

Stress Prevention/Happiness Engagement 1: Employee Strategies

[Circle any strategies you do or could do and then pick 3 to focus on for this week, ex. 15.]

Raising Awareness

Utilize triggers for brain chemical release (Dopamine, Oxytocin, Serotonin, Endorphins = DOSE)

1. Exercise	6. Gifting	10. Sunshine
2. Small wins	7. Gratitude	11. Laughing/crying
3. Hobbies	8. Self-affirmation	12. Scents
4. Hug/touch	9. Acts of kindness	13. Chocolate
5. Pets		

14. Keep a log of stressors

Problem Solving

15. Shift your focus forward – don't replay the past or worry about the future that may not happen

16. Solve one problem at a time (avoid being overwhelmed and do nothing)

17. Become solution-oriented instead of problem-oriented – How do I solve the problem?

18. Plan, organize and manage time better

Change Your Thinking

19. Change your belief/thinking (B) to change your consequence/reaction (C) or response in the Activating Event + Belief/Response = Consequence or $A + B = C$

20. Practice gratitude toward others

Mindfulness

21. Be present in the moment

22. Take breaks to practice mindfulness and focus on one thought

23. Disconnect from "devices" and spend time off the information grid

Resilience

24. Yoga

25. Exercise

26. Meditation

27. Healthy Diet

28. Sleep

Social Support

29. Find a buddy to share with (walk, talk, set goals together)

30. Use EAP

31. Really connect with people (mindful, focused connection)

Homework

Pick 3 things to do tomorrow:

1. _____

2. _____

3. _____

Stress Prevention/Happiness Engagement 2: Employer Strategies

Institute Worksite Changes to Support Individual Practices

- Many companies avoid stress prevention because they are uncomfortable with the topic or don't know what to do to prevent stress.
- Make a long-term commitment (at least one year). This is not a single *Lunch & Learn* topic.
- Give people techniques that they can use in the workplace.
- Intrinsically motivate people by helping them understand how they can feel better **now**.
- Make stress prevention the responsibility of both the management and the individual.
- Give workers more autonomy.
- Teach stress management to the management.
- Change the work environment to help overcome obstacles for employees and know that the #1 source of job stress is a "toxic boss."*
- Retrain or replace toxic bosses with supportive bosses.
- Send at least 3x as many positive messages as negative. People respond better to positive feedback!

Specific Strategies - Commit to implement over a significant period of time (at least one year)

1. Awareness

- Survey staff.
- Provide an assessment tool for staff to complete for their own information.
- Provide informational handouts or materials.

2. Problem Solving

- Put out a suggestion box.
- Have a workgroup identify unnecessary sources of stress or include questions in the survey.
- Train people on time management.

3. Reframe (Change your Thinking)

- Teach people the A + B + C equation. **Activating Event** – **Belief** – **Consequence** or
(Stimulus) – (**Response**) – (Emotional Outcome)
Change B – your response, to change the outcome.

4. Mindfulness

- Teach people how to de-stress/meditate.
- Provide a quiet room/meditation break room.

5. Resilience

- Provide an exercise break.
- Provide a fruit bowl refilled by donations.
- Hand out pedometers or provide links to free step-tracking apps for smart phones.
- Suggest online mindfulness options (calm.com).

6. Social Support

- Provide team building and social connections.
- Teach people how to listen – hold a no interruption meeting as a pilot activity.

BOOSTING BRAIN CHEMICALS

	Dopamine	Oxytocin	Serotonin	Endorphins
Exercise	✓	✓	✓	✓
Certain foods	✓	✓	✓	
Music	✓	✓	✓	
Meditation	✓	✓		
Goal Met/Success	✓		✓	
Gratitude		✓	✓	
Laugh/Cry		✓		✓
Create (hobbies)	✓			
Small Tasks (✓ list)	✓			
Vitamin D (sun)			✓	
Pet		✓		
Touch		✓		
Dark chocolate	✓			✓