
Stress

How to manage, mitigate, and leverage stress
to elevate engagement, communication, and
performance

Agenda

What

Why

How

Q & A

Inclusion Activator

Pick any two or three words that describe
your most important needs at this moment.

When I say **GO**, share any element of your check-in in the
chat

Food Health Movement Safety Rest Order Peace
Stability Trust Freedom Choice Ease Care
Independence Power Space Spontaneity Leisure
Relaxation Humor Joy Play Pleasure Connection
Affection Appreciation Attention Companionship
Harmony Love Support Acceptance Clarity
Consideration Empathy Kindness Respect Meaning
Celebration Inspiration Belonging Communication
Cooperation Authenticity Creativity Learning
Patience Accomplishment

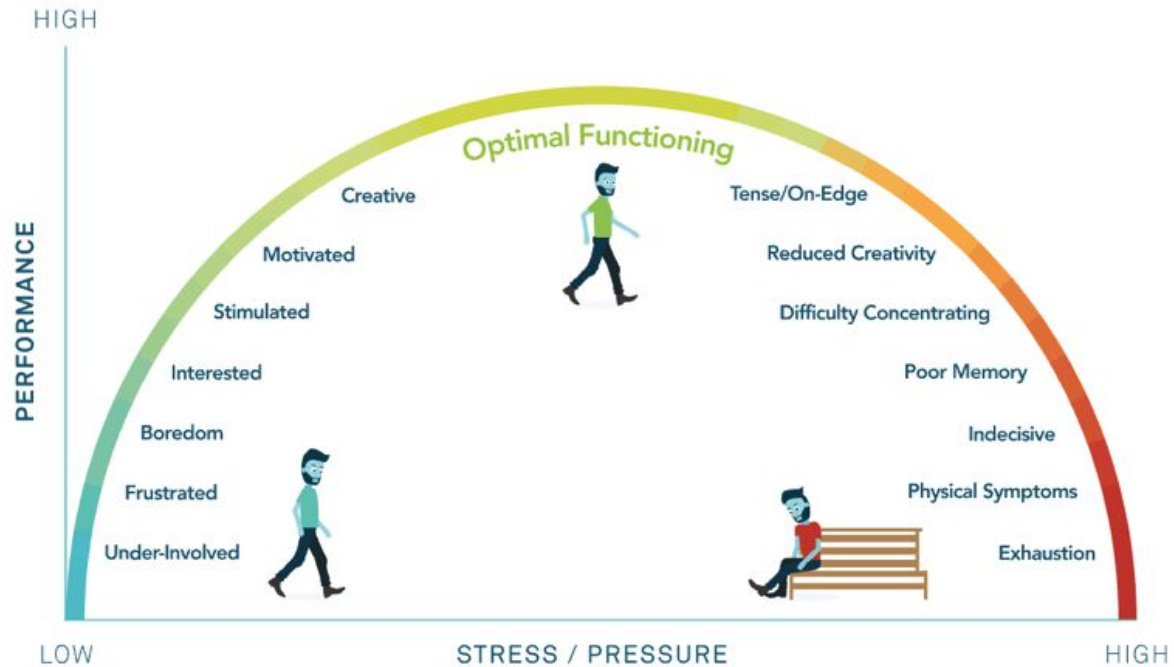
What

**Stress is anything that
requires us to burn energy**

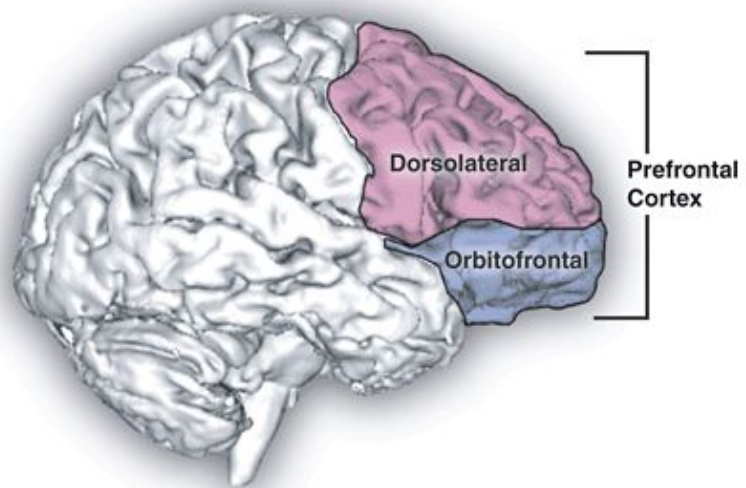
Stress is anything that requires us to burn energy

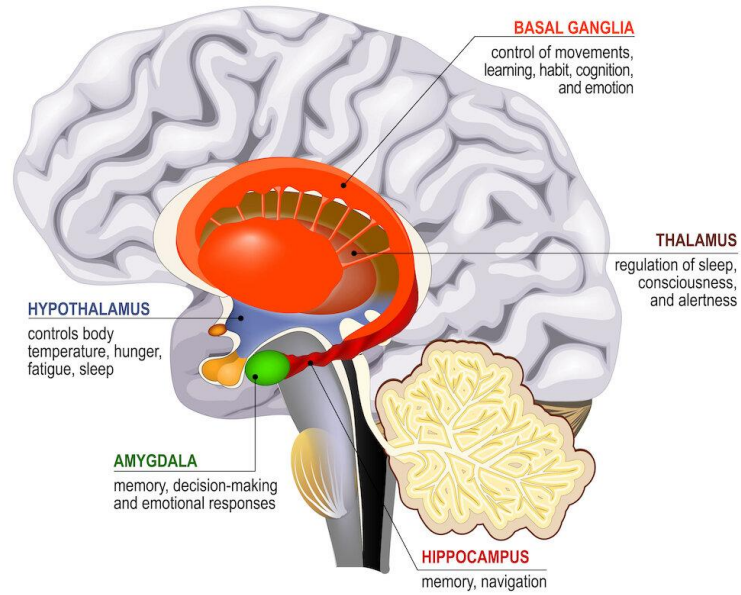


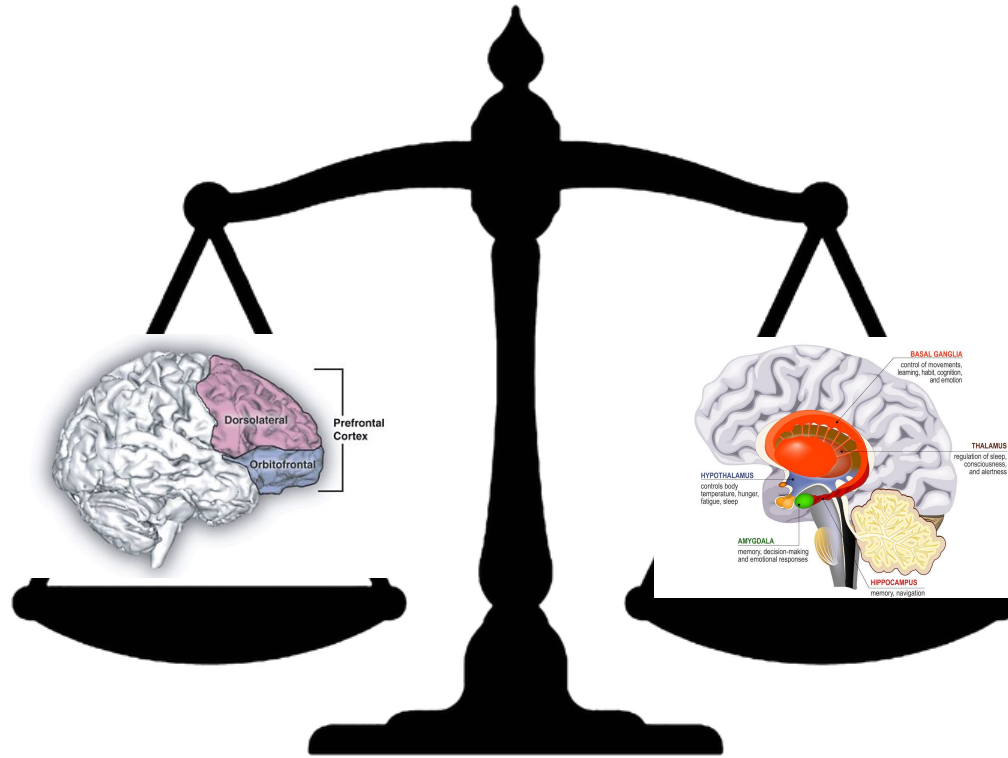
Psychological wellbeing & performance

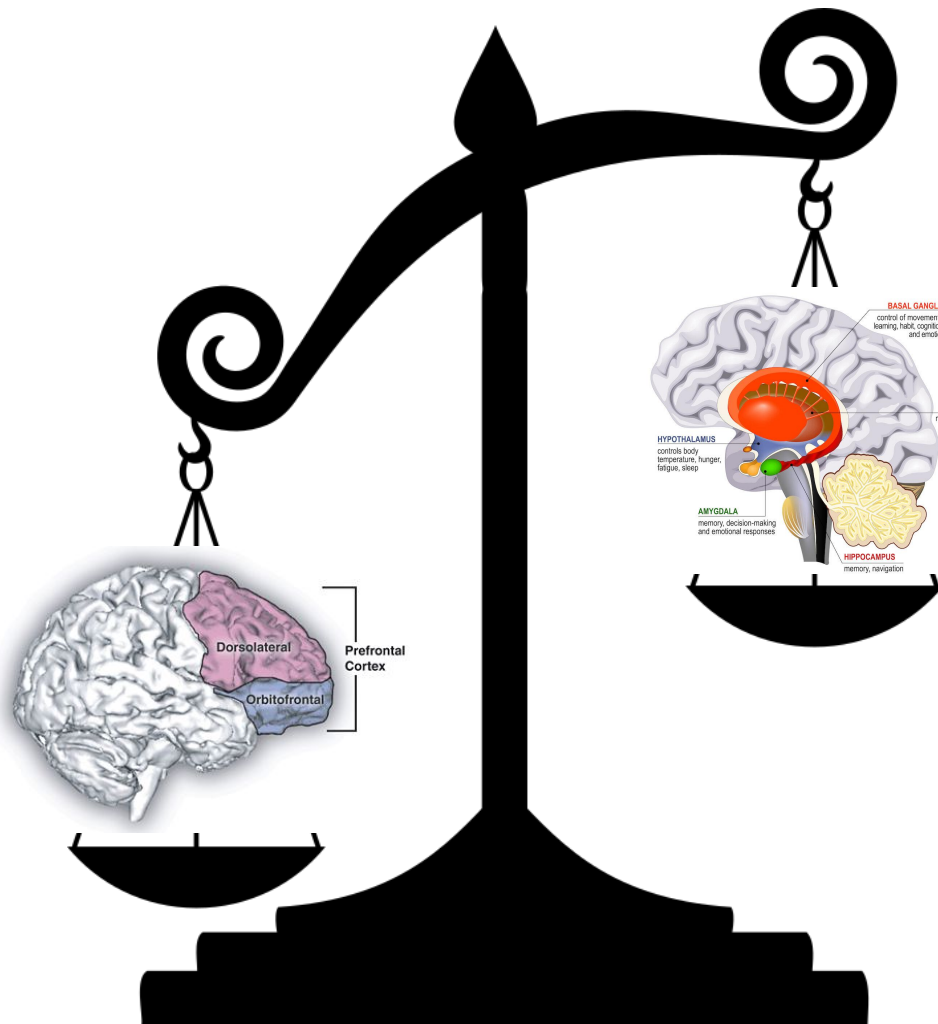


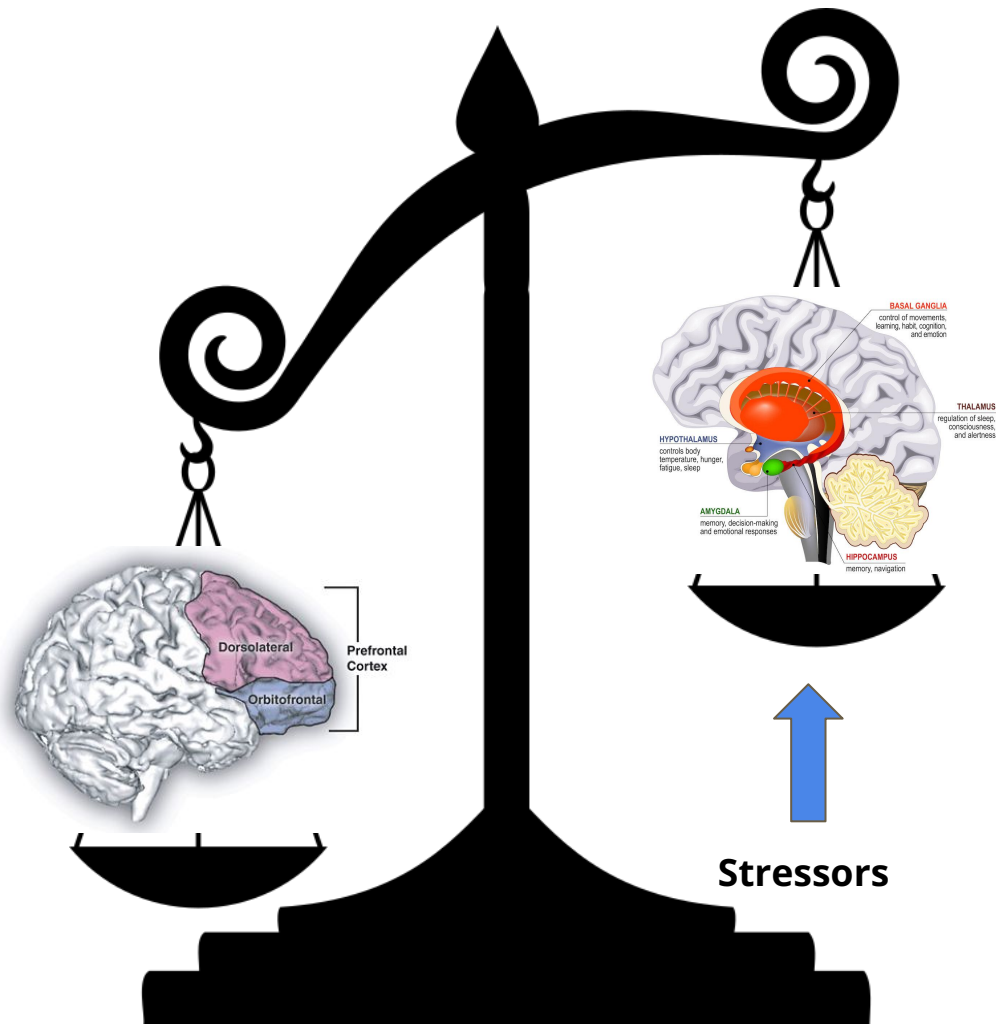
Why











Stressors



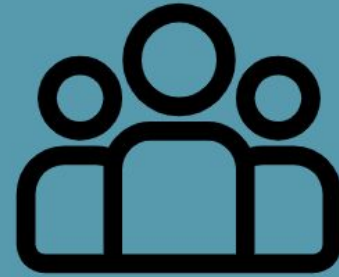
Biological



Emotional



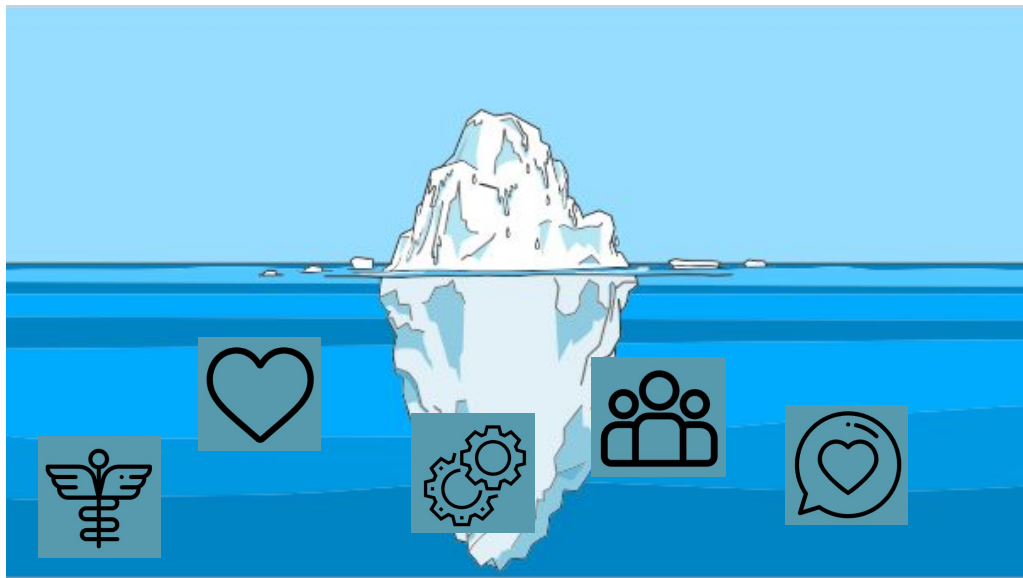
Cognitive



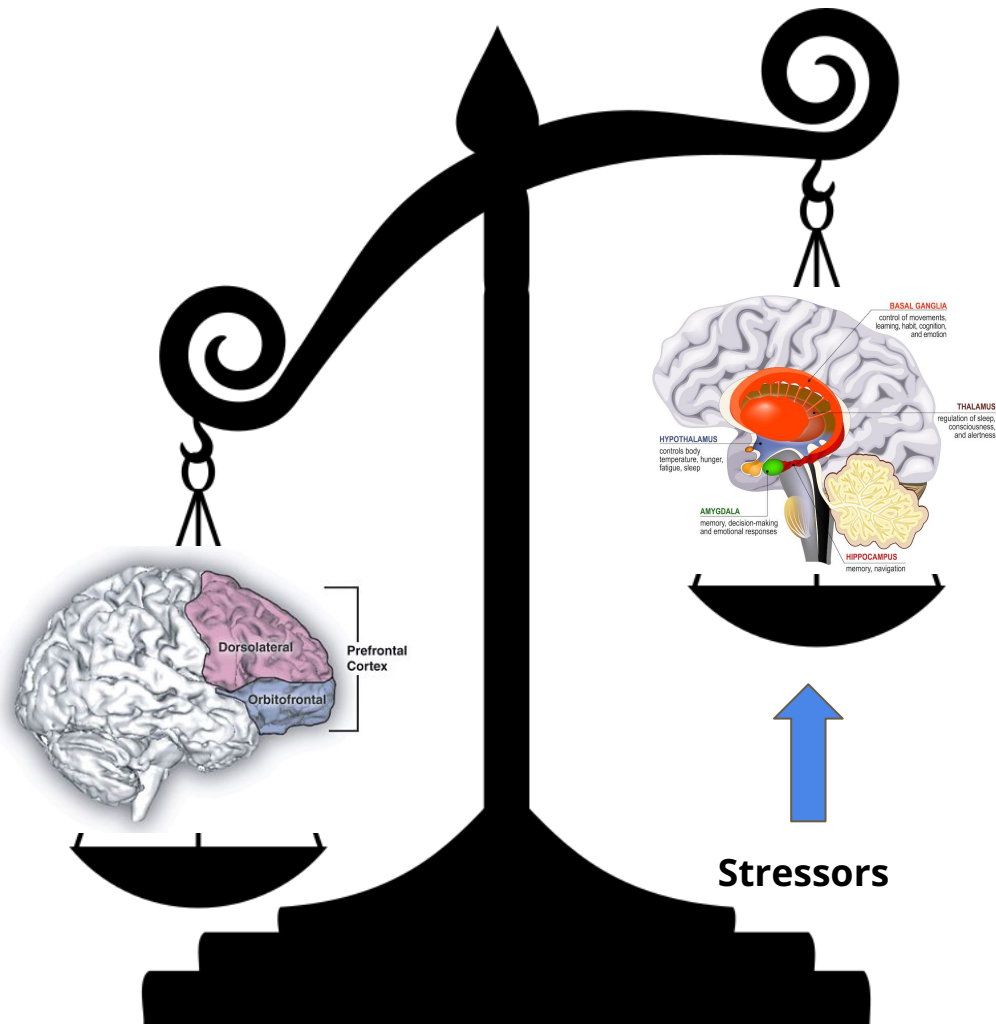
Social



Prosocial



Biological	Emotional	Cognitive	Social	Prosocial
Sitting still too long	Feeling lonely	Time pressure	Confrontation	War in Ukraine
Eye strain	Feeling sad	Doing something new	Empty workplace	COVID
Tight neck / shoulders	Conflict	Too many interruptions	Impressing / pleasing others	Reading the news
Sore calves	Friend in Ukraine	Remembering to do everything	Lack of social interactions	Other people's stress
Stiff	Missing family	Making decisions	Interactions w/ unknown others	Limbic reaction to others
Hard chair	Public speaking	Making mistakes	Personal space	Other's treated unfairly
Disrupted sleep	Worry about puppies	Making time to do responsibilities		Other people's strong emotions
Screen time	Worry about Covid	Poor wifi		
Cold				



Maladaptive

Adaptive

Attention
Seeking

Drugs

Social
media

Leaving
seat

Clowning
around

Gaming

Defiance

Not
completing
work

Task
Avoidance

It's too
hard

Aggressive

Shut down

Rude

Attention
Seeking

Drugs

Social
media

Leaving
seat

Clowning

MISBEHAVIOURS

Not
completing
work

Task

It's too
hard

Avoidance

aggressive

Shut down

rude

Attention
Seeking

Drugs

Social
media

Leaving
seat

Clowning

MISBEHAVIOURS

Not
completing
work

Task

It's too
hard

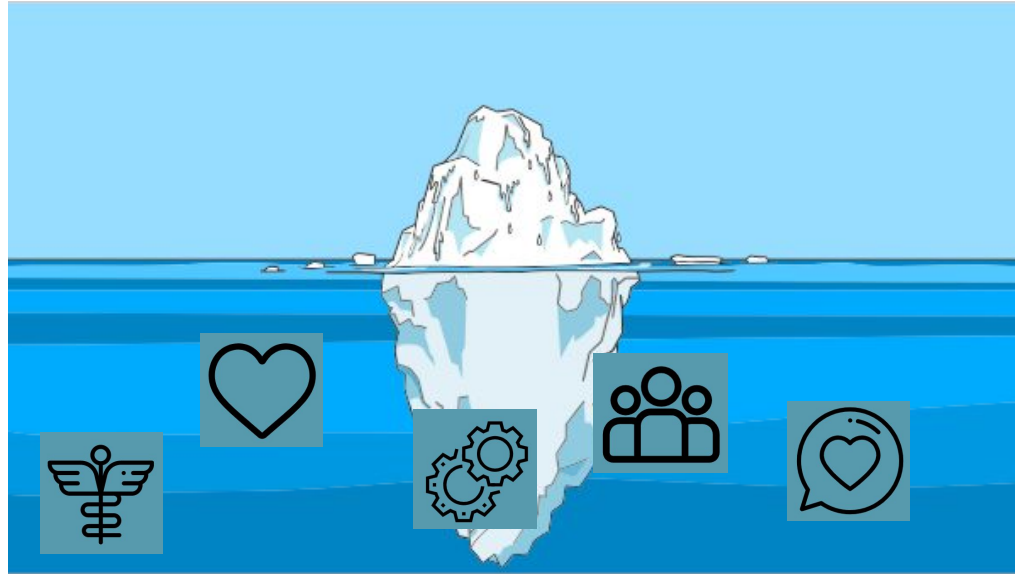
Avoidance

aggressive

Shut down

rude

Maladaptive Stress Responses



How

How

Awareness

Accept

Action

Analyse

Awareness

Metacognition

Metaemotion

Identify stressors

Identify adaptive stress responses

Identify maladaptive stress responses

Accept



Action

Find stressors - reduce them

Find unmet needs - meet them

Find skill deficits - teach them

Biological	Emotional	Cognitive	Social	Prosocial
Sitting still too long	Feeling lonely	Time pressure	Confrontation	War in Ukraine
Eye strain	Feeling sad	Doing something new	Empty workplace	COVID
Tight neck / shoulders	Conflict	Too many interruptions	Impressing / pleasing others	Reading the news
Sore calves	Friend in Ukraine	Remembering to do everything	Lack of social interactions	Other people's stress
Stiff	Missing family	Making decisions	Interactions w/ unknown others	Limbic reaction to others
Hard chair	Public speaking	Making mistakes	Personal space	Other's treated unfairly
Disrupted sleep	Worry about puppies	Making time to do responsibilities		Other people's strong emotions
Screen time	Worry about Covid	Poor wifi		
Cold				

Biological	Control?	Reduce Stressor	Meet need	Teach need
Sitting still too long	Yes	Move	Movement break	HIIT videos from youtube
Eye strain	Yes	Take regular breaks from screen	Movement break Blue filter	
Tight neck / shoulders	Yes	Take regular breaks from screen	Massage	Massage technique on youtube
Sore calves	Yes	Take regular breaks from screen	Stretches	
Hard chair	Yes	Take regular breaks from screen	Buy cushion / new chair	ikea.com.hk
Disrupted sleep	Yes / No	Sleep consistently	Tire the puppies out during the day Exercise	
Screen time	No	Take regular breaks from screen	Incorporate breaks throughout the day	

Prosocial	Control?	Reduce Stressor	Meet need	Teach need
War in Ukraine	No	Minimise exposure	Minimise news time	
COVID	No	Minimise exposure	Minimise news time	
Reading the news	Yes	Minimise exposure	Minimise news time	
Other people's stress	No	Reframe behaviours	Connect w/ them	Empathise Problem solve
Limbic reaction to others	Yes	Boost awareness	Mindfulness Exercise	Headspace
Other's treated unfairly	No	Reframe actions	Conversations and reflection w/ them	Having difficult conversations
Other people's strong emotions	No	Reframe behaviours Boost awareness	Take a break Mindfulness Connect w/ them	

Analyse

Was I able to reduce or avoid the stressor?

Was I able to meet an unmet need?

Was I able to learn a skill that will help me respond to stress in a more adaptive manner?

Recognise the Why and the Why Now

Rather than teach about risks, dangers, choices, self-control, we need to help ourselves and our children to be in touch with when they are overstressed, how they are becoming overstressed, and how they can manage or see stress in a more adaptive manner.

Questions?



“

**You can't lend calm if
you're not calm.
You only can lend your
chaos.**