

# Progress, Not Perfection

Thriving During Stress



# How Much Stress?

- On a scale of 1 to 10 (where 1 is “little or no stress” and 10 is “a great deal of stress”), adults report their stress level is:
  - 4.9 in 2012
  - 5.2 in 2011
  - 5.4 in 2010 and 2009
  - 5.9 in 2008
  - 6.2 in 2007
- Americans believe 3.6 is a healthy level of stress.

American Psychological Association

*Stress in America*™ survey

<http://www.apa.org/news/press/releases/stress/2012/impact.aspx>

# How Well Are We Dealing With Stress?

- 72% say that their stress level has increased or stayed the same over the past five years
- 80% say their stress level has increased or stayed the same in the past year. Only 20% said it has decreased.
- Over the past five years, 60% of adults have tried to reduce their stress. More than half (53%) are still trying to meet this goal.
- Only 37% of Americans feel they are actually doing an excellent or very good job of managing their stress.

## STRESS REDUCTION KIT



### Directions

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

**“How are you?”**

**“Fried. You?”**

**“Same.”**

When was the last time someone said, “I’ve been doing absolutely nothing”?

We usually launch into an exhausting laundry list of stuff.

**America's Workers: Stressed Out, Overwhelmed,  
Totally Exhausted**

[REBECCA J. ROSEN](#) MAR 25 2014, 7:55 AM ET

**... on the griping ritual we all take part in: Do you think that reciprocated venting can contribute to our stress, rather than have the, I suppose, "normal" effect of venting—that is, to let off steam?**

- I got stuck in traffic
- I was double booked
- I got XYZ million e-mails today
- I just had to do one last thing before..
- If it weren't for so and so
- ....



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...technology and the ability to be connected 24/7 - leads to a feeling of constantly being “on call,” that you can never quite get away from work, that the boundaries that used to keep work more contained have bled and spilled over into the hours of the day that used to be for family, for self, for leisure, for sleep.



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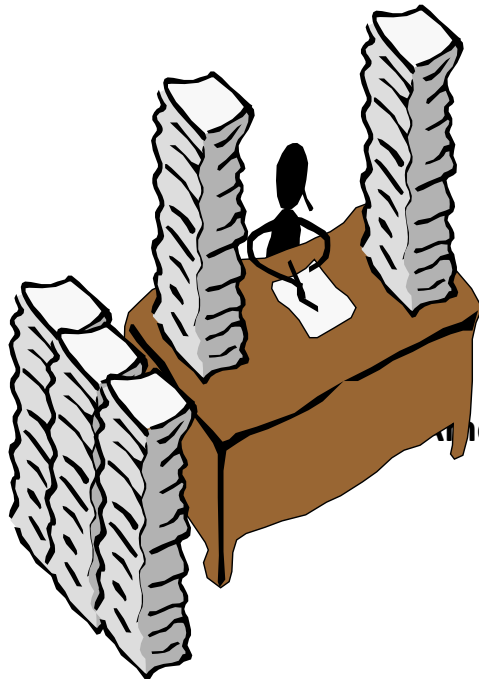
...the 40-hour workweek is an artifact of the manufacturing age; it was the amount of time Henry Ford discovered he could push his manual laborers on his assembly lines before they'd get so tired they'd make



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...for several of the years studied, the U.S. falls several rungs below other countries, such as France, in hourly productivity rate, with more rational work-life policies. So we're putting in the most hours, but we're not actually working intense, short, productive hours. We're just putting in a lot of meaningless face time because that's what our workplace cultures value—at the expense of our health, our families, and our souls.



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**Organisation for Economic Co-operation and  
Development**



Recent Gallup poll: When asked whether or not they had any summer vacation plans, 43% of adult respondents said no.

And for many of those who do get away, their vacations are hardly conducive to getting relaxed and unplugged.

Since 1995, the number of vacationers who bring their work along--by way of cell phones and laptop computers--has nearly doubled. All in all, about half of us do.





Every  
Family  
Has A Story...  
Welcome  
To Ours..



Stewart D. Friedman's *Baby Bust* shows that more young people don't see a way to combine work and family in a rational way, so **are choosing not to have families**. That's huge. That's when work-life issues become the problem of society, especially one that purports to value families and that wants to survive into the future.

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# Multi-tasking is over-rated



Let's  
have  
some  
fun!



To identify your true sources of stress, look closely at your habits, attitude, and excuses:

- ☐ Do you explain away stress as temporary (“I just have a million things going on right now”) even though you can’t remember the last time you took a breather?
- ☐ Do you define stress as an integral part of your work or home life (“Things are always crazy around here”) or as a part of your personality (“I have a lot of nervous energy, that’s all”).
- ☐ Do you blame your stress on other people or outside events, or view it as entirely normal and unexceptional?

[http://www.helpguide.org/mental/stress\\_management\\_relief\\_coping.htm](http://www.helpguide.org/mental/stress_management_relief_coping.htm)

### Dealing with Stressful Situations: The Four A's

#### Change the situation:

- Avoid the stressor
- Alter the stressor

#### Change your reaction:

- Adapt to the stressor
- Accept the stressor

[http://helpguide.org/mental/work\\_stress\\_management.htm](http://helpguide.org/mental/work_stress_management.htm)


## Practice what we preach

**Make time for fun and relaxation**


**Adopt a healthy lifestyle**

# Avoid the stressor

- Learn how to say “no”
- Avoid people who stress you
- Take control of your environment
- Avoid hot-button topics
- Pare down your to-do list

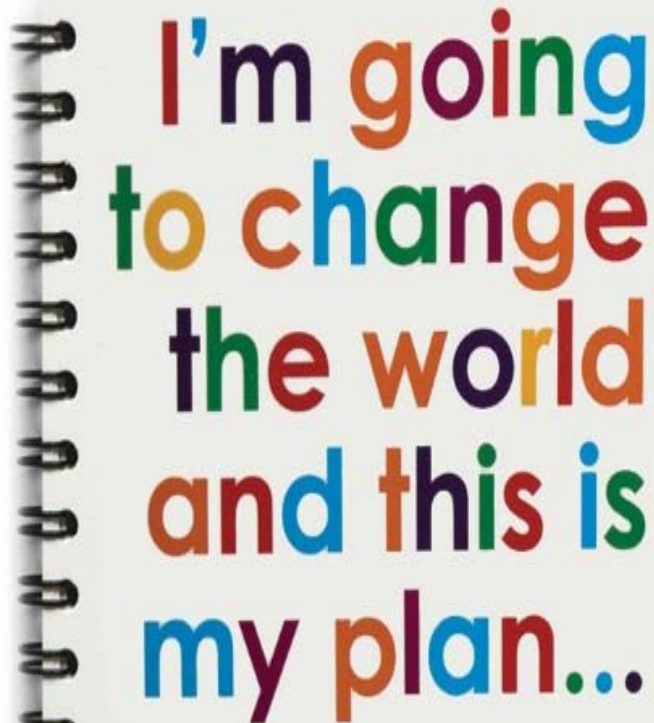


Do Your Best to  
avoid stress & try  
to enjoy life. Quit  
thinking so much.  
Why complicate life?



[WWW.LIVELIFEHAPPY.COM](http://WWW.LIVELIFEHAPPY.COM)

## ^lter the situation



I'm going  
to change  
the world  
and this is  
my plan...

- Express your feelings instead of bottling them up
- Be willing to compromise
- Be more assertive
- Manage your time better
- De-clutter



# Adapt to the stressor

- Reframe problems
- Look at the big picture
- Adjust your standards
- Focus on the positive



# Accept the things you cannot change



- Don't try to control the uncontrollable
- Look for the upside
- Share your feelings
- Learn to forgive

# Task management tips

- Prioritize tasks
- Break projects into small steps
- Delegate responsibility
- Be willing to compromise

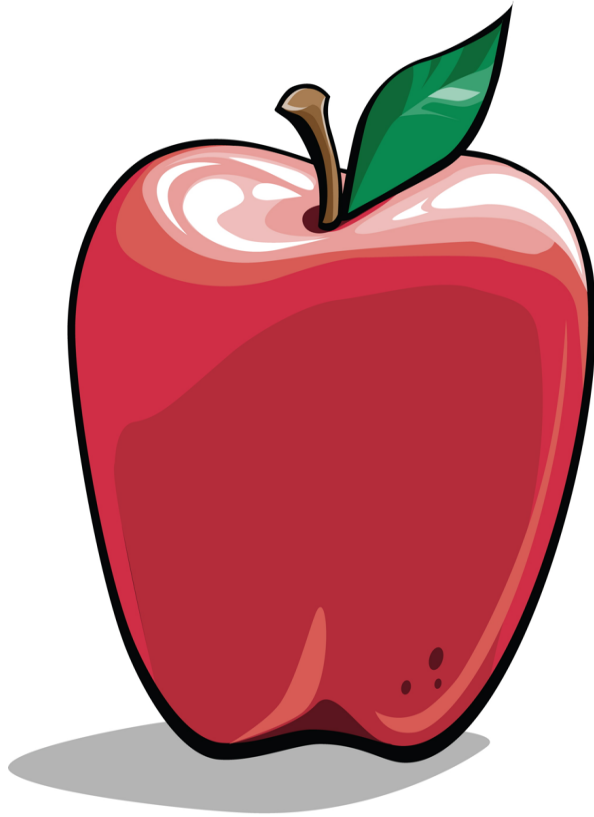


# Make time for fun and relaxation

- Set aside relaxation time
- Connect with others
- Do something you enjoy every day
- Keep your sense of humor



# Adopt a healthy lifestyle



- Exercise regularly
- Eat a healthy diet
- Reduce caffeine and sugar
- Avoid alcohol, cigarettes, and drugs
- Get enough sleep



The more we shine a spotlight on how work can be done differently and well, the more companies and the middle managers who are the ones who implement policy changes, can follow new role models of success.

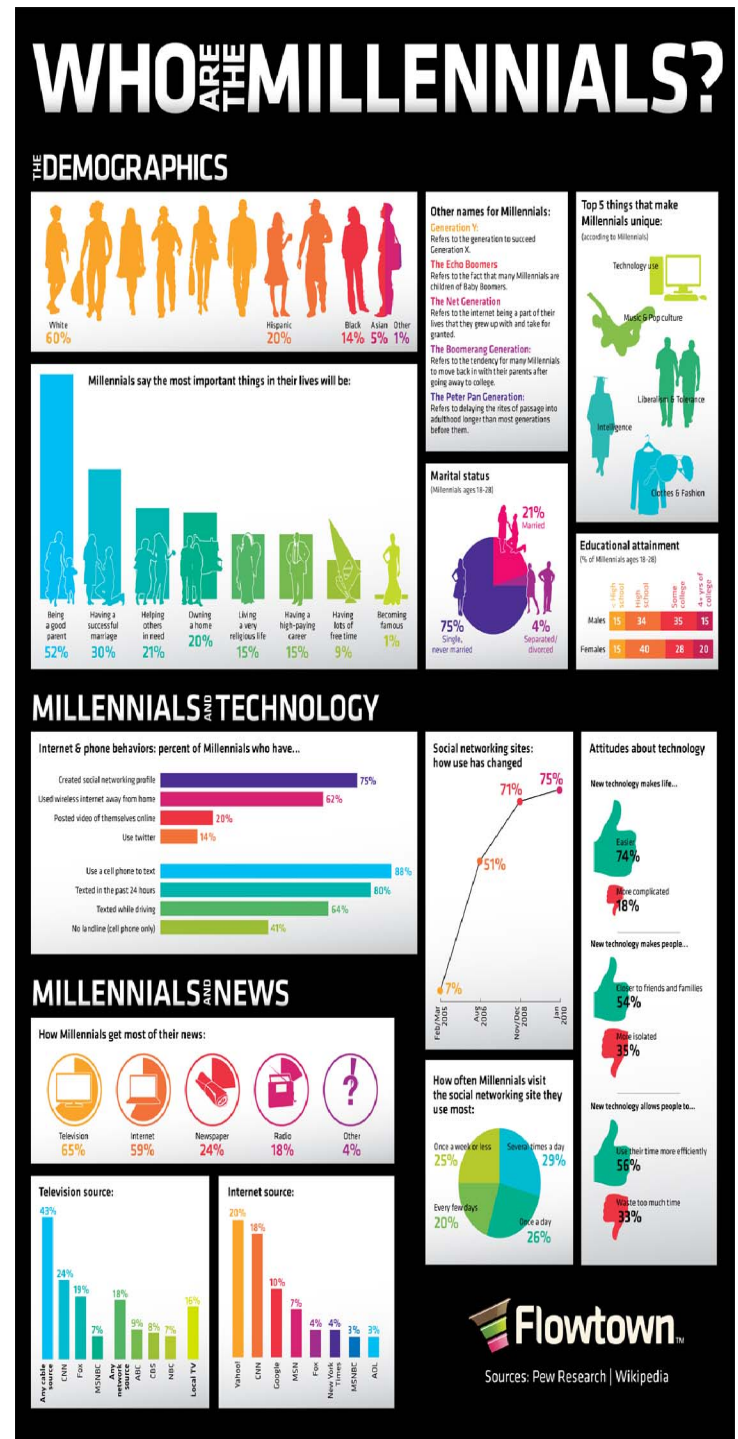
From a company founded on one principle: **joy**.

Workers do intense, creative work, and are expected NOT to answer work phone and emails after hours or on weekends.

If you come back refreshed—and maybe you've met someone, had a new experience, expanded your horizons—you'll bring that freshness to work, perhaps make new connections, figure out how to solve an old problem in new ways.

**Millennials.** They may have been raised as precious and entitled, but many are coming into workplaces assuming that they can have it all—work and life—and are showing that they can do excellent work in their own way and in their own time. Creaky, rigid, old-fashioned cultures are beginning to adapt.

America's Workers: Stressed Out, Overwhelmed,



**Human performance science and the creative class.** In a knowledge economy, what do we value? Innovation, new ideas, creativity. How do we foster that?

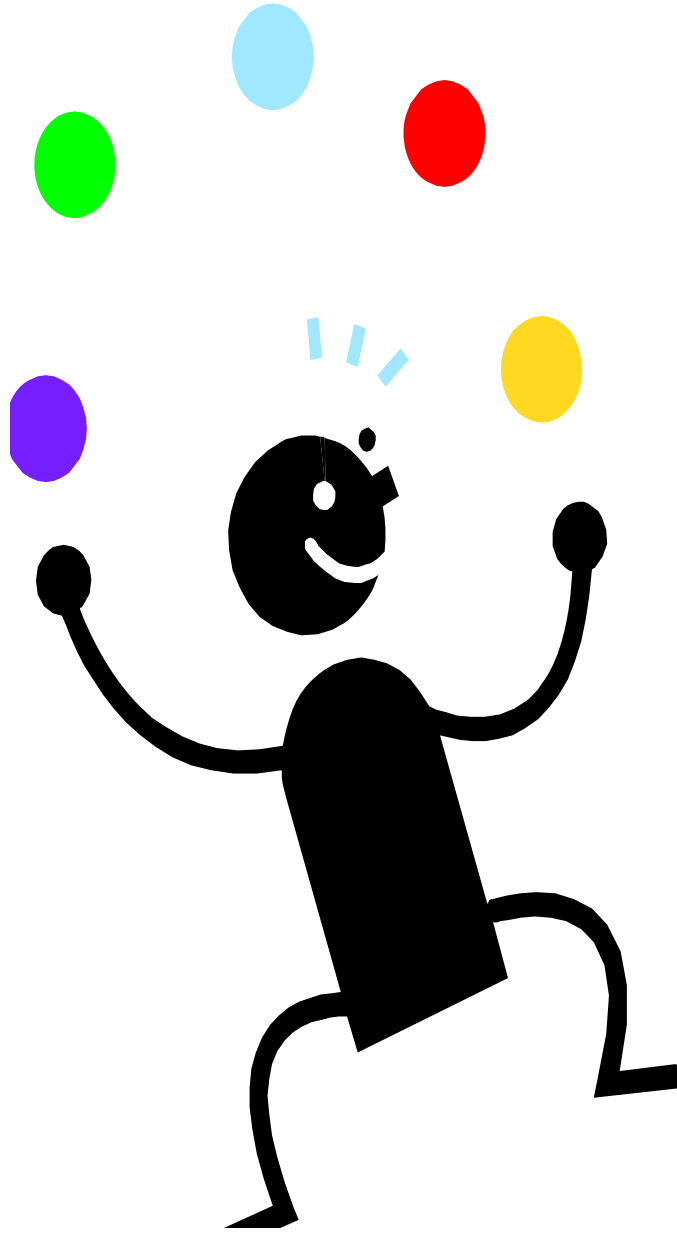


The brain is wired for the “A Ha” moment to come, not when our noses are pressed firmly into the grindstone, but in a break in the action. When we let our mind wander. In the shower. On a walk. When we are idle, neuroscience is showing that our brains are most active.



# Techniques to Help You Thrive

1. Avoid what stresses you
2. Alter the circumstances, change what you can
3. Adapt to your circumstances, reframe
4. Accept what you cannot change
5. Have realistic expectations
6. Cultivate allies at work
7. Talk it out
8. Maintain a positive attitude, find humor in the situation
9. Seek progress, not perfection
10. Put your job in perspective – what's really important



*"Imagine life as a game in which you are juggling five balls in the air: work, family, health, friends and spirit. You're keeping all of these in the air."*

*"You soon understand that work is a rubber ball. If you drop it, it will bounce back. But the other four balls are made of glass. If you drop one of these, it will be irrevocably scuffed, marked, nicked, damaged, or even shattered. It will never be the same."*

Thank you!



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