

STRESS

Causes & Symptoms

(Module 3)

PERSONAL

— Causes —

1. **Health**
2. **Relationships**
3. **Emotional Problems**
4. **Life Changes**
5. **Money**
6. **Personal Beliefs**
7. **Discrimination**
8. **Traumatic Events**



Health

1. *Aging*
2. *Diagnosis of a new disease*
3. *Complications from a current illness and negative symptoms*
4. *Health problems of someone close*



PERSONAL

— Causes —

PERSONAL

— Causes —

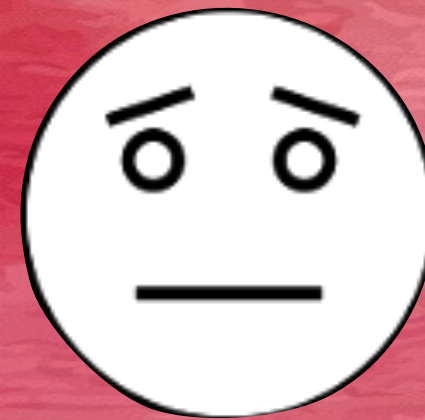
Relationships

Arguments with a spouse, parent, or child can increase stress. When you live together, the stress can feel compounded. Problems among other members of the family, even if you're not directly involved, can cause additional stress.



Emotional Problems

Feeling unable to relate to someone or needing to express emotions but not being able to can weigh you down with additional stress. Positive outlets for emotional release are important in general stress management. Mental health disorders including depression and anxiety can only add to this emotional stress.



PERSONAL

— Causes —

PERSONAL

— Causes —

Life Changes

1. *The death of a loved one*
2. *Changing jobs*
3. *Moving houses*
4. *Retirement*
5. *Getting married*
6. *Sending a child off to college*

... are examples of big life changes that can be stressful.



Money

In this society, where so much emphasis is on what you have and what you can afford, financial stress is something that nearly everyone can relate to.

- 1. Credit card debt*
- 2. Rent*
- 3. The inability to provide for a family, or unable to make ends meet.*



PERSONAL

— Causes —



PERSONAL



— Causes —

Personal Beliefs

Arguments about personal, religious, or political beliefs can challenge you, especially in situations where you can't remove yourself from the conflict. Major life events that cause you to question your own beliefs can also cause stress. This is especially true if your beliefs are different from those of the people closest to you.

Discrimination

Feeling discriminated against—because of your race, ethnicity, gender, or sexual orientation, can cause long-term stress. For some, this stress is a constant thing, present nearly every day.

PERSONAL

— Causes —

PERSONAL

— Causes —

Traumatic Events

People who have suffered a traumatic event or life-threatening situation like robbery, rape, natural disaster, or war often live with long-term stress. In many cases, they are actually suffering from *post-traumatic stress disorder (PTSD)*.

PTSD is a chronic anxiety disorder brought on by a traumatic event or series of traumatic events. The disorder is more common among women and also among veterans and abuse survivors.

ORGANIZATIONAL

— Causes —

1. **Overload**
2. **Control**
3. **Work relationships**
4. **Job security**
5. **Work-life balance**
6. **Resources and communication**
7. **Pays and benefits**
8. **Aspects of the job**



Overload

This is the extent to which individuals feel that the demands of their workload and the associated time pressures are a source of pressure, for example:

- 1. unrealistic deadlines and expectations, often as a result of super achievement by the most talented*
- 2. technology overload*
- 3. unmanageable workloads*
- 4. under recruitment of staff for work already timetabled*



ORGANIZATIONAL

— Causes —

ORGANIZATIONAL

— Causes —

Control

The experience of pressure is strongly linked to perceptions of control. Lack of influence and consultation in the way in which work is organized and performed can be a potential source of pressure, for example:

- 1. lack of control over aspects of the job*
- 2. lack of involvement in decision making*
- 3. account not taken of staff ideas or suggestions about the job*
- 4. lack of influence over performance targets*

Work relationships

Many jobs demand regular contact with other people at work.

Poor work relationships can be a result of:

- 1. Aggressive management style*
- 2. lack of support from others*
- 3. isolation at work*
- 4. aversive behaviour, ex. bullying and harassment*
- 5. lack of understanding and leadership*
- 6. manager forever finding fault*
- 7. others take credit for personal achievements*

ORGANIZATIONAL

— Causes —

ORGANIZATIONAL

— Causes —

Job security

This is the extent to which lack of job security and job changes are a source of pressure, for example:

- *job insecurity*
- *lack of job permanence, Ex. temporary or fixed term contracts*
- *fear of skill redundancy*

Work-life balance

The demands of work have the potential to spill over and affect personal and home life and so put a strain on relationships outside work, for example:

- *long hours: being expected to or having to work additional hours at home to the detriment of personal, partner and family relationships*
- *over-demanding and inflexible work schedules*
- *excessive travel time*
- *work interfering with home or personal life*

ORGANIZATIONAL

— Causes —

ORGANIZATIONAL

— Causes —

Resources and communication

To perform a job effectively, individuals need to feel that they have appropriate training, equipment and resources. They also need to feel that they are adequately informed and that they are valued. Stress may result from lack of:

- *information about what is going on in the organisation*
- *feedback on performance*
- *adequate training to do the job*
- *equipment or resources to do the job*

Pays and benefits

The financial rewards associated with a job are important in terms of lifestyle. They are also often perceived to be an indication of an individual's worth and value to the organisation. Although financial reward may not be a prime motivator, it could become a factor if there are other negative aspects of the job.

ORGANIZATIONAL

— Causes —

ORGANIZATIONAL

Aspects of the job

These are potential sources of stress that relate to the fundamental nature of the job itself.

- *job is unlikely to change in the next 5–10 years*
- *poor physical working conditions*
- *fear of physical violence*
- *work performance closely monitored*
- *dull and repetitive work*
- *dealing with difficult customers or clients*
- *lack of enjoyment of job*

ENVIRONMENTAL

— Causes —

Our noisy, brash and crowded surroundings have become one of our biggest causes of stress in the modern world. Despite this, its significance is often underestimated

- 1. Soul Erosion**
- 2. Stress by stealth**
- 3. Losing control**

ENVIRONMENTAL

— Causes —

1. Soul Erosion

*The slow degradation of your internal environment
Environmental stresses may seem minor, even negligible*

- overcrowding
- poor air quality
- lack of privacy
- commuting stress
- poor ergonomics
- distractions
- noise
- poor lighting
- clutter
- too much information

No list can be complete, but you get the idea

Stress by stealth

We welcome the many benefits of progress but every step along the way seems to add unforeseen irritations.

For example back in the 1960s, when portable transistor radios first entered the market, the youth of the day loved them. For the first time you could listen to music anywhere. But 'portable' headphones hadn't yet been thought of. So young people had their radios blasting out pop songs in buses and trains to the exasperation of older travelers. By the turn of the century it was people making phone calls in trains and restaurants that drove us wild.

ENVIRONMENTAL

— Causes —

ENVIRONMENTAL

— Causes —

Losing control

The problem of powerlessness. We experience environmental stress as evidence that we lack control over our environment. We feel powerless to make the world go away but the noise, the crowds, the intrusions, the distractions, just keep on coming. Some of these things we can do nothing about. Even where we could act, we feel too exhausted to bother. The hassle isn't worth it. So the irritants remain.

STRESS

— *Symptoms* —

STRESS

— Symptoms —

- poor judgement and indecisiveness
- difficulty in concentrating
- a lack of assertiveness
- irritability, aggressiveness, depression or loss of sense of humour
- breathlessness
- chest pains
- high blood pressure and constant tiredness
- Loss of sex drive

STRESS

— Symptoms —

- Social withdrawal
- Problems sleeping
- Stomach problems
- Trouble concentrating
- Muscle tension or headaches
- Using alcohol or drugs to cope
- Apathy, loss of interest in work

THANK YOU

Laxmi Sreyashi Noorain Paritosh Mubashshir Vaishnavi Jenny

Read/Intro

The phone is ringing off the hook. You're 45 minutes late for a deadline, and your boss is knocking on your door asking to see how your latest project is going. To say the least, you're stressed. But fortunately for you, these are all examples of acute stress. They are short term, won't last longer than your work day, and may actually benefit your health.

However, if your life feels like that every day of the week, you may be experiencing long-term or chronic stress. This type of stress can be dangerous to your health if you do not work to overcome it or figure out healthier ways to cope with its effects on you.

Big stressors include money troubles, job issues, relationship conflicts, and major life changes such as the loss of a loved one. Smaller stressors such as long daily commutes, rushed mornings, and conflicts with colleagues can add up and become just as bad for your health as chronic stress.