

Managing Stress and Building Resilience

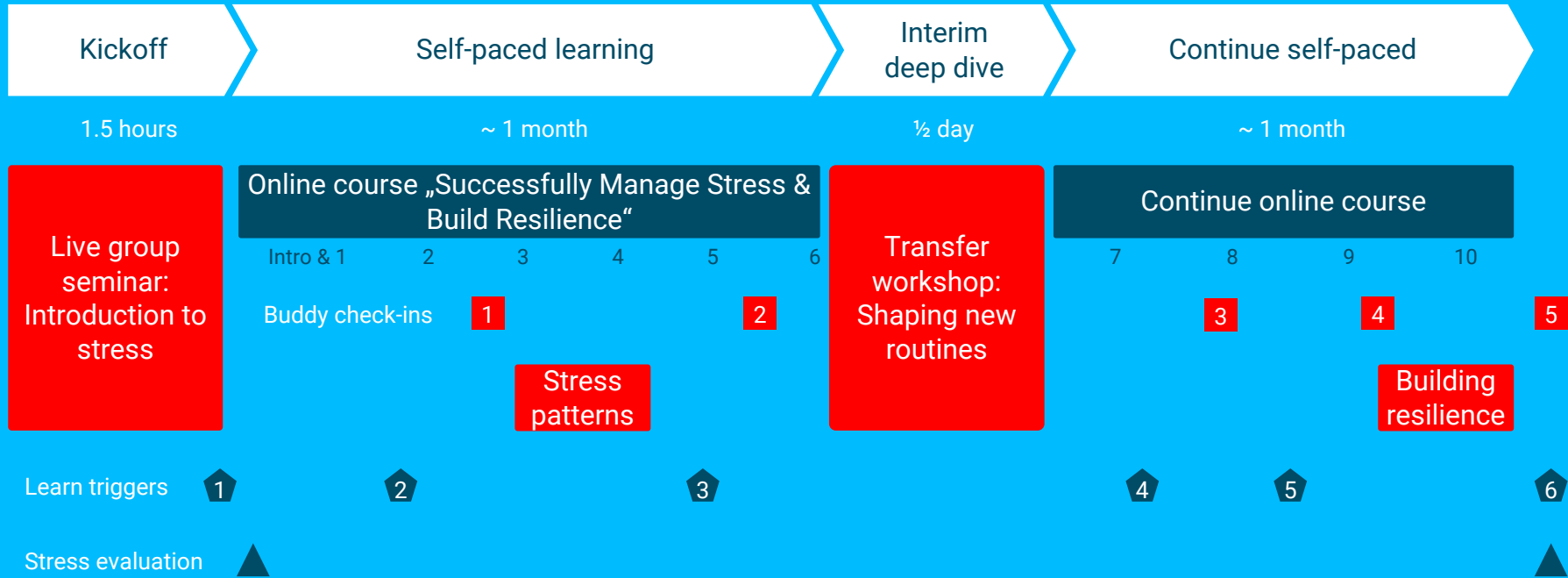


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Training Kick-off

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Building resilience with a proven combination of synchronous and asynchronous content („blended learning“)



Expectations and ground rules

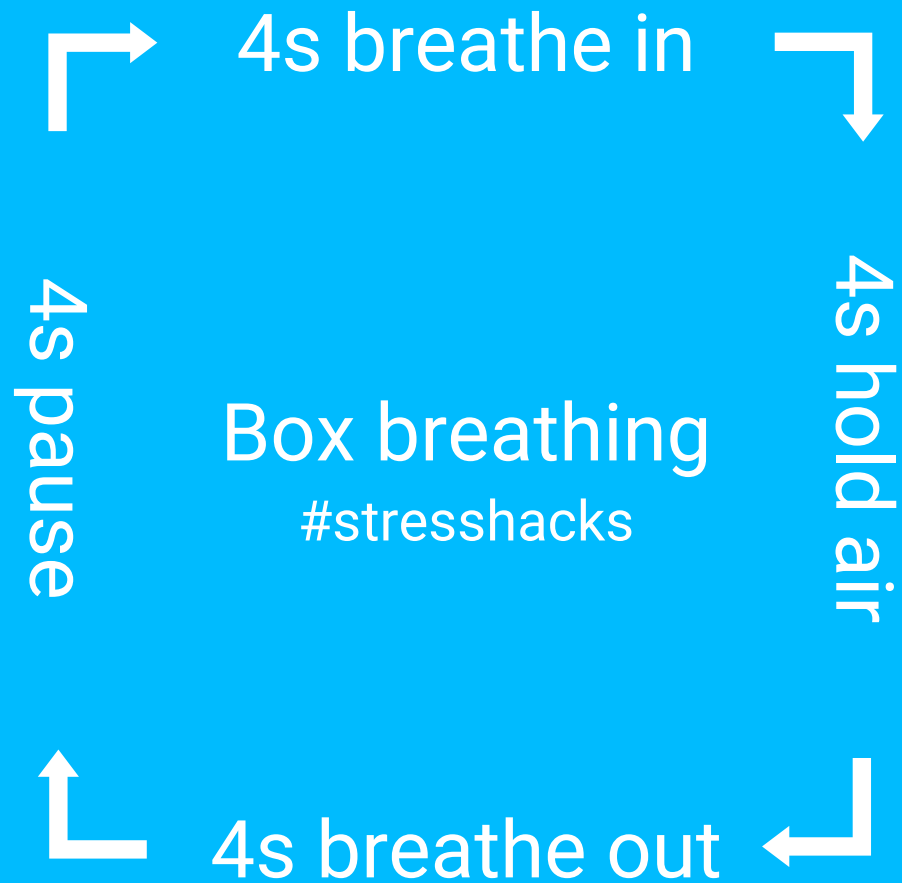
Managing expectations

- Stress is an individual response – find your strategies to manage it
- Mindset and behavior change is hard – actively develop new routines
- It's a process and takes time - find a buddy to join your journey

Ground rules

- Confidentiality
(what happens in the workshop...)
- Openness
(but respect personal boundaries)
- Humanity
(People, not just colleagues)

Anything missing?



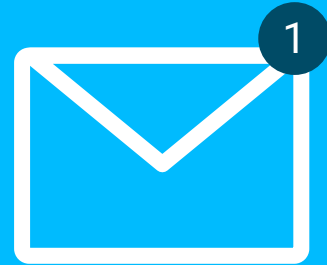
Introduction

Understanding Stress

Dealing with Stress

The "Journey" of Building Resilience

The response is the same, the threat as well (almost)



Stress =

an 'automated' mind and body response that arises, when we feel unable to cope with (certain demands in) a situation



Stimulus
or
'stressor'

1

Alarm

- Body gets triggered into alert mode
- Fight-flight-freeze (HPA axis fires)

2

Appraisal
& coping

- Cognitive appraisal and re-evaluation
- Coping strategies using experience, motives, attitudes

3

Recovery

- Body & mind calm down again
- Cortisol gets down-regulated
- Learn (successful) coping strategy

GOAL is to interrupt here

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- **Recognize Your Stressors**
- Focus on What You Can Control
- Discover Peak Stress Performance

The "Journey" of Building Resilience

Become aware of your stressors via a stress diary

Keep track of all your stressful situations and note down your corresponding feelings, thoughts, and reactions

Date	Stressor	Stress level	What did I feel?	What did I think?	What did I do?

Recognizing and reducing stressors

Environmental Stressors

- Noise
- Overstimulation
- Workplace environment
- ...

Physiscal Stressors

- Lack of sleep
- Pain/tension
- Hunger and thirst
- ...

Psychological Stressors

- Own expecatations (and beliefs)
- Time pressure
- Critical life events
- ...

Introduction

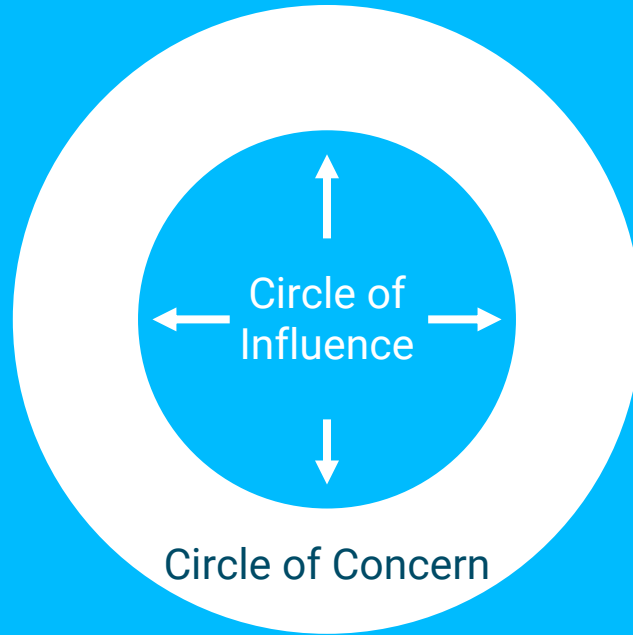
Understanding Stress

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The "Journey" of Building Resilience

Focus on what you can control: Circle of Concern and Circle of Influence



Two principles

1. Focus on what you can control (Circle of Influence)
2. Accept what you cannot

Stressors I can't control: Gravity Problems



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The "Journey" of Building Resilience

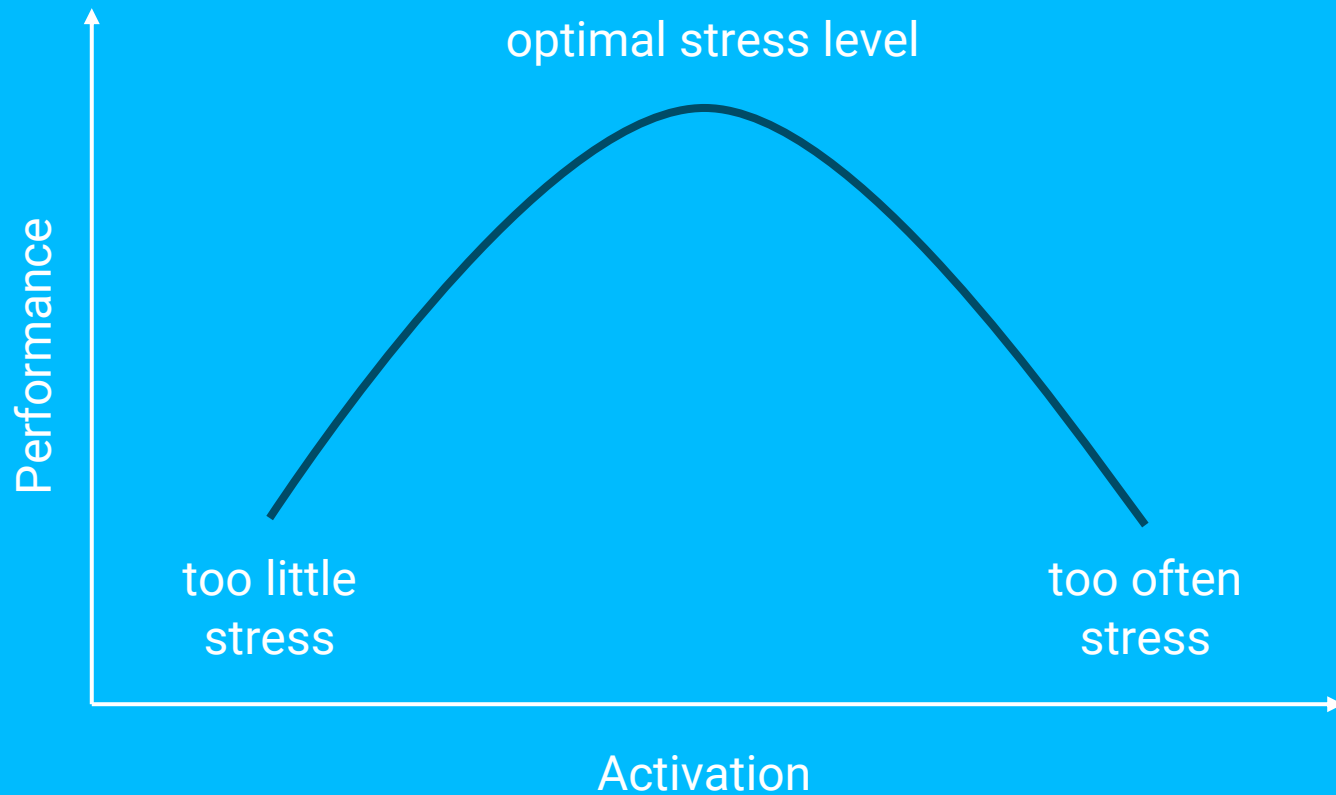
Too much stress makes us sick?

Too often stress makes us sick!

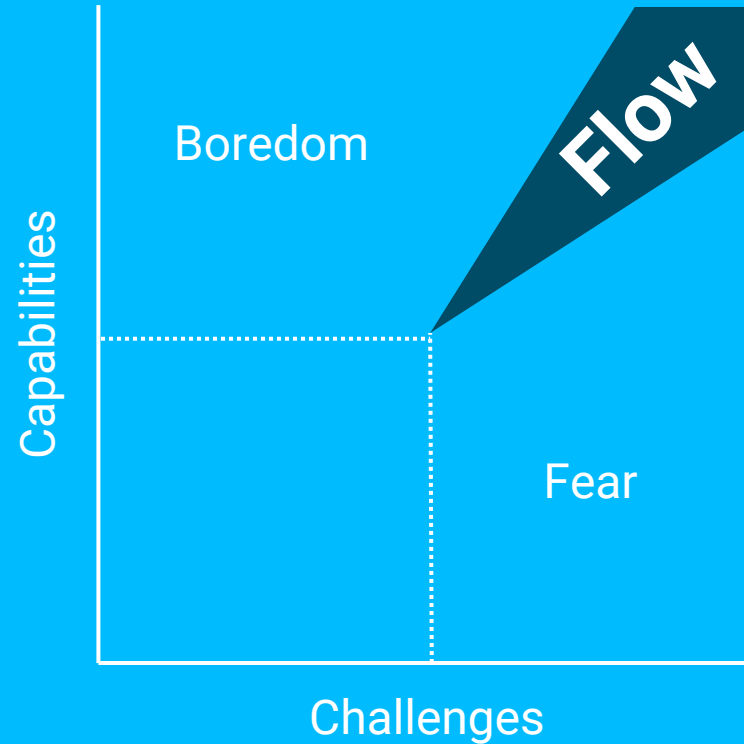
Burn-out

Too little stress makes us sick!

Bore-out



What is optimal stress? Eustress or flow (Mihály Csíkszentmihályi)



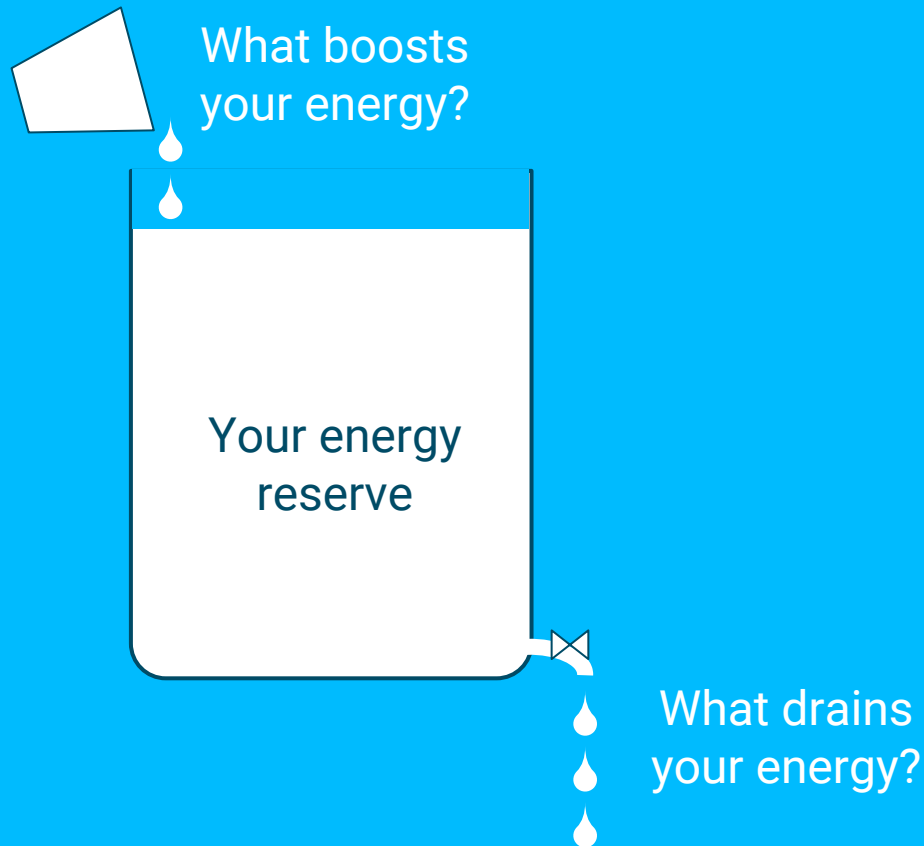
Our stress reaction =

immune system for
our mental health

We need stress

A

A simple model to think about stress: Your energy reserve



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The "Journey" of Building Resilience

The "Journey" of Building Resilience

Group

20 MINS

1 How does my current journey feel like?



2 Where do I hope to arrive (and what to take away from this training) is ...

Your „buddy“ is a partner along your journey of learning how to better manage stress and build resilience

The “buddy” process

Think of it as your gym partner

- Change is hard, but get's **easier with a buddy**
- You'll receive emails with specific **buddy tasks**
- **Meet** with your buddy at least every 2 weeks to share thoughts

Buddy matching



As a first task, collect your stressors and discuss them with your “buddy” in your first meeting

1. Collect your stressors within the next 1-2 weeks

2. Meet with your buddy and discuss and assess them

Assess your stressors via a stress diary

Keep track of all your stressful situations and note down your corresponding feelings, thoughts, and reactions

Date	Stressor	Stress level	What did I feel?	What did I think?	What did I do?

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In buddy pairs

Schedule your first buddy meeting asap
before our next live session

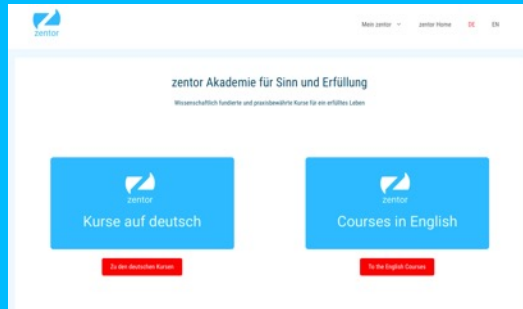
Your online course access 1-2-3 via <https://academy.zentor.de>

1 Credentials & language

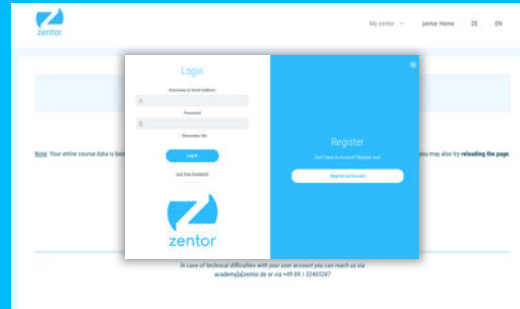
Check your
inbox



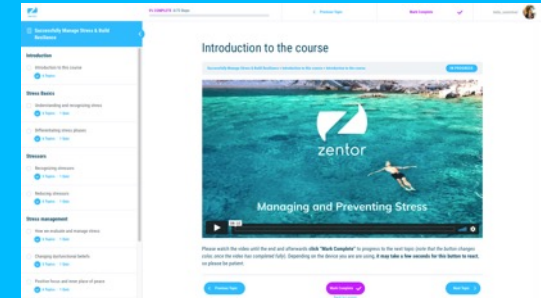
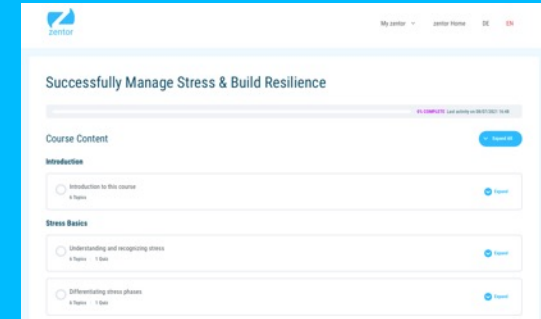
Choose your language



2 Login



3 Use the course



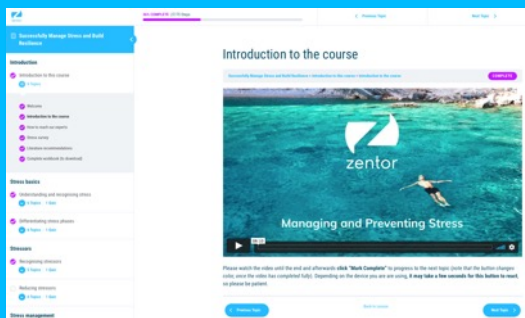
In case of issues with your account: academy@zentor.de

Online course structure

Stress basics	Recognizing and reducing stressors	Stress management	Recovery & resilience
<p>Introduction</p> <ul style="list-style-type: none"> • Welcome and introduction • Course structure, evaluation and overview • Work book <p>Lesson 1: Understanding stress</p> <ul style="list-style-type: none"> • Understanding and recognizing stress • Assessing your current stress status • First practical tips <p>Lesson 2: Differentiating stress phases</p> <ul style="list-style-type: none"> • Description of key stress phases • Initial strategies for each of the three phases: Activation appraisal & coping, recovery 	<p>Lesson 3: Recognizing stressors</p> <ul style="list-style-type: none"> • Definition of stressors and their role in a stress response • Keeping a stress diary to recognize stressors easier <p>Lesson 4: Reducing stressors</p> <ul style="list-style-type: none"> • Stressors we can change: Circle of Influence vs. Circle of Concern by S. Covey • Gravity Problems by D. Evans and B. Burnett • Stress diary for stressors we can change and strategies how to tackle those 	<p>Lesson 5: Stress through our response mechanism</p> <ul style="list-style-type: none"> • The transactional stress model by R. Lazarus • Identifying expectations and assumptions <p>Lesson 6: Changing dysfunctional assumptions</p> <ul style="list-style-type: none"> • Recognizing & challenging dysfunctional assumptions • Re-framing and developing functional assumptions <p>Lesson 7: Positive focus and inner place of peace</p> <ul style="list-style-type: none"> • Two techniques for acute stress management • Guided exercises 	<p>Lesson 8: Recovery & resilience</p> <ul style="list-style-type: none"> • The role of recovery in our stress response • Basics and exercises for recovery and building resilience <p>Lesson 9: Progressive Muscle Relaxation (PMR)</p> <ul style="list-style-type: none"> • PMR by Jacobson • Guided audio exercise <p>Lessons 10: Mindfulness and wrap-up</p> <ul style="list-style-type: none"> • Guided mindfulness meditation • Course wrap-up

In each chapter: Introductions, scientifically-based videos, assignments with clear instructions, templates, recommendations for further reading, and quizzes as learning objective tests

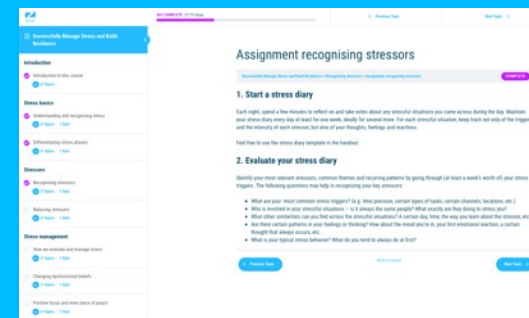
A look into the online course



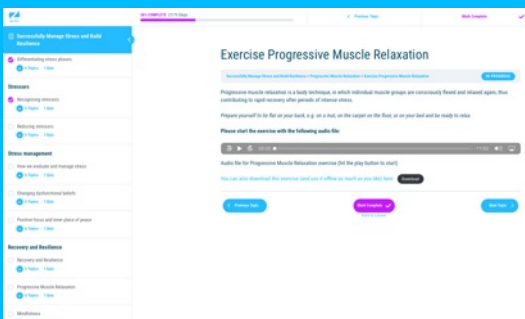
Video lessons
(scientifically-based)



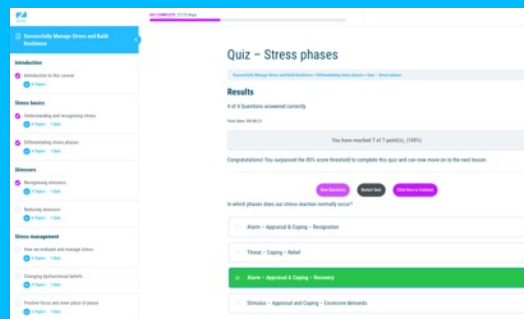
Course work book
(templates and instructions)



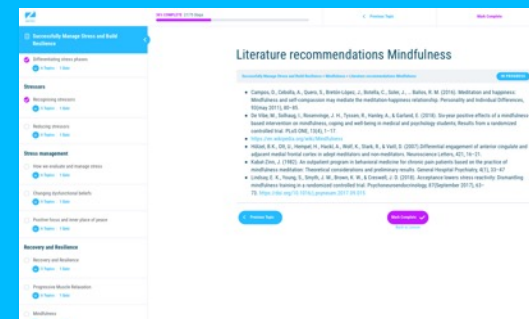
Practical assignments
(with tips to transfer key insights)



Audio / Video exercises
(with interactive elements)



Quizzes
(with evaluations)



Recommendations
for further reading

Summary of next steps

- Schedule a buddy meeting within 1-2 weeks *(Today)*
- Watch for online course credential email *(Today)*
- Complete course chapter 'Recognizing stressors' *(before next session)*
- Keep a stress diary

„Stress might be the spice of our life“.

Hans Seyle

Recommended literature

TED Talks

- https://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend/
- www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work
- <https://www.youtube.com/watch?v=zE9FfvPyPZg>
<https://www.youtube.com/watch?v=FYm1cliDSJs>
- www.ted.com/talks/tim_urban_inside_the_mind_of_a_master_procrastinator
- https://www.ted.com/talks/bill_burnett_5_steps_to_designing_the_life_you_want
- www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness
- www.ted.com/talks/dan_buettner_how_to_live_to_be_100

Books

- James Nestor: Breath. The new science of a lost art
- Matthew Walker: Unlocking the Power of Sleep and Dreams
- Jo Marchant: Cure. A journey into the Science of Mind over Body
- Daniel Gilbert: Stumbling on Happiness
- Martin Seligman: Authentic Happiness
- Dave Evans, Bill Burnett: Designing your life
- John Strelecky: The Cafe on the Edge of the World
- John Strelecky: Big 5 for Life
- Mo Gawdat: Solve for Happy
- Simon Sinek, David Mead, Peter Docker: Find you Why
- Yuval Harari: Homo Deus