

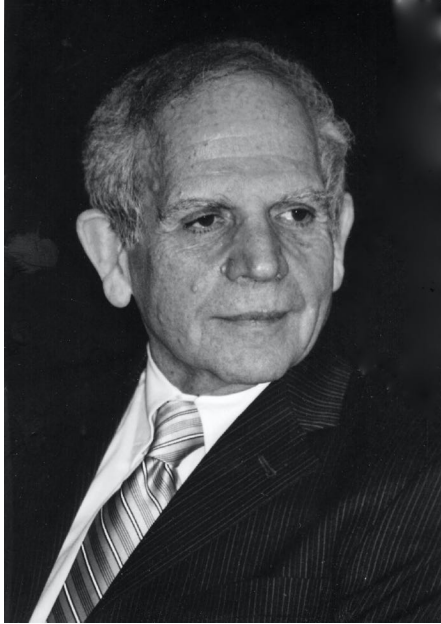


Mental Health: Reducing Stress At Work

Employee Well-Being and Strategic Surveys
Conference, April 23rd and 24th



The Presenter



Walter Reichman, Ed.D
Partner & Vice President
Professor Emeritus, Baruch College and the
Graduate Center of The City University of New York

Work Conditions that Cause Stress



- Poor health and safety conditions
- Management practices
- Inflexible working hours
- Unclear tasks
- Workload
- Work design
- Co-workers
- Career concerns
- Tasks above capabilities, competencies



Working In A Pandemic



Work Is Good For Mental Health

But negative working conditions
threaten mental health



You experience stress when
the situation is more than you
can comfortably handle



The Flight-Fight-Freeze Syndrome
underlies the biology, cognition,
and emotions comprising stress



Work is essential to our identity
and to our feelings of stress

Stress Over COVID-19 is
real and legitimate





Do not choose inappropriate coping strategies.

It provides only temporary relief but long-term problems.



Feeling Frustrated Is Part of Stress.

Don't let it lead to hostile, aggressive decisions and actions.

Mental Health Resources



National Alliance for Mental Health
1-800-950 NAMI or Text 741741

National Institute for Mental Health (NIMH)
866-615-6464

Substance Abuse and Mental Health Service
Administration

1-800-662-4357 24 hour hotline

National Suicide Prevention Lifeline
1-800 -273-8255

For immediate help call 911





Beneficial Ways of Reducing Stress:
Let your mind control your emotions.



Recognize your stress,
accept your stress.

It won't hurt you.
Feel it and deal with it.



Don't generate your own stress.

It can come from how you
interpret a situation.



- Find A Positive Element
- Learn From Your situation
- Segregate Yourself From The Feeling

Communicate



- The work situation requires constant communication
- Communicate with your boss, peers, direct reports
- Institute social communication
- Communicate bad news as well as good news



How You Manage And How You Are Managed Affects Stress

- As a manager you must build confidence and trust
- As a manager you must maintain production – Have backup for essential functions
- Review your productivity expectations
- Avoid implementing new policies and procedures unrelated to current situation

Scheduling



- Find your time and place to work
- Break your work into small steps
- Recognize your limitations, the limitations of others, and of the situation
- Share and delegate
- Allow time for social contacts

You Must Engage In
Personal Stress Reduction.

Try Any Of These:

Exercise

Breathing

Meditation

Unique Expressions



Some References



Audible Stories, free stories: <https://stories.audible.com/start-listen>

Free Live Mindfulness Classes: <https://vibe.emindful.com/programs>

Virtual Museum Tours: <https://www.virtualiteach.com/post/2017/08/20/10-amazing-virtual-museum-tours>

Free Yoga: <https://www.corepoweryoga.com/yoga-on-demand>

Free Fitness Training: <https://www.nike.com/ntc-app>

Words Of Wisdom To Help Reduce Your Stress



- We Have Nothing To Fear But Fear Itself.
- Do What You Can With What You Got Where You Are.
- My Anxiety Doesn't Come From Thinking About The Future But From Wanting To Control It.

More Words Of Wisdom



- Nothing Is Worth Your Health.
Nothing Is Worth Poisoning
Yourself Into Stress, Anxiety And Fear
- No Amount of Anxiety Can Control
The Future
- You Don't Have To Control Your Thoughts,
You Just Have To Let Them Not Control you
- Trust Yourself. You Have Survived A Bit
And You Will Survive This.



“This Too Shall Pass”



Walter.Reichman@OrgVitality.com

Employee Well-Being and Business Resilience Survey

- Free Pulse survey to connect organizations and employees during these challenging times
- Available in 13 languages
- Helps leadership understand what specific challenges their employees are facing, whether they have what they need to work effectively while operating remotely, and if critical messages are getting through.
- This survey, which will always be free, will be updated and adapted to take the pulse of your employees as this global pandemic and quarantine evolves.



Connecting Employees and Organizations

At OrgVitality, we are experts in designing projects that are linked to **strategy**, generate useful **insight**, and drive positive **action**. Now, more than ever, organizations need to listen to and learn from their employees.

We can help.



Surveys

- Strategic Employee Surveys
- Pulse/Continuous Listening
- Lifecycle
- 180 and 360 assessments
- Internal Customer Experience

AI-Driven Action Tools

- Action Prioritization
- Nudges
- Comment Analysis