

# 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

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# 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.**

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## Unhealthy Coping Mechanisms

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