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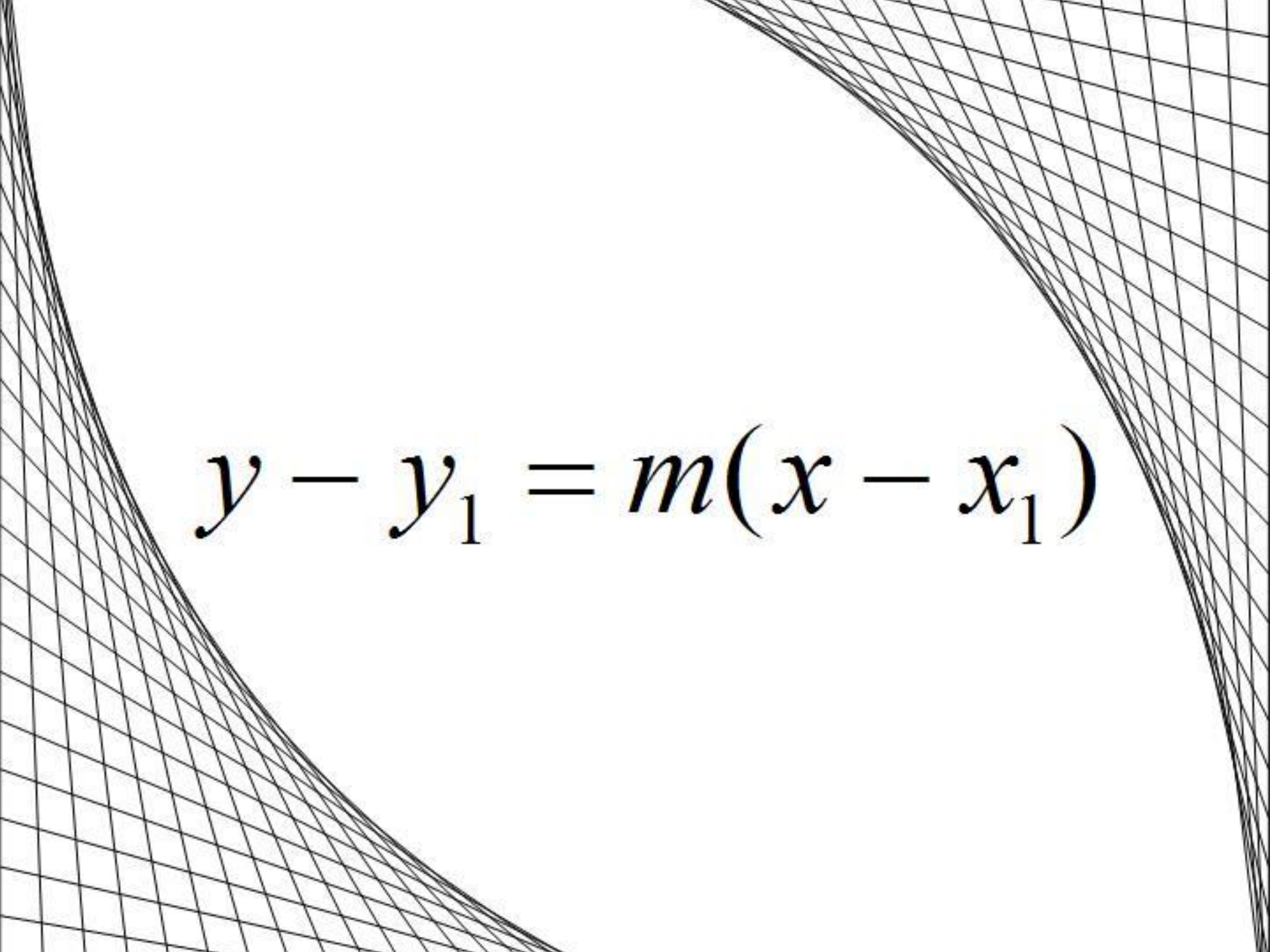
# Managing Work Life: Tools To Manage Stress



# + Introduction

- Clinical Psychologist
  - UC Davis EAP
  - UC Berkeley EAP
- Buffet Style
  - Everything isn't for everyone
  - Choose what works for you, share what works for you
- Just Think!
  - You don't have to go home and change your world. But allow yourself to be open to think




$$y - y_1 = m(x - x_1)$$

# + Types of Change



## ■ Type I

- Changes that is imposed on us
  - Job changes, layoffs, furloughs, grant funding...

## ■ Type II

- Change that we impose on ourselves
  - Getting married, having kids, moving...

## ■ Type III

- Change you impose on others
  - Management decisions, supervision decisions, research team choices...



Is change wrong/bad?



*“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.”*

*– Charles Darwin*



# Change



- Change is inevitable
- Change takes us out of our “comfort zone”
- Change requires an adjustment period
- Change can reduce our ability to control outcomes
  - Increases discomfort and anxiety
- It is our nature to resist change at visceral level – even when it is optimal

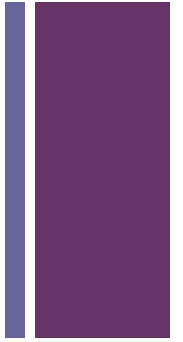


# + Type I Change



- Change imposed on you by others/by a system.
- Most unpredictable, most difficult to manage, most likely to cause *stress*.
- Most common in the workplace

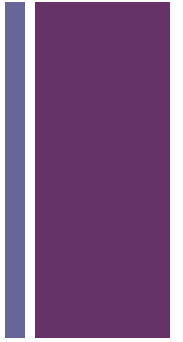
## + Stress [stres]

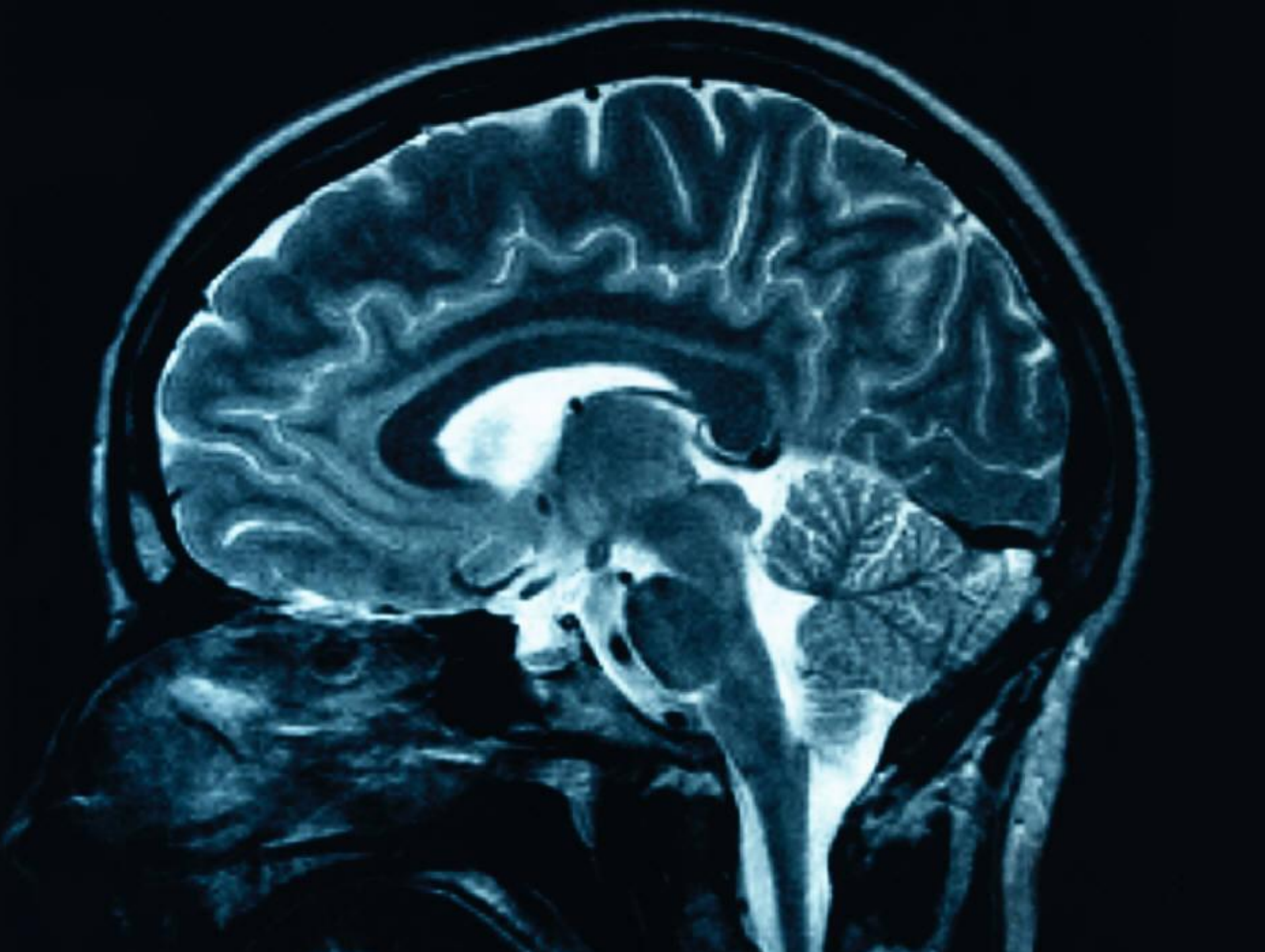


- The physical pressure, pull, or other force exerted on one thing by another; strain.



**KEEP  
CALM  
AND  
DON'T  
STRESS**

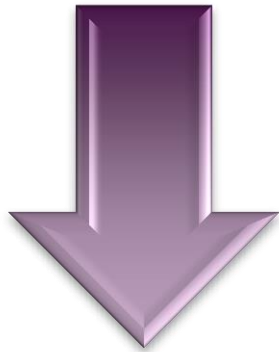






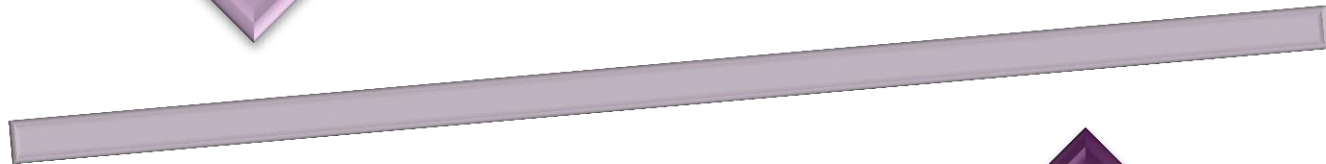
# Physiology of Stress

## Autonomic Nervous System



### Sympathetic

- Nervous System
- Fight or Flight or Freeze
- Reactive



### Parasympathetic

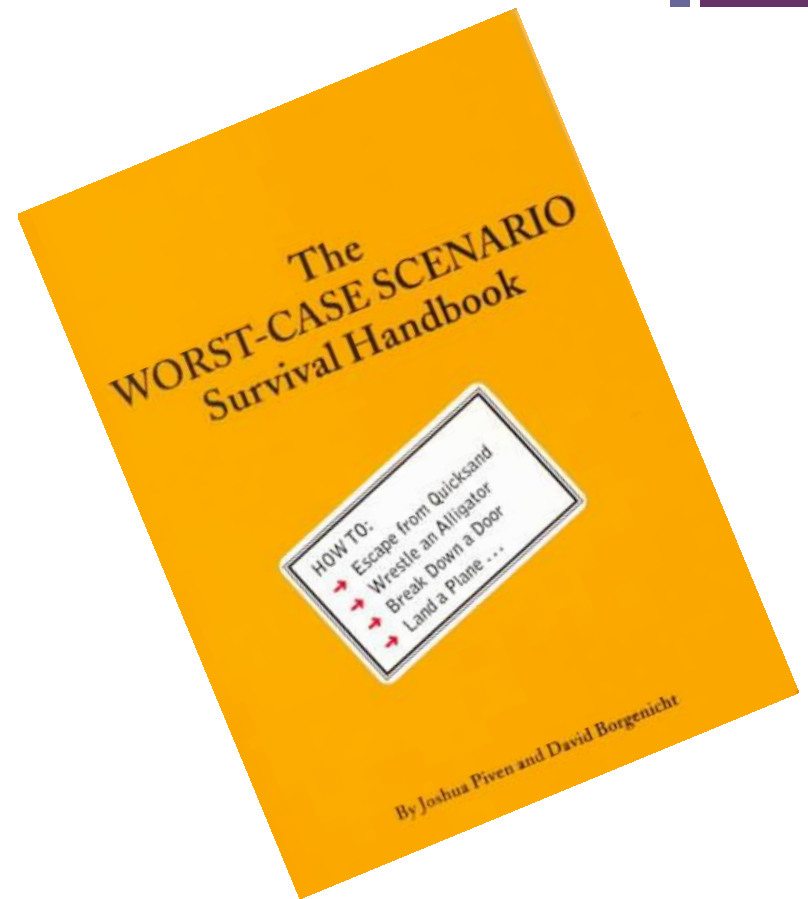
- Nervous System
- Rest and Digest
- Healing/Balancing





# Chronic Survival Stress

- Defined:
  - Type of chronic stress experienced when an individual's basic needs are threatened or perceived as threatened
- Threats:
  - Safety, security, normalcy, control, predictability, leadership, of the unknown





# Stress Related Symptoms



## Physical/Behavioral:

Insomnia/hypersomnia  
Headaches, body aches  
Lowered immunity  
Stomach problems, loss of or increased appetite  
Tearfulness  
Decreased libido  
Fatigue  
Concentration difficulties  
Decision making difficulties  
Self-Medicating/Substance abuse  
Disease

## Work-Related:

Absenteeism  
Competition  
Conflict  
Decreased productivity  
Decreased concentration or the inability to focus  
Decreased morale  
Decreased trust  
Cognitive distortion  
Anger, hostility and aggression between employees with opposing viewpoints.  
Withdrawal from co-workers, team members, and others.  
Fear of uncertainty, and the unknown.

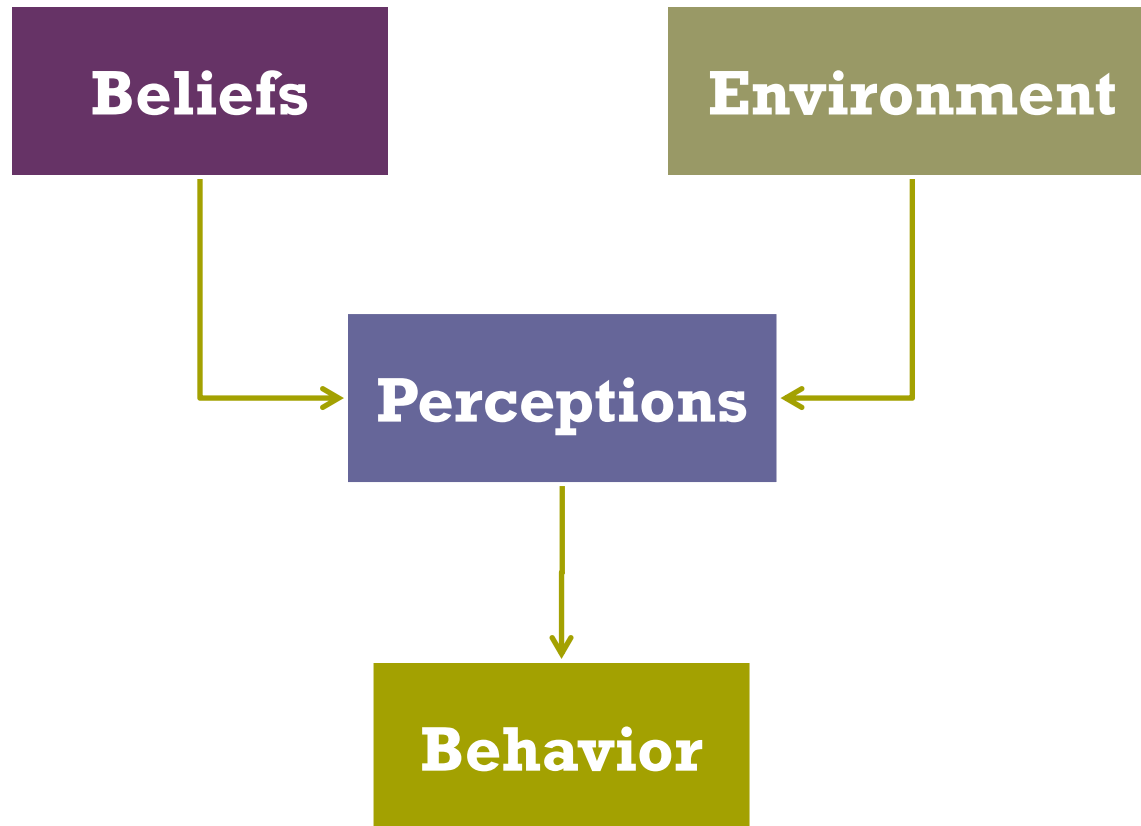
## Emotional:

Anger,  
Fear  
Irritability,  
Agitation  
Anxiety  
Sadness  
Bullying  
Blame  
Hopelessness  
Helplessness  
Depression  
Numbness  
Worry, panic  
Paranoia

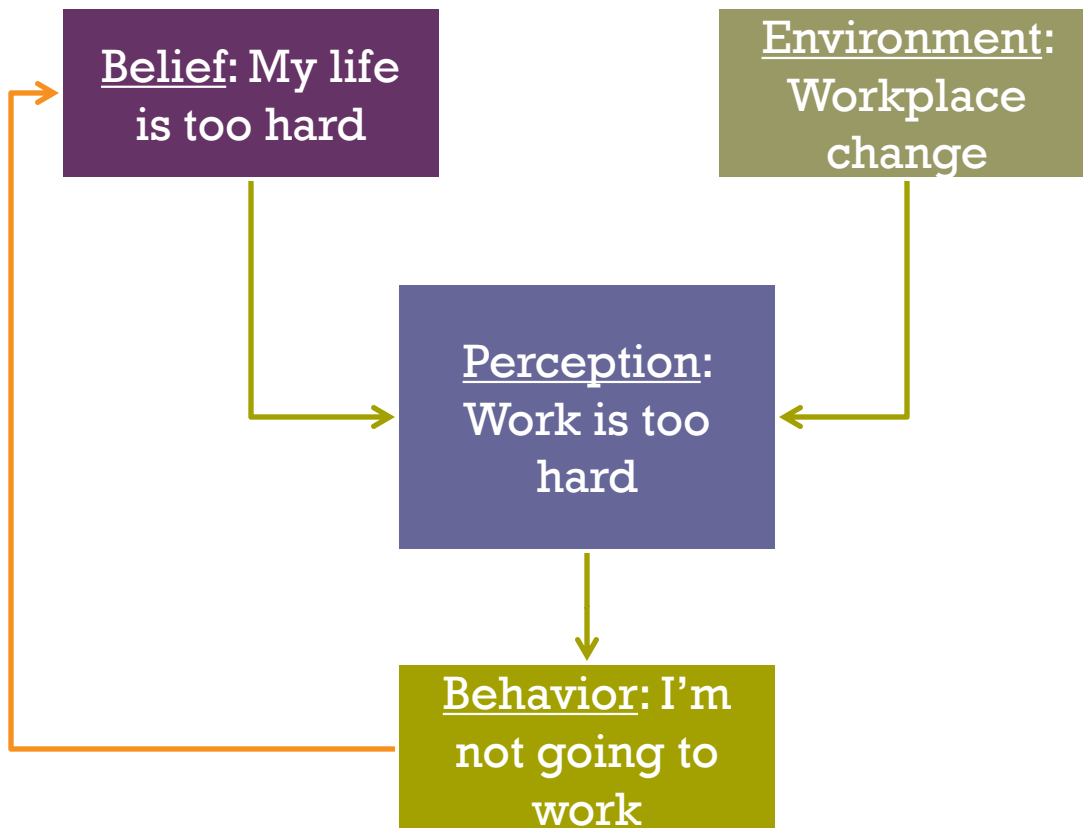




# + Cognitive Distortions



# + Self-Fulfilling Prophecy



# + Type II Change



- Change you do to yourself
  - Move from resistance to acceptance
  - Build resilience

# + The Trap of Resistance



*“We cannot change anything unless we accept it. Condemnation does not liberate, it oppresses.”*

*– Carl Jung*



*“Human beings, by changing their inner attitudes of their minds, can change the outer aspects of their lives.”*

*–William James*



# Resistance vs. Acceptance

## Resistance

- “Why...?”
- Rigidity
- Focusing on the past
- Fear of future creates paralysis
- Denial

## Acceptance

- “What do I need to do next?”
- Flexibility
- Planning for the future
- Fear creates planning
- Reality
- Focusing on the present



# What is resilience?



- In physics, resiliency is the ability of a material to quickly return to its original form after being bent, stretched, or twisted.
- Adversity
  - Adversity breeds resilience
  - “Goldilocks effect”
  - Too much, too little, ideal...



# Resilience Builders



- GOAL: Understanding the power of **perception**
- Identify “out of balance” signs and symptoms
- Make time and set limits for YOU!
- Maintain realistic expectations
- **Accept** that change is a part of living
- Gratitude
- Move into rational problem-solving
- Recall other difficult times experienced, survived and perhaps even thrived as a result



# + Path to Change

- Break down behaviors
- Take small steps
- Examine Consequences
- Be realistic
- Reward yourself
- Monitor your behavior
- Practice behaviors
- Use memory aides





# Practice Makes Better

New habits + regular practice = new behavioral patterns



