

Tips on Managing Stress in the Workplace

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Overview

- What is stress?
- Why do we become stressful?
- Effect on excessive stress on health
- How to measure stress level?
- How to manage stress?
- When to seek professional help?

What is stress?

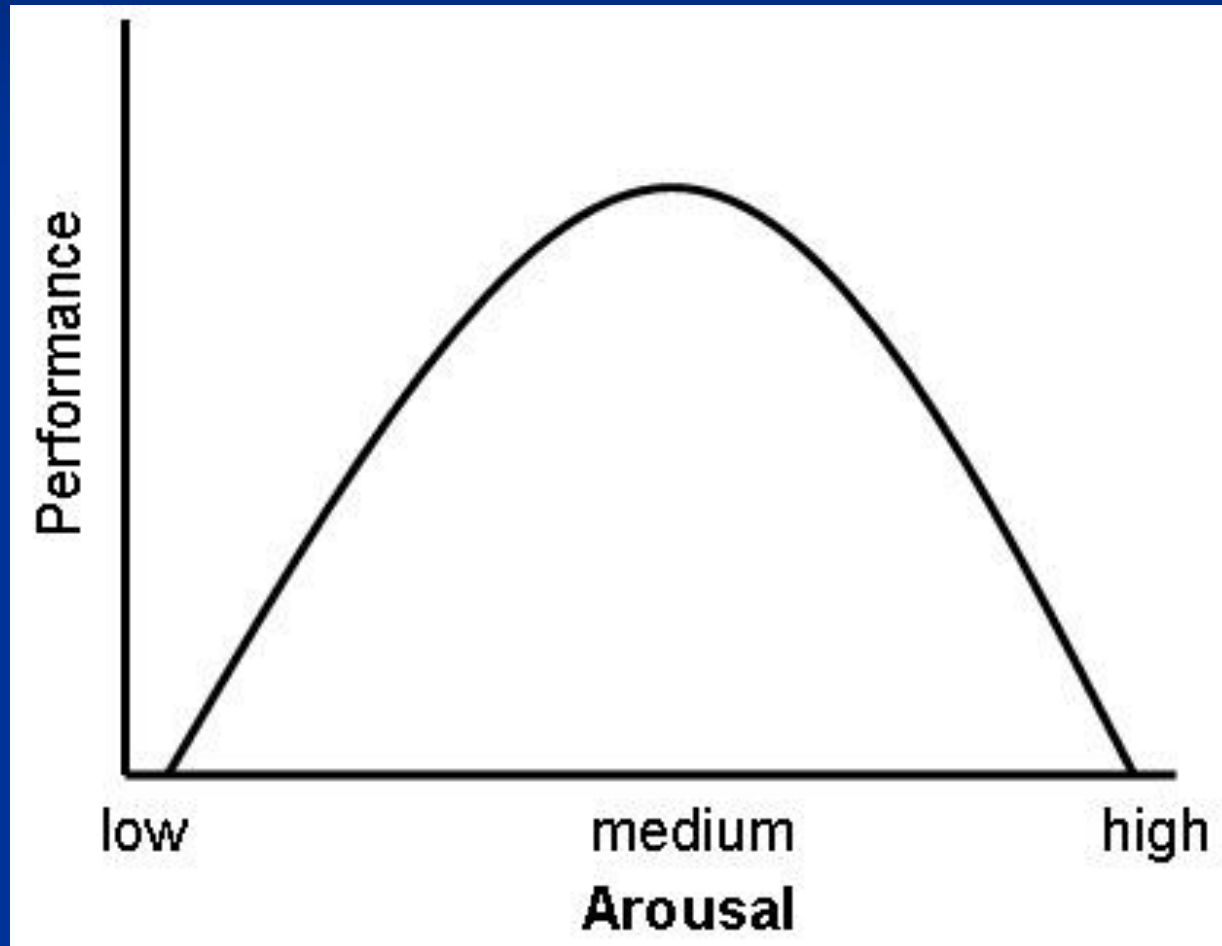
“A condition or feeling experienced when a person feels that **demands** exceed the personal and social **resources** of the individual”

Beehr and Newman



Stress and Performance:

Yerkes-Dodson law



Why do we become stressed up?

Multitasking and Instant lifestyle!!!

- “Instant” (segera) lifestyle....instant coffee, messaging, email, fast food, ..





“Don’t worry, you are NOT ALONE”

SF6 HEALTH AT LARGE FIT4LIFE, SUNDAY 8 FEBRUARY 2009

If Obama grows old before his time, stressed-out cells might be to blame.

By FRANCES STEAD SELLERS

FOCUSED though the world is on the youthful athleticism of the 47-year-old who recently took the oath of office, it's tempting to ask what impact his new job will have on President Barack Obama over his four – or eight – years in office.

The battle lines of two or more wars may by then have furrowed his brow; a sagging economy put bags under his eyes; and as-yet-unfolded worries stolen the spring from his jump shot. That's unless another trait, the calm with which Obama apparently responds to stress, allows him to transcend the unique demands of leading the free world.

If looks are anything to go by – and science suggests they may be – the cares of the world weigh heavily on our leaders. Witness the graying of Bill Clinton and the wizening of George W. Bush.

Presidents undergo a process of accelerated ageing, according to Michael Roizen, who has accumulated facts and figures on presidential health dating back to the 1920s and speculates that “presidents get two years older for every year they're in office”.

If Roizen's right, eight years from now Obama may look more 63 than

Under pressure



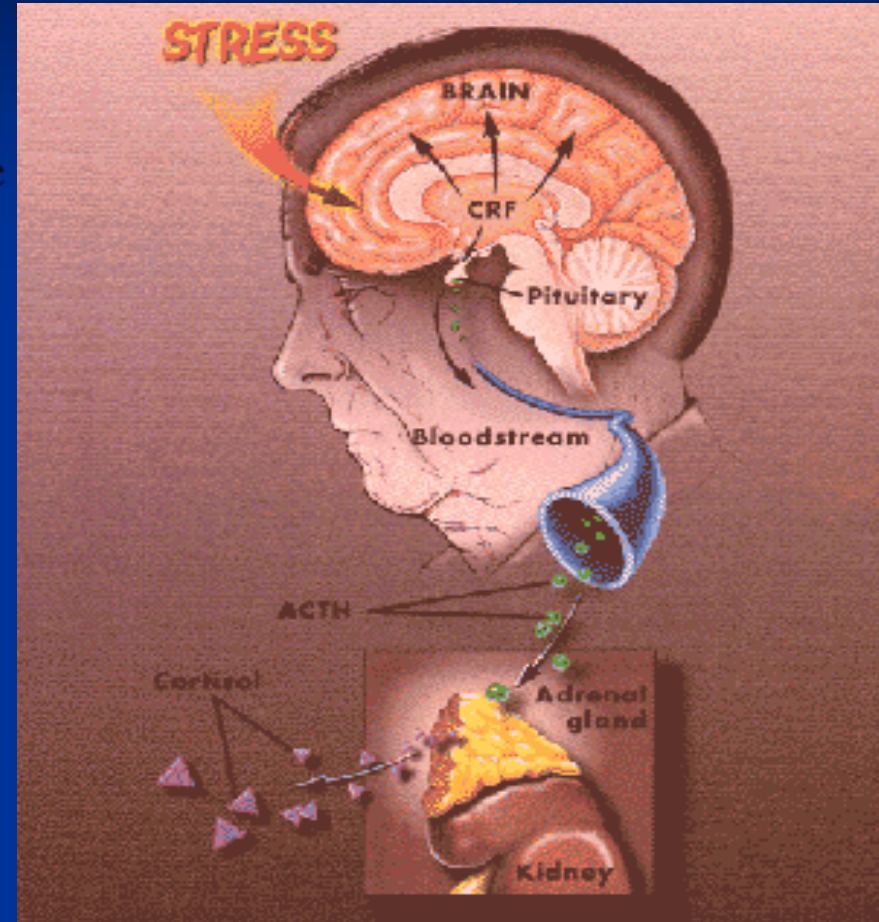
It is believed that those in high pressure jobs (and they don't come higher than the US presidency) undergo a process of accelerated ageing. – AP

- Stress at work : video
- Are we in the rat race? (video)

- A recent American survey
- Working >12 hours a day,
- 37% increase in risk of illness and injury in comparison to those who work fewer hours.

Stress and the heart

- A research in Britain
- *Chronic stress*
 - chronic increases in stress hormone levels
 - increased risk of heart disease.
- Constriction of the coronary arteries → blood flow to the heart muscle is reduced.
- WHO estimates for burden of illness in 2020
- No. 1 : Heart disease
- **No. 2 : Depression**
(from 4 → 2)
- Both are lifestyle disease



Why do we become stressed?

■ External

- Challenging Boss
- Colleagues issues
- Long working hours
- Deadlines!
- Financial stress
- Family/personal problems

■ Internal

- Lack of sleep, poor diet, alcohol
- Type A personality
 - 1) need to control,
 - 2) perfectionist/competitive ,
 - 3) Impatient / easily frustrated
- Less healthy Coping skills
- Anxiety or Depression.

-

Total score (Scores on DASS-21)

	Depression	Anxiety	Stress
Normal	0 – 4	0 – 3	0 – 7
Mild	5 – 6	4 – 5	8 – 9
Moderate	7 – 10	6 – 7	10 – 12
Severe	11 – 13	8 – 9	13 – 16
Extremely Severe	14 +	10 +	17 +

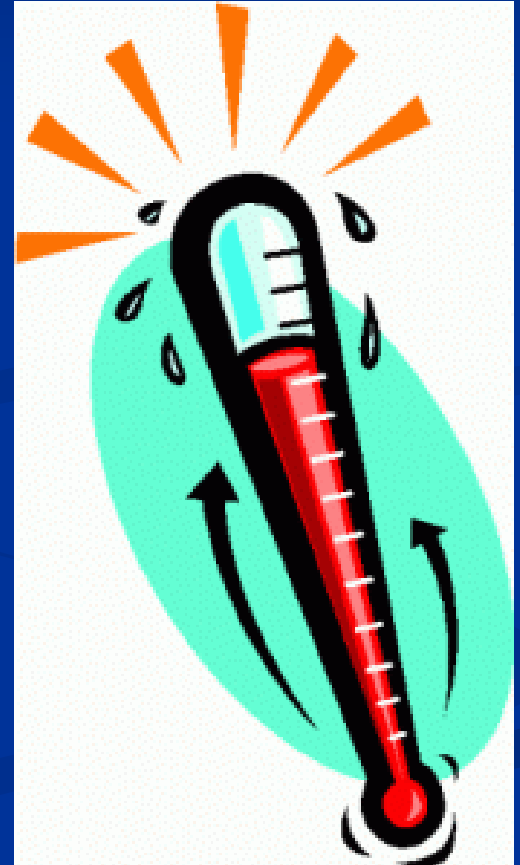
So...How do we
manage stress?



The Stress equation

$$\text{Stress} = \frac{\text{Demands}}{\text{Resources}}$$

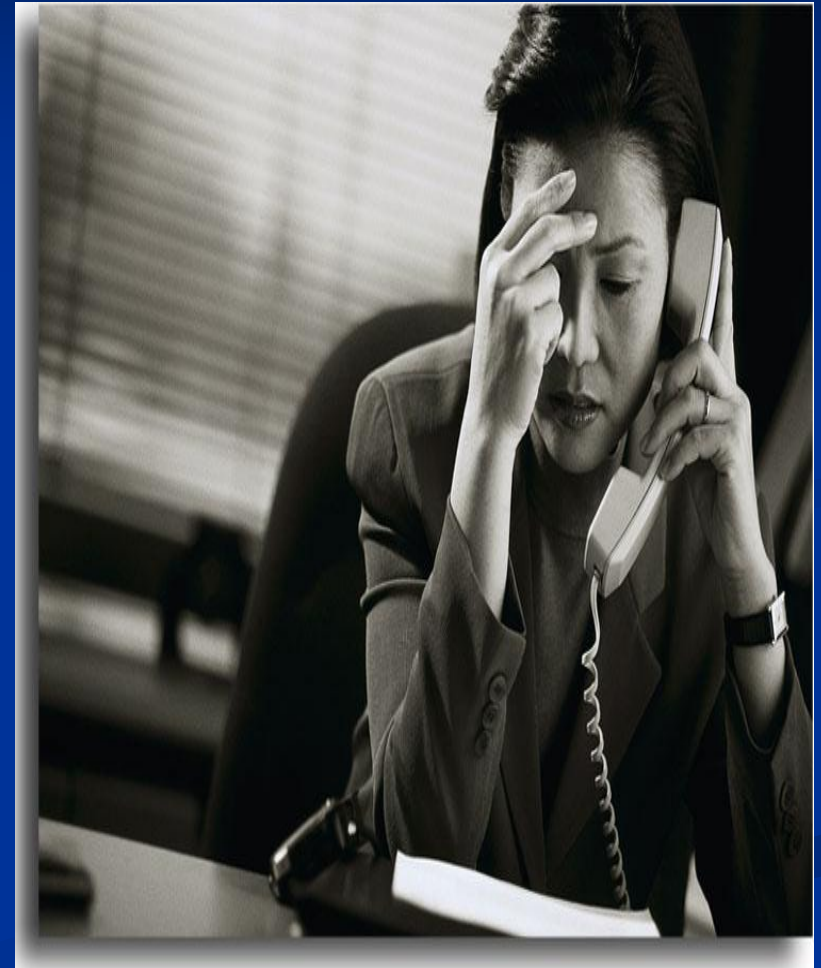
Tips 1. Use a “Stressometer”



Detect early signs

- Feeling tensed?
- Headache?
- Easily frustrated or angry?
- Difficult to relax?
- Can't sleep!
- Having fatigue or palpitations?
- Trouble concentrating?

If yes, **SEEK HELP EARLY.**



Tips 2. Eat well and Sleep well

- Reduce coffee
- Avoid smoking or alcohol
- Healthy diet



3. Finding Joy or Meaning at Work

Tips No. 3

Make Workplace your 2nd home

- The team spirit
- If possible, avoid gossips
- Company Family day
- Mentoring



Baldwin

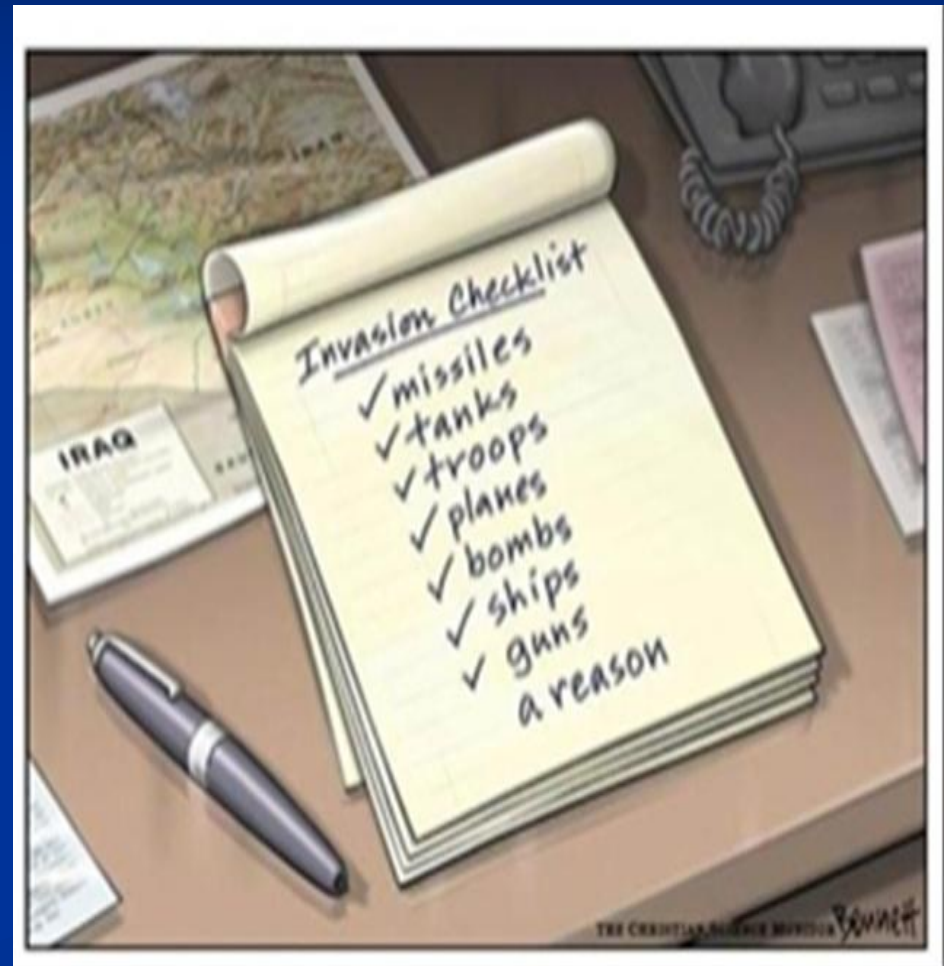
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“What do you mean, you need to find a balance between work and family? We consider you part of our family.”

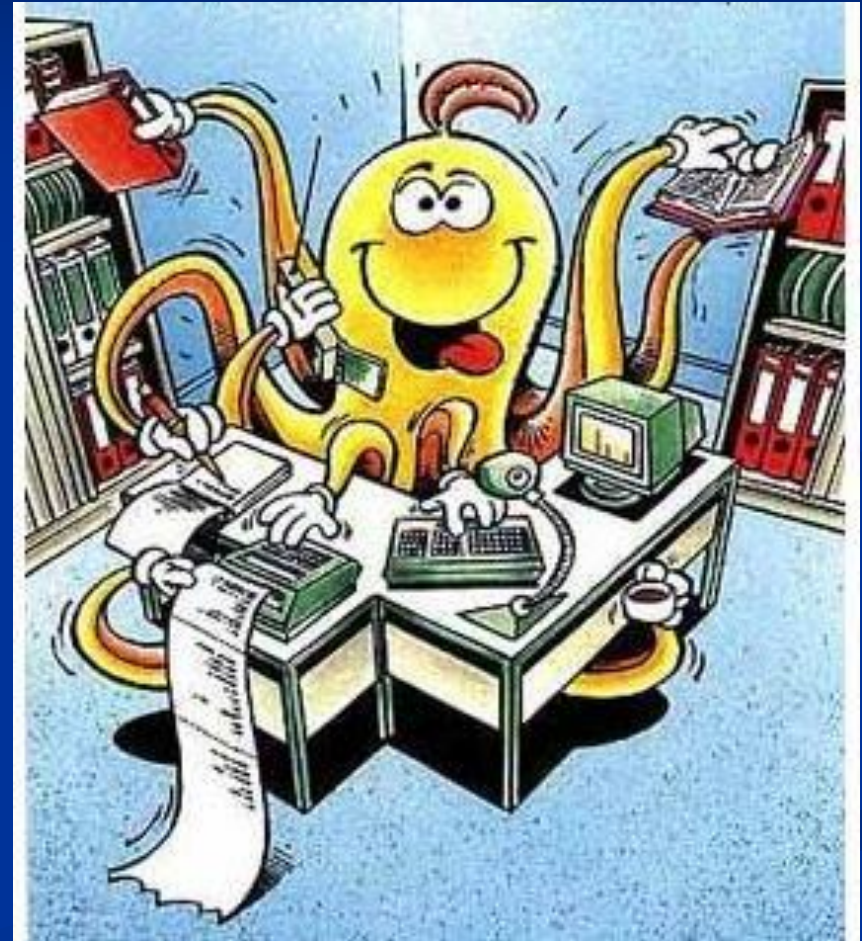
Tips 4 : Setting Priority

- Urgency
- Importance



Tips 5 : Avoid multitasking! Stop the “instant” culture.

- Our mental computer may hang!
- Do one thing at a time



Tips 6. Relaxation : deep breathing and cool morning walks in nature



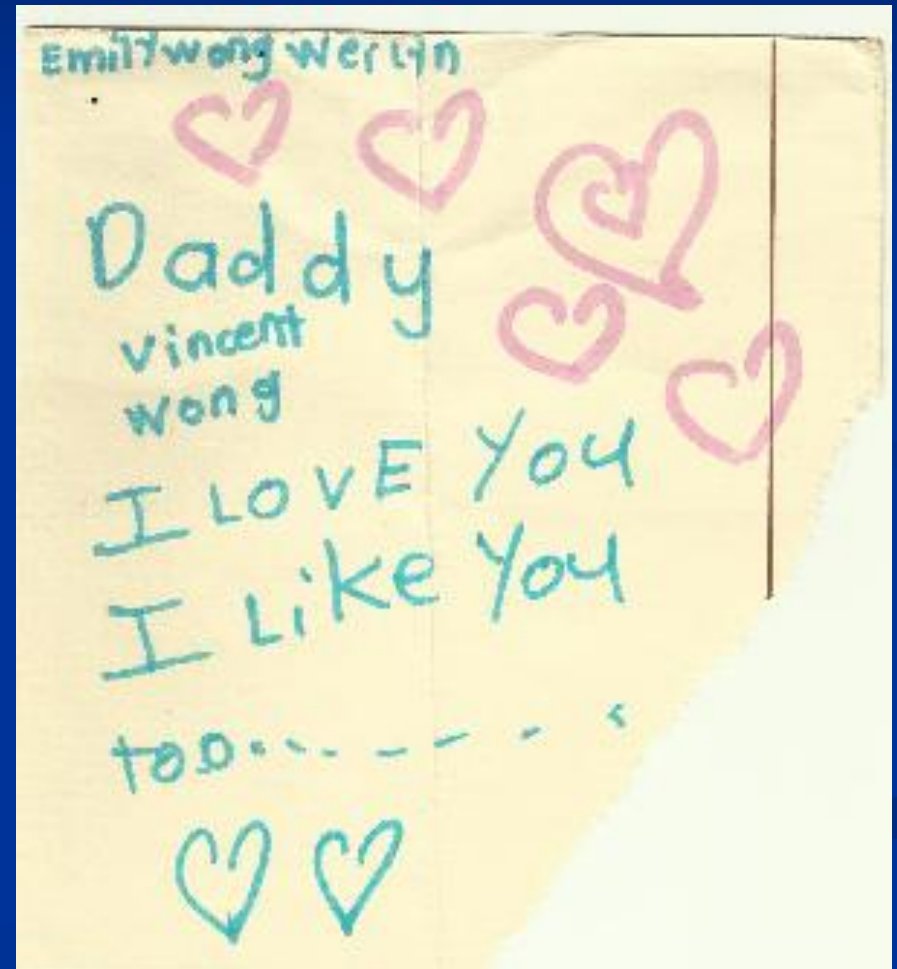
Tips 7 : Take short breaks

- Our attention span is only about 20-30mins



Tips 8. Balance work and personal life

- “Live to work “ or “work to live”?
- All work and no play is a recipe for burnout!
- Spend time with family



9. Role / Hat switching

10. Learn to resolve conflicts at home and at work.

- Talk to someone whom you can trust and truly understands
- Practice problem solving
- Nurture Self Confidence.

11. Reward yourselves

- Daily
- Weekly
- Monthly
- Quarterly

Other tips

- Good Sense of humour
- Exercise
- Managing our Negative thoughts
- Spiritual meaning of daily life

When to seek help?

- Poor sleep
- Feeling tense, headaches, stomach discomfort,
- Easily angry
- Cannot Focus
- Easily Tired.
- Feeling Depressed



- “It may be an illness such as insomnia, anxiety or depression that can be treated”.

Take home message

- Stress may be positive or negative
- Stress is detectable and measurable.
- Higher work demands requires higher resources
- If distress is **severe and prolong** , seek professional help.
(do not suffer in silence!)

Thank you

- Q and A



- Visit the following website for the slides

www.brainmindspecialist.com