Taking the Stress Out Of Work
Relationships and Workplace Change

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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
You Need One

A STRESS ELIMINATION PLAN
Work Relationship Pressures

• Handling the Unreasonable Demands from Others
• Managing Complex Politics
• Managing a Challenging Role, no authority with all the responsibility
• Working with Limited Resources and Reduced Staffing
Stressors

- Juggling Multiple or Competing Priorities
- Compliance and Documentation
- Inadequate Technology or Developing a Data Management Plan
- Paper and Forms and Deadlines
Stress- Producing People or Entities

PI’S COMPLIANCE SPONSORS ETC ETC ETC ETC
Workplace Changes

- Organizational Changes
- Reorganizations/Reclassifications
- Leadership Changes
- Staffing Changes
- Technology Changes
- Governance Changes
Unhealthy Coping Mechanisms

• Alcohol or Drugs
• Gossip (Self-Talk or Rumination)
• Frustration and Anger
• Conflict
• Non-Productivity
• Blaming
• 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
What’s Your Plan?

1. Does it have a steam valve?
2. Can you return to baseline functioning?
3. Does it allow you to feel good or elevate your mood?
4. Is it enjoyable?
5. Can you commit to it?