



Atrium Health

Stress Management and Self Care

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Objectives

- Increase understanding of the burnout and stress
- Identify the cumulative impact of these concerns on our health, personal relationships, and professional capacity
- Identify and apply strategies to better care for ourselves and each other

Quick Stress Assessment

Perceived Stress Scale

Take a few moments and fill out the questionnaire in your handouts

Scoring:

- Reverse score items 4, 5, 7, & 8 (i.e. 0 = 4, 1 = 3, etc.)
- Add up all 10 items

What does it mean? Higher scores related to:

1. Inability to quit smoking
2. Diabetics unable to control blood sugar levels,
3. Vulnerable life events causing depressive symptoms
4. More colds and sick days

Norm Table for Perceived Stress Scale

Norm Table for the PSS 10 item inventory

Category	N	Mean	S.D.
Gender			
Male	926	12.1	5.9
Female	1406	13.7	6.6
Age			
18-29	645	14.2	6.2
30-44	750	13.0	6.2
45-54	285	12.6	6.1
55-64	282	11.9	6.9
65 & older	296	12.0	6.3
Race			
white	1924	12.8	6.2
Hispanic	98	14.0	6.9
black	176	14.7	7.2
other minority	50	14.1	5.0

Background on Stress and Burnout

What is stress or burnout?

Stress is a condition or feeling experienced when a person perceives the demands exceed the personal and social resources the individual is able to mobilize

Stress comes from feeling out of control!

Burnout is fatigue, frustration, or apathy resulting from prolonged stress, overwork, or intense activity.

Can happen in any work environment

Types of Stress

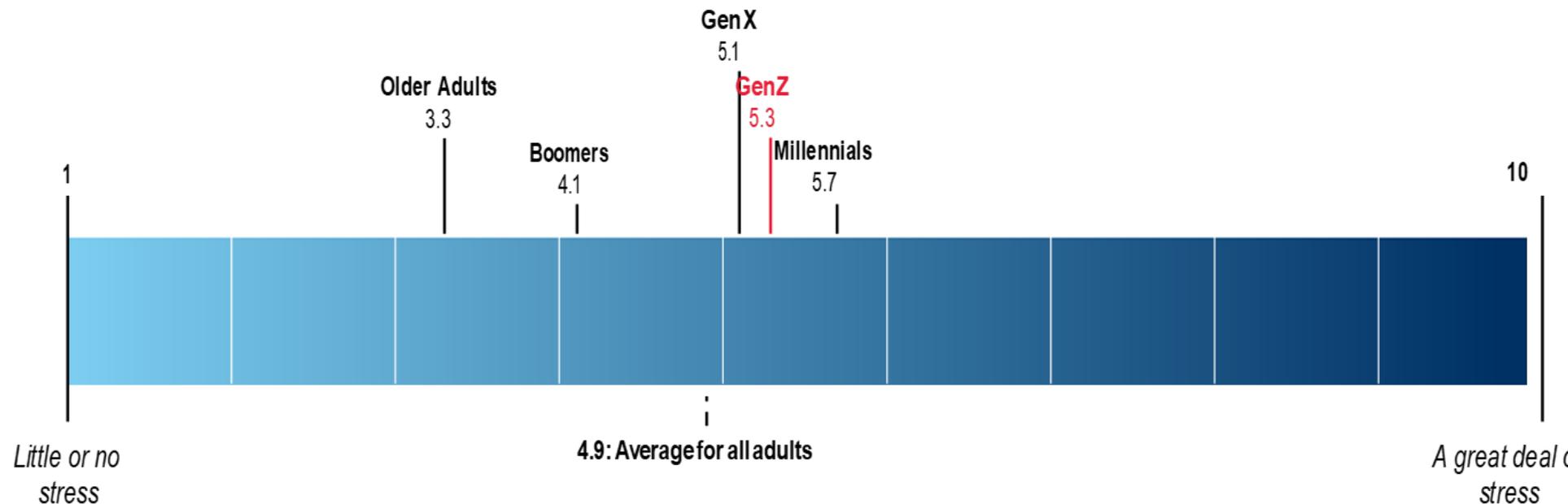
- Time Stress
- Anticipatory Stress
- Situational Stress
- Encounter Stress

How Stressed Are We?

1. The overall average reported stress level of Americans is 4.9 (on a scale of 1 to 10) according to APA (2018)
2. Average perceived healthy level of stress increased significantly over the past year, from 3.7 in 2017 to 3.9 in 2018, which could signal an increased tolerance for stress.
3. Nearly three-quarters of adults (74 percent) say they have experienced at least one symptom of stress in the past month, which is the same as reported in last year's survey (75 percent)

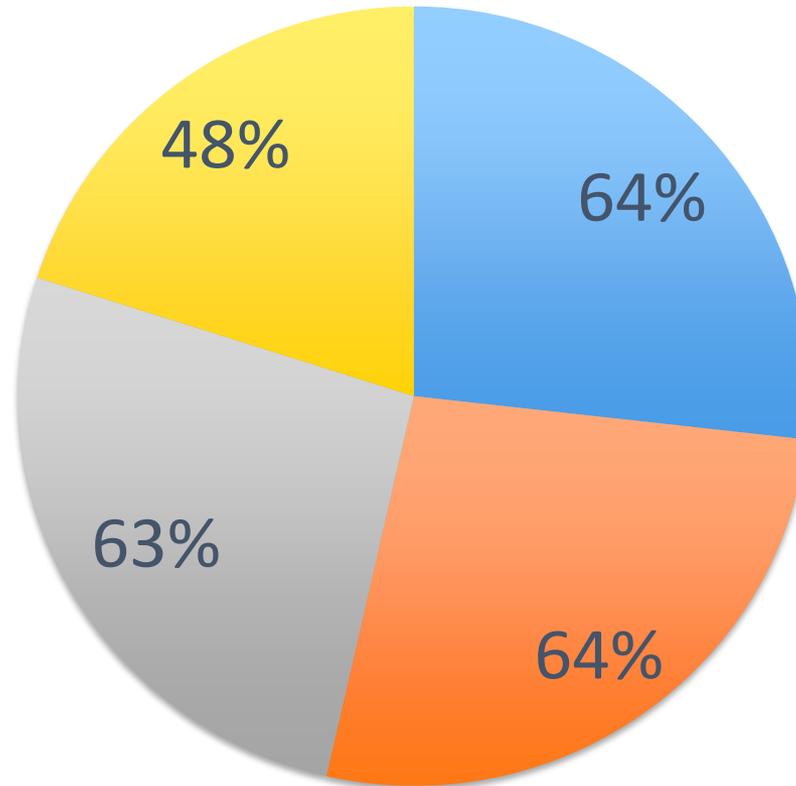
How Stressed Are We?

AVERAGE STRESS LEVELS



- Generation z = 1995-2014
- Millennials = 1981-1995
- Gen X = 1965-1980
- Boomers = 1946-1964
- Older adults = Before 1964

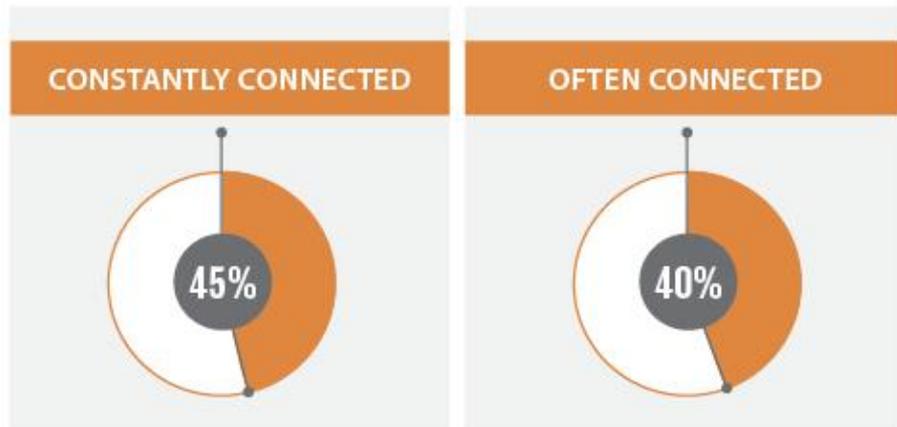
Top Sources of Stress



■ Work ■ Money ■ Health-Related ■ Economy

TYPICAL WORK DAY

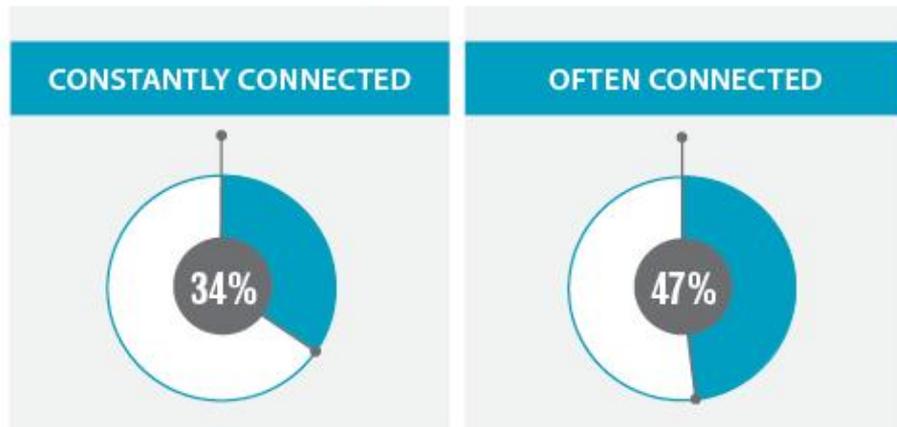
% (of Employed) Often or Constantly Connected to at Least One Device



For employed respondents.

TYPICAL NON-WORK DAY

% Often or Constantly Connected to at Least One Device



*For unemployed respondents: Typical day.
For employed respondents: Typical day off from work.*

How Connected Are We?

- 9 out of 10 Americans follow the news regularly
- Those that check the news hourly report significantly higher stress
- Same is true for those that regularly check social media outlets

Impact of Social Media?

SOCIAL MEDIA WORRIES

I worry about negative effects of social media on my physical and mental health
(% that strongly/somewhat agree)



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Signs and Impact of Stress

Signs of Stress – Everyone is Different

- Frequent Headaches
- Sweaty hands/feet
- Heartburn, stomach pain, nausea
- Panic Attacks
- Excessive Sleeping/Insomnia
- Difficulty Concentrating
- Grinding Teeth
- OCD behaviors
- Social Withdrawal
- Constant Fatigue
- Irritability and angry outburst
- Significant weight loss or gain
- Consistent feeling of being overwhelmed
- Muscle tension

Reactions to Stress

Alarm Reaction Stage

- Fight or Flight?
- Brain releases stress hormones – prepares body to fly or fight it
- Helps in life threatening scenarios – by energizing us – flooding our system – but creates a problem if a constant state

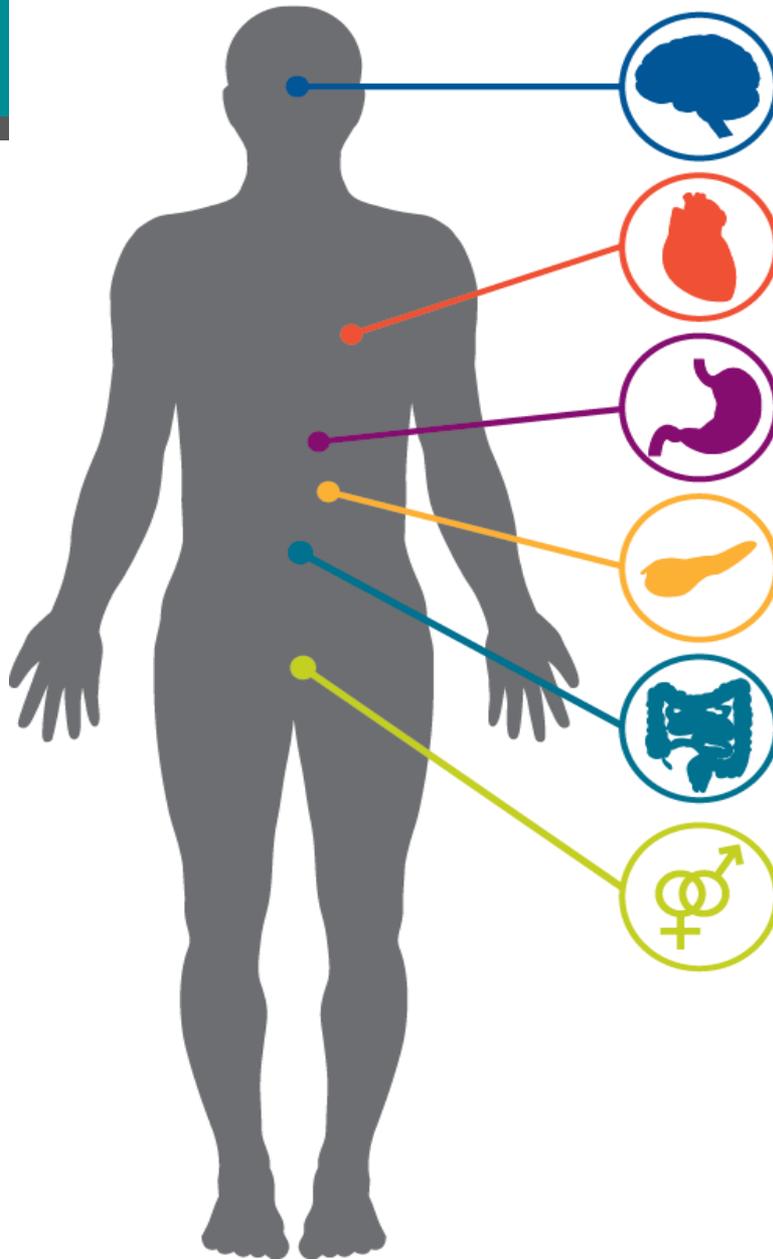
Resistance Stage

- Repair mode after acute stress
- Extended times – body adapts to higher stress levels
 - Higher BP, Irritable, Frustrated, Poor Concentration

Exhaustion Stage

- Prolonged/chronic stress
- Drain on Physical/Emotional/Mental resources
 - Fatigue, Burnout, depression, anxiety, decreased stress tolerance, increased sickness

Health impacts!



Brain and Nerves: Headaches, feelings of despair, lack of energy, sadness, nervousness, anger, irritability, trouble concentrating, memory problems, difficulty sleeping, mental health disorders (anxiety, panic attacks, depression, etc.)

Heart: Faster heartbeat or palpitations, rise in blood pressure, increased risk of high cholesterol and heart attack

Stomach: Nausea, stomach ache, heartburn, weight gain, increased or decreased appetite

Pancreas: Increased risk of diabetes

Intestines: Diarrhea, constipation and other digestive problems

Reproductive Organs: For women-irregular or painful periods, reduced sexual desire. For men-impotence, low sperm production, reduced sexual desire

Other: Acne and other skin problems, muscle aches and tension, increased risk for low bone density and weakened immune system (making it harder to fight off or recover from illnesses)

What can I do??

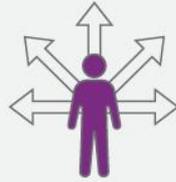
Stress Management?

- Action Oriented Approach (Tangible tasks)
 - Time Management
 - Conflict Resolution
 - Manage Boundaries
 - Working Environment
 - Wine?
- Emotion Oriented (Change lens)
 - Cognitive restructuring, thought awareness
 - Meditation or Mindfulness
 - Visualizations – repetitive
- Acceptance (Build Defense)
 - Support Network
 - Exercise/Sleep/Recovery
 - Coping Strategies
- Be intentional, self aware, and find something that is authentic to you!

Work-Life Balance Tips for Work

- Set manageable goals each day
- Be efficient with your time at work
- Ask for flexibility
- Maintain healthy boundaries
- Take five
- Tune in
- Communicate effectively
- Give yourself a break
- Take advantage of your EAP

COMMON TECHNOLOGY USAGE MANAGEMENT STRATEGIES



% of Americans Using These Strategies

	28%	Don't allow cell phones at the dinner table
	21%	"Unplug" or take a "digital detox" periodically
	21%	Don't allow devices during family time
	19%	Don't allow devices during time with friends
	19%	Turn off notifications for social media apps
	19%	Limit time spent watching TV each day

Work-Life Balance Tips for Home

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

How Americans report coping?



74% have someone to rely on for emotional support (up 8% in last 5 years)

56% could have used more support

42% said seeking help from psychologists can help manage stress (up 6% since 2016)

Practice the 4 A's

1.AVOID

2.ALTER

3.ADAPT

4.ACCEPT

4A'S

Helpguide.org

Practice the 4 A's: Avoid

1. AVOID UNNECESSARY STRESS:

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

Helpguide.org

Practice the 4 A's: Alter

2.ALTER THE SITUATION:

- Express your feelings instead of bottling them up
- Be willing to compromise
- Create a balanced schedule

Practice the 4 A's: Adapt

3.ADAPT TO THE STRESSOR:

- Reframe problems
- Look at the big picture
- Adjust your standards
- Practice gratitude

Practice the 4 A's: Accept

4.ACCEPT THE THINGS YOU CAN'T CHANGE:

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

Favorite Quote

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 FREEDOM

Viktor Frankl

Questions

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