Taking the Stress Out Of Work Relationships and Workplace Change

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Track: Professional Development
Audience: All S2

Learning Objectives

• Identify work relationship pressures and workplace changes which cause stress
• Review your current stress management strategies and their effectiveness
• Decide to change your situation or your reaction to the situation
• Learn to use the Four A’s to assist you in stress reduction
Work Relationship Pressures

- Handle Unreasonable Demands from Others
- Manage Complex Politics
- Manage a Challenging Role
- Defend Your Rights and Protect Your Free Time
- Influence Others and Get the Work Done

Potential Stress- Producing People

PRINCIPLE INVESTIGATOR
SPONSOR
Workplace Changes

• Organizational Changes
• Leadership Changes
• Staffing Changes
• Technology
• Governance

Background Issues

• Fast-Paced Environment
• Multiple and Competing Priorities
• Technology
• Grant Funding
• Limited Resources
• Compliance and Documentation
• People

ETC. ETC. ETC.
**Unhealthy Coping Mechanisms**

- Alcohol or Drugs
- Gossip (Self-Talk or Rumination)
- Frustration and Anger
- Conflict
- Non-Productivity
- Blame
- Smoking or Excessive Eating

**Healthy Coping Mechanisms**

- Exercise/Healthful Living
- Interests and Hobbies
- Laughter
- Cognitive Strategies
- Provide Effective Feedback and Coaching
- Talking to a Trusted Friend (BFF)
- Seek Help from a Professional (PAS)
GPS Direction

- Change the Situation
  - Quit
  - Find a less stressful Job
- Avoid
- Alter

- Change Your Reaction
  - Adapt
  - Accept

The A’s Have It!

- **Avoid**: Avoid the triggers, situation, or person
- **Alter**: Find your voice, provide feedback and coaching, use your resources
- **Adapt**: Change your perspective (thinking), emotional response, behavior
- **Accept**: Accept with resolve and grace what can’t be changed