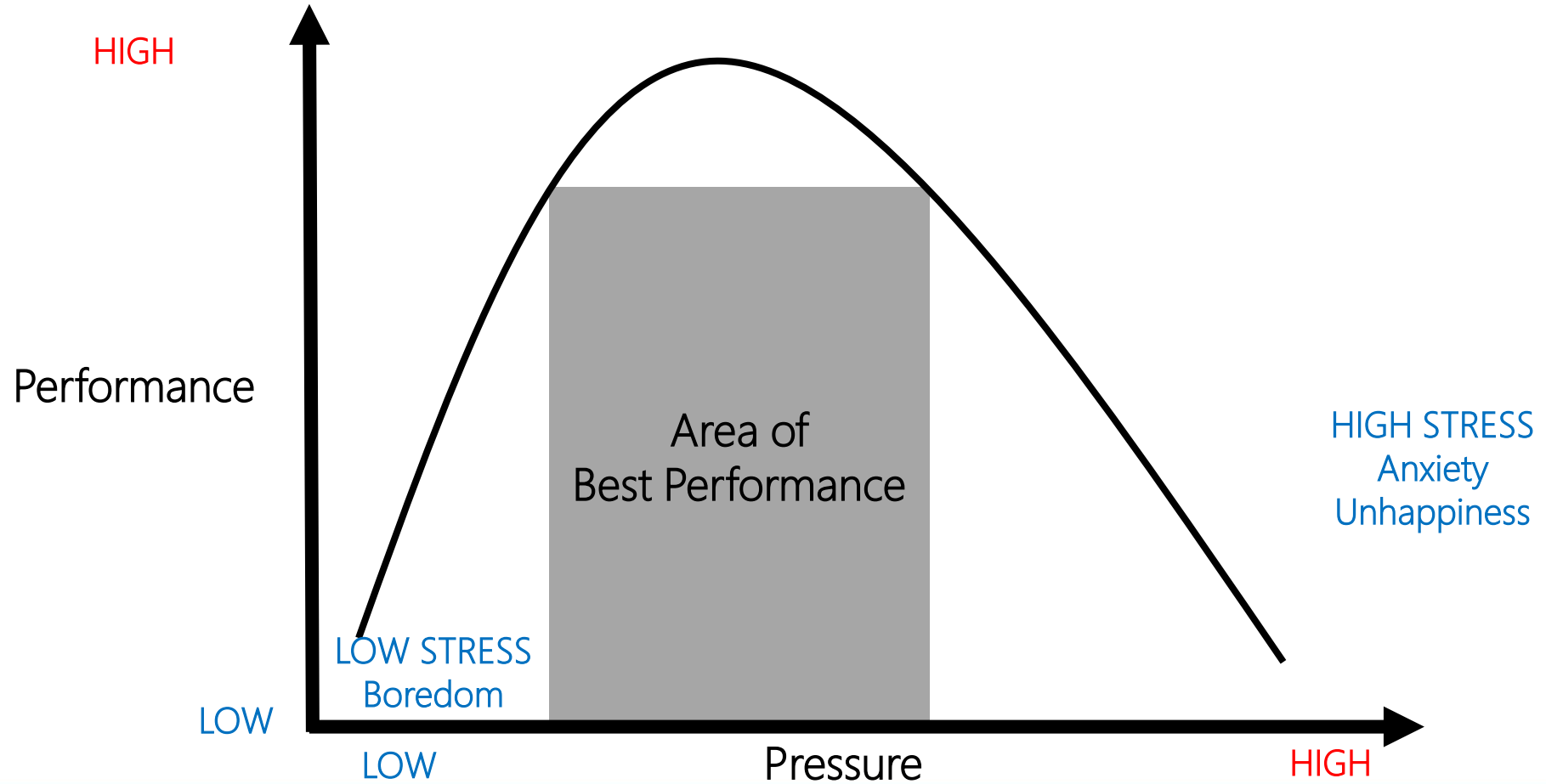
## Stress Can Be Good

- Eustress
  - Moderate or normal psychological stress interpreted as being beneficial
- Motivates, focuses energy
- Is short-term
- Is perceived as within our coping abilities
- Feels exciting
- Improves performance



# Stress

## Optimum Stress



# Stress

## Eustress or Distress

- Our perceptions of a stressor is what determine if we are feeling **distress** or **eustress**
- It's all about **perceiving** **challenges** rather than **obstacles**
- Find ways to use Stress to our advantage

# Stress

## Trying to Create Eustress

- Situations
- Thoughts
- Emotions
- Behaviors



# Stress

Between **stimulus** and **response** there is a space.  
In that space is our **power to choose** our  
response. In our response lies our **growth** and  
our **freedom.**"

Viktor Frankl

## Kelly McGonigal – Health Psychologist

- TED talk – “How to make stress your friend”
  - How you think about stress matters
  - How you choose to view your stress response matters
  - Human connection
- Book the “Upside of Stress”



# Stress

## Reservoir

EMPLOYEE  
**Blomquist Hale**  
ASSISTANCE





# Stress

## Things That Drain The Water

- Work
- Relationships
- Money
- Illness
- Getting older
- Mental health issues
- Change
- Weather
- What takes away water for you?



## Ways to Add Water

- Sleep
- Exercise daily
- Eat Healthy
- Communicate your stress
- Do things you enjoy
- Volunteer
- Go outside
- Learn to say No
- Time alone
- Find things to be “in charge” of
- Make a plan to address the stress
- Try to make the best of the situation or view it different
- Organize your time
- Leave work at work

## Treadmill of Life

- What happens if your on a treadmill and get tired?
- What do we in our life's when we start to feel burnt out?



# Stress

EMPLOYEE  
**Blomquist Hale**  
ASSISTANCE



# Stress

## Gas Tank

- Running on empty?
- Putting gas in the tank



# Stress

## Sources of Help

- Family
- Friends
- Religious and Community Leaders
- Supervisors and Co-workers
- Medical Doctors
- Therapists (Your EAP)



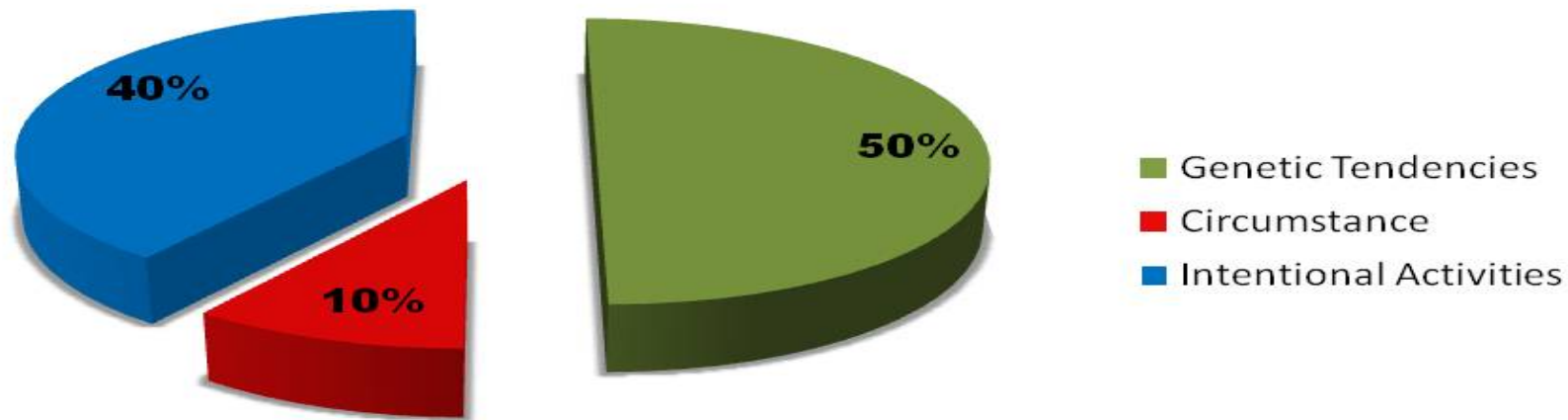
# Stress

## Setting Goals

- Find out what is causing your stress
- Why do you want to reduce this stress?
- How would life be better if I reduced this stress?
- Set a goal
  - Long and short term goals

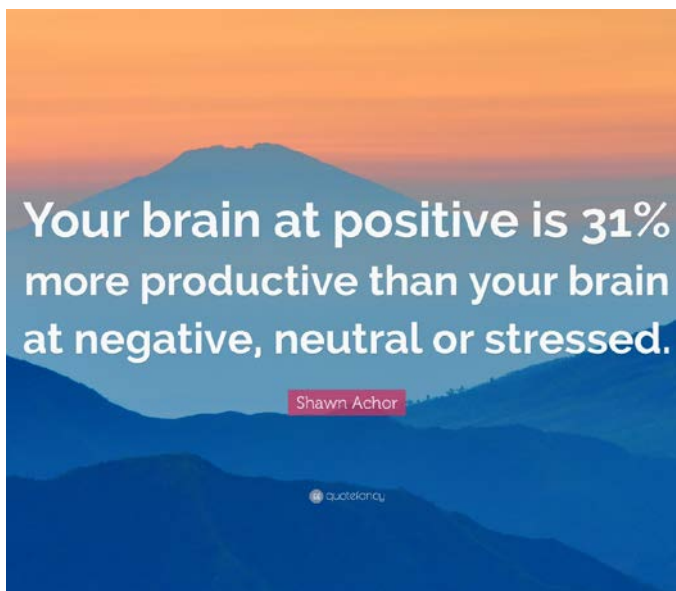


## Factors Influencing Chronic Happiness Levels



Adapted from Sonja Lyubomirsky's "Pursuing Happiness: The Architecture of Sustainable Change"





# Sean Achor- Happiness Advantage

TED Talk-The happy secret to better work

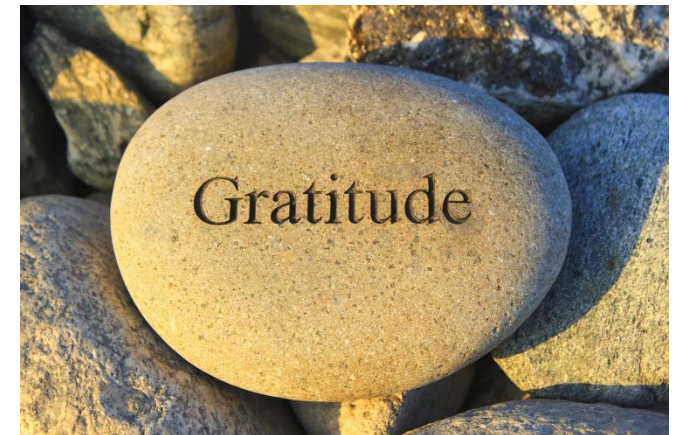
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1. Three Acts of Gratitude- Must be different each day
2. Random Act of Kindness
3. The Doubler- For two minutes each day, think of one positive experience that's occurred during the past 24 hours.
4. Fun 15 (Cardiovascular Exercise)
5. Breathe

## So How Do We Choose Happiness?

### 1. Three Acts of Gratitude

- They have to be specific. If you choose your family, your job and your health every day, it will not work
- Do this daily for at least 21 days



## So How Do We Choose Happiness?

### 2. The Doubler

- For two minutes each day, think of one positive experience that's occurred during the past 24 hours
- Bullet point as many details as you can remember
- The brain can't tell the difference between visualization and the actual event



## So How Do We Choose Happiness?

### 3. The Fun 15

- 15 minutes of cardiovascular exercise a day
- It's the equivalent of taking an anti-depressant
- It's not a replacement for anti-depressants. Your brain records a victory, releases endorphins and that cascades to the next activity



## So How Do We Choose Happiness?

### 4. Breathe

- Take your hands off your keyboards for two minutes a day and simply watch your breaths go in and out
- Increases accuracy
- Improves happiness
- Drops stress levels



## So How Do We Choose Happiness?

### 5. Conscious Acts of Kindness-

Spend two minutes a day doing something kind for others

- Send a positive e-mail or text to a co-worker
- Hold the door open for someone
- Smile when you pass people in the hall



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