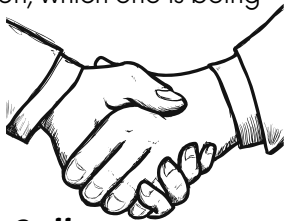


Supporting Employees

1. Show care through active listening.
Suggest support with problem solving in line with employee values and goals.
2. Work with employees and support them in fulfilling their goals without repercussions.
3. Realistic expectations in accordance with the employee's skills, knowledge, abilities and coping skills.
4. Workload assignments should be cohesive with working hours.
5. Discourage overtime, not only in-office but also taking work home which includes responding to communication after working hours.
6. Provide quiet working time with minimal interruptions.
7. Offer flexible working hours and space.
8. Welcome feedback.
9. Be vigilant of dynamics between employees with a particular care towards respect and bullying.
10. Be aware of negative and positive feedback given, which one is being focused on?

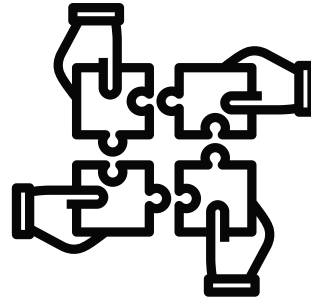


Supporting Colleagues

1. When noticing a colleague is struggling, offer assistance, especially if the task is beyond their skill set.
2. Show compassion and empathy.
3. Establish a connection.

Supporting Social Engagement

1. Anti-bullying: Develop and implement an anti-bullying policy and procedure with safe reporting processes.
2. Support activities promoting well-being such as gym memberships, desk stretching intervals, healthy eating, health check-ups, coaching sessions...etc.
3. Build trust and cooperation among employees.
4. Allow for sick days and leaves without affecting performance reviews.



TOGETHER WE RISE

Ammal F. Farahat
Zumrati Founder
Stress Coach

ammal_farahat@yahoo.com
@ammal.farahat
www.zumrati.com



Working with Stress

IDENTIFYING STRESSORS
AND
DEVELOPING RESILIENCE



What is Stress?

Stress is the body's response to emotional and physical influences. When our brains perceive a threat, the production of our stress hormones is triggered. The hormone, adrenaline, raises heartbeats giving the body a burst of energy. On the other hand, another hormone, cortisol, slows down nonessential bodily functions to enable the body to channel energy to essential "fight-or-flight" functions. A non-essential function, for instance, is the reproductive and digestive systems as well as growth. Hence, stress affects the mind and body from cognitive skills, metabolism, muscles, to hair and nail growth.

Therefore, if left untreated or unidentified, consistent, or long term and/or high levels of stress may cause a variety of physical and emotional symptoms from mild to life threatening.

Stress is part of being alive. Even animals and plants experience stress. It is an essential survival function. Recognizing stress triggers and their influences builds stress resilience and helps harness stress to our advantage.

Stress Indicators

- Moodiness
- Excessive fatigue
- Trouble fighting off illness
- Bodily aches & pain
- Forgetfulness & brain fog
- Paranoia
- Anxiety
- High blood pressure and headaches



Is Stress Good or Bad?

Stress is our body's natural method of protecting us from external threat. It is a part of all living systems, not only to survive but also to thrive. The right amount of stress, which is different for each person, keeps us engaged and striving to develop and improve. According to the polyvagal theory, ideally, we should strive to be between social engagement and lower levels of fight-or-flight.

Extreme stress creates nutritional havoc in our bodies. The "fight-or-flight" effect is produced by a hormone, cortisol, which depletes important nutrients, such as B vitamins, vitamin C, vitamin A and the mineral magnesium. These need to be replenished in larger amounts during times of stress to avoid long term issues and illnesses.

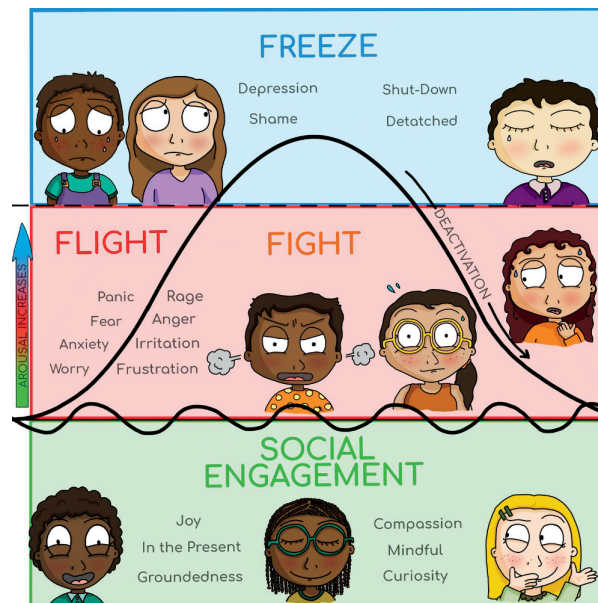


Figure: Polyvagal Curve Theory 2020

Stress Triggers

- Long working hours.
- Heavy workload.
- Changes within the organisation.
- Tight, unrealistic deadlines.
- Feeling unaccepted or appreciated.
- Changes to duties.
- Job insecurity.
- Lack of autonomy.
- Bullying & disrespect.



Stress Busters

1. Once you leave work, leave it and everything associated with it behind.
2. Practice slow deep breathing.
3. Practice mindfulness and presence.
4. Take Omega-3 fatty acids, vitamins B and C to support the body in coping with stress.
5. Make up for depleted magnesium.
6. Adopt a low sugar, low caffeine diet.
7. Develop a taste for water, fruits, and vegetables as comfort foods. Mainstream comfort foods weaken the body making it harder to manage stress.
8. Don't normalize feeling stressed. When someone asks how are you, "stressed" shouldn't be an acceptable answer. If you don't want to talk about it, state clearly you are not ready to talk about how you feel but thank them for asking.
9. Check in with your own emotions, feelings and worries. What's the root cause of your stress?
10. Insure you get regular and enough sleep.
11. Practice saying "No" to others and "Yes" to yourself.