

# *Conquering Stress & Burnout*



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ATL Share Conference 2012

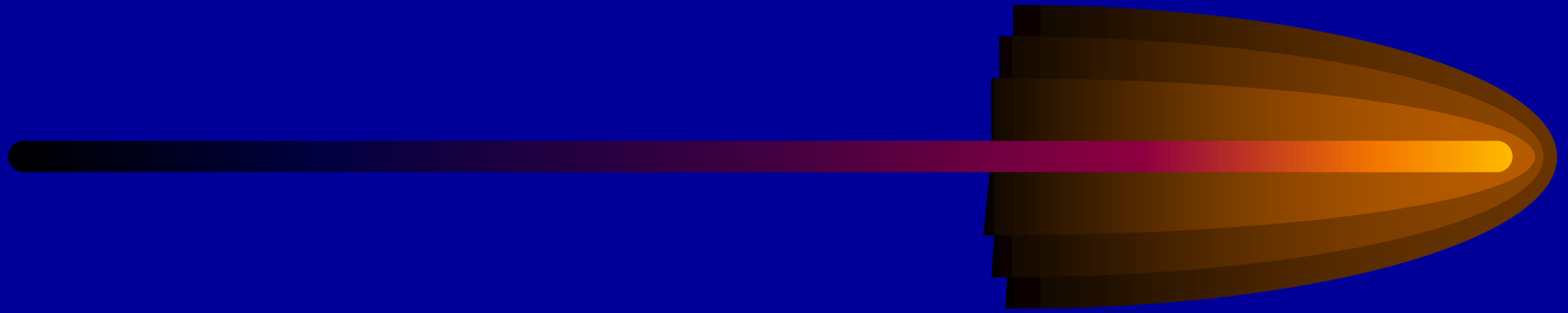
**Liah Kraft-Kristaine, J.D.**

*Virtually all activity  
involves stress.*



**It's DISTRESS that  
causes problems.**

# ***Alvin Tofler: “Future Shock”***




***“With too much stress thrust upon us too quickly, we tend to resist, feel disoriented, and begin to act with dysfunctional behaviors.”***


# *Stress is Epidemic:*



- 40% say job is "very or extremely" stressful
- 25% say jobs is #1 stressor in their lives
- 26% say they are "often or very often burned out or stressed by their work"
- 29% of workers report they feel "quite a bit or extremely stressed at work"

# *You will learn:*

- 
- 1. To identify your stressors**
  - 2. What stress can do to you**
  - 3. How to assess your stress levels**
  - 4. How to reduce stress or its effects**



*Take a few moments now to decipher where stress is arising in your life – so that you can begin the stress-handling process.*



*Where  
are your greatest stresses  
arising from?*

# *IDENTIFY: Your Stressors*



*Outside Home*

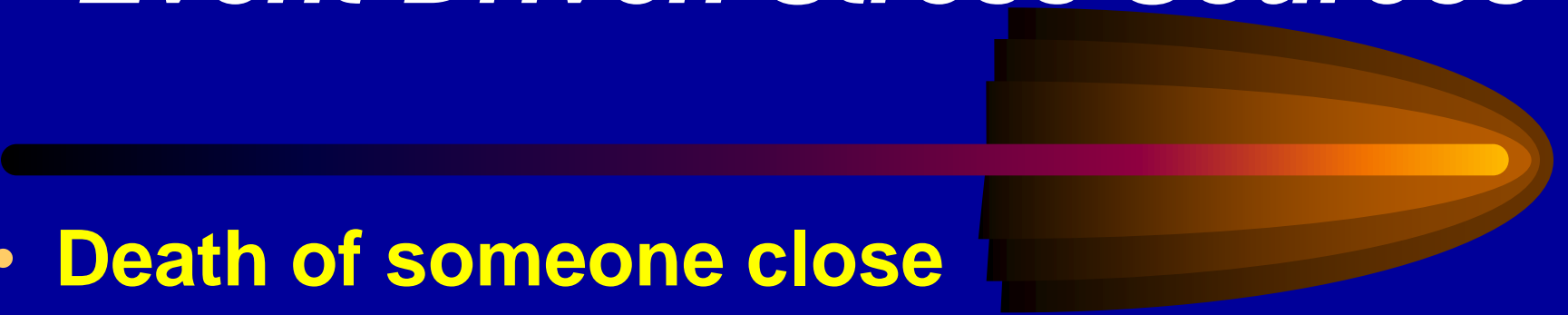
*Personal Life*

*Home Life*

*“Special” People*

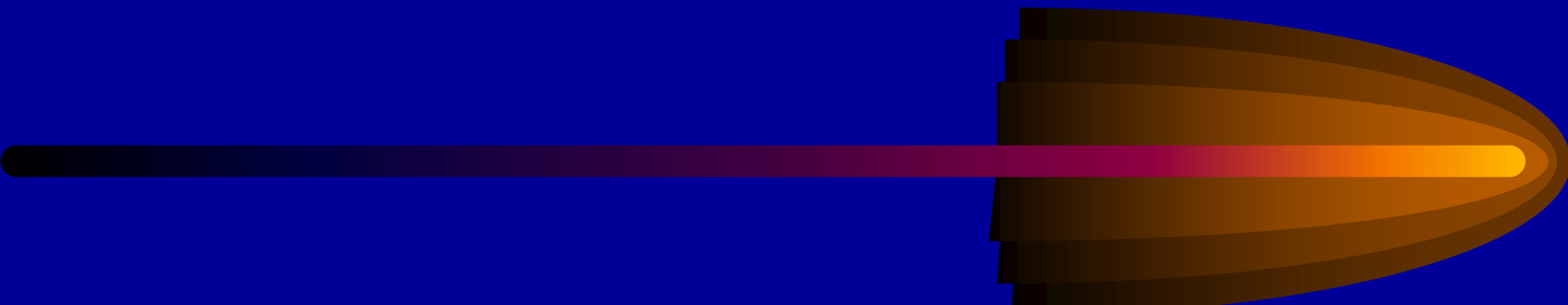


# *Event-Driven Stress Sources*

- 
- **Death of someone close**
  - **Divorce or Separation**
  - **Major personal injury or illness**
  - **Chronic health or financial problems**
  - **Change: one major or several minor**
  - **Deadlines/ Rushing/ Being late**



# *Work-Related Stress Sources*


- 
- **Deadlines/ Rushing/ Being late**
  - **Communication issues**
  - **Co-worker and supervisor disagreements**
  - **Lack of effective delegation**
  - **Work Load / Work Hours/ Life Balance**
  - **Travel Schedule**

# *Internal Stress Precipitators*



- **Pessimism**
- **Perfectionism**
- **Anger, resentment, overwhelm**
- **People-pleasing, care-taking**
- **Guilt**
- **Lack of Life Balance**
- **Past/ Future Anxiety**
- **Inadequate Emotional Intelligence**

# *What else could possibly cause stress in your life??*



- Relationships
- Kids
- Parents
- Finances / Investments
- Illness – Yours or Others
- Frustrations, Fears, Angers
- Predisposition to be a “Hot Reactor”



***Analyzing stressors  
helps you to beat them.***



***How do you react to  
stress??***

# ***3 PHASES OF STRESS:***

***1. Alarm Reaction***

***2. Resistance Response***

***3. Exhaustion Phase***

# *General Adaptation Syndrome:*

## ***1. Alarm Reaction***

- **Muscles tensed for fight or flight**
- **Circulation changes**
- **Digestion changes**
- **Heart rate & breathing changes**
- **Surge of hormones from adrenal glands**
- **Blood circulating adrenalin**
- **Blood sugar shoots up from glucose dumping**
- **Thymus gland contracts**



# *General Adaptation Syndrome:*

## ***2. Resistance Response***

- **Glucose depletion in liver**
- **Chronic over-secretion of cortisol**
- **Impaired immunity**
- **Reduction of DHEA**
- **Mental powers decline**
- **Short-term memory diminishes**
- **Drops in energy**
- **Downswings in mood with little provocation**

# *General Adaptation Syndrome:*

## **3. Exhaustion Phase**

- **Blood pressure increases**
- **Other organs are “drafted” to join the battle**
- **Most of body’s organs & systems affected, harmed**
- **Enlargement of the cortex of adrenal glands**
- **Shrinkage of thymus gland, spleen, lymph nodes**
- **Decrease in white blood cells**
- **Excess stomach acid**
- **Sex hormones decline**

*Why is stress so dangerous?*

**One word: CORTISOL**



***Prolonged release of cortisol  
by the adrenals causes damage  
to organs, to overall health, and  
it kills brain cells, creating  
Alzheimer-like problems.***

***You should know that not  
only your heart and organs  
are at risk:***

***“Prolonged stress actually  
produces brain damage.”***

***Richard Restak, MD  
Geo. Washington School of Medicine***

# ***SOME of the many Problems caused by Stress***

- 
- **Chronic Fatigue**
  - **Immune Suppression**
  - **Cardiovascular Disease**
  - **Ulcers / Gastritis**
  - **High Blood Pressure**
  - **Weight Gain**
  - **Hair Loss**
  - **Early Aging**
  - **Sexual Dysfunction**
  - **Drug and/or Alcohol Dependence**
  - **Sleep Problems**
  - **Loss of Mental Ability**
  - **Memory Problems**
  - **Inability to Focus**
  - **Communication Issues**
  - **Mood swings**
  - **Depression**



***WHY all of these problems?  
Because stress causes  
biochemical responses in  
your body within  
microseconds.***

***How do you know whether  
you have  
too much stress  
at any one time?***




***Problem:***

***Many people don't know that their bodies are reacting in a distressed way until a major physical issue has developed.***




## *Examples:*

- 
- **Those who have blood pressure spikes during mental stress are 6 times more likely to have a heart attack or serious cardiac event.**
  - **People with severe increases in blood pressure were completely unable to feel the physiological change.**



***Do a Self-Assessment  
of your stress  
responses and levels.***

# *The Five Over-Stress Danger Signs from the N.I.H.*



- *Increase in physical problems and illness*
- *More people problems and irritations*
- *Increased negative assumptions & thoughts*
- *Increase in bad habits &/or inability  
to keep healthy promises*
- *Chronic Exhaustion*

# ***Self-Assessment of Stress-Related Brain Functioning***



- ***Misplace items, make mistakes, poor decisions***
- ***Forget /mistrust familiar numbers & names***
- ***Confuse facts or data relating to information***
- ***Dissociate (on phone, in meetings, traveling)***
- ***Sleep Problems (getting to sleep, staying there)***

# *Self-Assessment of Your Personal Emotive Stress Factor*



*WHEN SUDDEN STRESS OCCURS,*

*Would your family consider you to be a ...*

- *“Hot Reactor”*
- *“Moderate Mild”*
- *“Cool Observer”*

*Are you an Optimist or a Pessimist?*



# *Self-Assessment of Your Optimism Factor*



***WHEN “BAD” HAPPENS, WHAT ARE  
YOUR ASSUMPTIONS?***

***WHEN “GOOD” HAPPENS, WHAT ARE  
YOUR ASSUMPTIONS?***

# *Optimists* vs *Pessimists*



- **Are healthier**
  - **Are more satisfied**
  - **Have more friends**
  - **Make more money**
  - **Live longer**
- **Are more accurate about problems that have occurred**



# ***OBJECTIVE of Stress Management:***



***To learn to handle stress with ease by increasing your assimilation capacity and resilience in order to have the right kinds of stress at the right levels in order to be both challenged and fulfilled.***

# *Key Concepts*



- **Assimilation Capacity**
- **Assimilation Points**
- **Future Shock**
- **Resistance to Change**

# *Where do you spend most Assimilation Points?*



- **Work requirement changes**
- **Management changes**
- **Family changes**
- **Health challenges**
- **Financial issues**
- **Logistics issues**



***How can you  
increase your resilience  
and assimilation capacity  
and  
reduce the impact of stress?***



***First,  
Identify the  
Type of Stress***

# *Identify “Stress Saboteurs”: 6 Types of Stress*



## ***NO CONTROL***

- Sudden & Brief
- Sudden & Lasting
- Emerging & Prolonged

## ***SOME CONTROL***

- Sudden & Brief
- Sudden & Lasting
- Emerging & Prolonged



# ***12 TOOLS YOU CAN USE:***

# ***When a stress is long-term or continuous:***



## **EXAMPLES:**

**Long-lasting problem**

**Irritating colleague**

**Family illness**

**Problem child**

**Parental deterioration**

## **Protect Body and Brain:**

- 1. Do something you love to do every week**
- 2. Take natural vitamins, particularly B-complex and C, drink LOTS of water**
- 3. Learn to meditate for shutting off worry**



# *Care for Body, Mind & Emotions*



In times of prolonged stress,  
protect the body, give safe outlet  
to emotions, and reach for the  
best-assessment of the situation.

# ***When you are out of control emotionally:***



## **EXAMPLES:**

**Anger**

**Frustration**

**Rage**

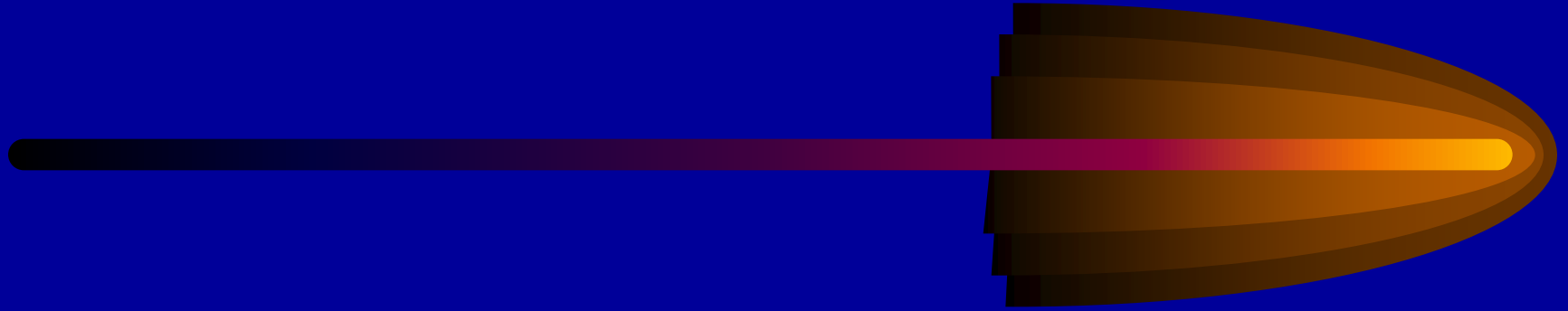
## **Back off immediately:**

**4. Take Time-Outs**

**5. Vent to a trusted friend**

**6. Try a dose of Humor**

# *Become “Stress Hardy”*



- **What do you need to learn or add to your life to improve your “assimilation capacity”?**
- **What do need to subtract from your life when you have control of it?**

# ***When you do have Some Control:***



## **Examples:**

**Scheduling**


**Commitments**

**Choice of Activities**

## **Stress-Control Choices:**

- 7. Prioritize with well-being in mind**
- 8. Closely manage multi-tasking**
- 9. Be exceptionally organized**

# *Well-Organized*

- 
- **Develop structures as “glue”**
  - **Control what can be controlled**
  - **Respond to change from a familiar base**

# ***When you have No Control:***



## **EXAMPLES:**

**Behaviors of others**

**Emotions of others**

**Illness of others**

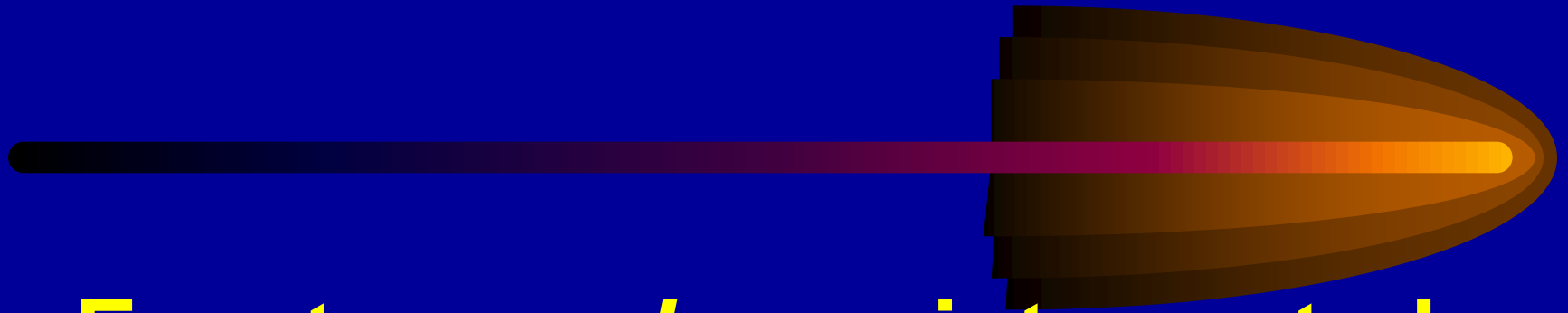
**Traffic, Weather**

**Stock Market**

## **Insulate Yourself for Higher Resilience**

- 10. Deliberate breathing**
- 11. Exercise 2-3 X/day  
5 days/week**
- 12. Perceptual Therapy**

***There is no such thing as  
“absolute reality”.***



**Events are *always* interpreted,  
judged and changed by our  
“Perceptual Filter”.**

***Learn to shape and guide  
your own perceptions.***



**Take steps to improve your  
judgments, assumptions and  
internal dialogue.**



***TAKE ACTION!***




**How will you begin  
to do that?**

# *Take Heightened Care When Under Stress:*

- 
- **Physically**
  - **Emotionally**
  - **Spiritually**
  - **Perceptually**

## *Quick Keys:*

- 
- **1. Whatever you do, do it with willingness.**
  - **2. Let stress go as quickly as you can.**
  - **3. Practice emotional intelligence daily.**

# *Herbert Bensen, M.D.*



*“The normal state of the mind is not uptight. It’s relaxed, creative, intuitive, vibrant, and intelligent. It’s almost magical. I call the fully relaxed mind the ‘magical mind’.”*

*from “The Relaxation Response”*

***Liah Kraft-Kristaine, J.D.***



**LifeKraft Institute**

**[www.LifeKraft.com](http://www.LifeKraft.com)~~~~~**

- **Communication Skills**
- **Managing Skills**
- **Handling Workplace Negativity**



*Thank You!*