



STRESS-HARDINESS: QUALITIES THAT BOLSTER RESILIENCE

**A WEBINAR FOR EMPLOYEES FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM**

March 10, 2021



Federal
Occupational
Health

INTRODUCTION



OBJECTIVES

- Define stress, resilience, and stress-hardiness
- Review the Three Cs of stress-hardiness
- Explore ways to strengthen resilience and stress-hardiness

SECTION 1

STRESS AND RESILIENCE

STRESS

Stress is the body's physical and mental response to an internal or external event, force, or condition

Types

- Physical
- Mental

Triggers

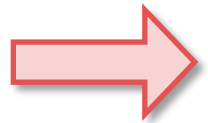
- Internal event
- External event

The stress response is our biological “fight or flight” response when confronted with a stressful situation

POLL

What's your first response when faced with a work stressor?

Choose all that apply from the polling panel, then click **Submit**.



STRESS IN AMERICA

May 2020

8 in 10 Americans said the COVID pandemic is a significant source of their stress

- **7 in 10** say their stress has **increased** over the course of the pandemic

October 2020

Nearly 1 in 5 American adults said their mental health is worse than it was in October 2019

November 2020

3 in 4 Americans said the current political climate is a significant source of stress compared to 57% in January 2017

RESILIENCE

The process, and result of, successfully:

Adapting to difficult or challenging experiences through mental, emotional, and behavioral flexibility

Adjusting to external and internal demands

The ability to go through a tough time and:

Bounce back to oneself again

Not be harmed by it in the long run

Possibly be better off as a result

SECTION 2

STRESS- HARDINESS

BUILDING STRESS-HARDINESS



COMPONENTS OF STRESS-HARDINESS: THE 3 CS

Qualities that bolster resilience



Challenge



Control



Commitment





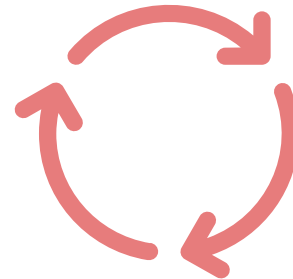
CHALLENGE

Exhibit grit

Interest



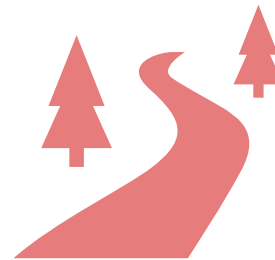
Practice



Purpose



Hope





CHALLENGE

Change your perspective

Thought:

“This stress is bad for me.”



“How can I use this stress to make me stronger?”

“I feel so anxious. I hope this feeling doesn’t carry over into my big presentation!”



“This anxious feeling will help me focus and succeed in my presentation today.”

“Between work and home responsibilities, I’m exhausted!”



“I’m going to take it one day at a time and only do what I have the energy to do.”



CHALLENGE

Embrace optimalism

Perfectionism

Optimalism

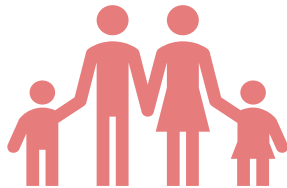




CONTROL

Seek connection

Family and friends



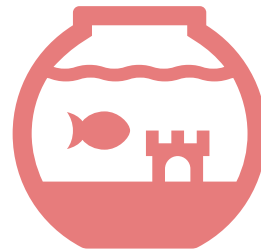
Community



Faith-based communities



Pets



EAP





CONTROL

Practice altruism





CONTROL

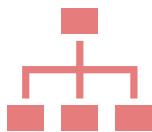
Control your use of time



Make daily checklists



Use a planner, calendar, or phone calendar



Delegate tasks



Organize work and home spaces



COMMITMENT

Practice mindfulness

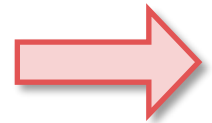




COMMITMENT: POLL

After doing the mindfulness exercise, I feel:

Choose all that apply from the polling panel, then click **Submit**.





COMMITMENT

Give gratitude



Appreciate
the good



Focus
more on
little things



Practice
regularly



Consider
the help of
an app



Don't just
think it, write
it down



COMMITMENT

Employ self-compassion





COMMITMENT

Exercise: Self-compassion break



- *“This is a moment of suffering.”*
- *“Suffering is a part of life.”*
- *“May I give myself the compassion that I need?”*
- *“May I learn to accept myself as I am?”*
- *“May I forgive myself?”*
- *“May I be strong?”*
- *“May I be patient?”*

SUMMARY

“It isn’t about having a backbone. It’s about strengthening the muscles around your backbone.”

– Sheryl Sandburg

RESOURCES

Books

- ***Grit: The Power of Passion and Perseverance***
 - A. L. Duckworth, 2016
- ***Full Catastrophe Living: Using the Wisdom of Your Body and Mind to Face Stress, Pain, and Illness***
 - J. Kabat-Zinn, 2013
- ***Option B: Facing Adversity, Building Resilience, and Finding Joy***
 - S. Sandberg and A. Grant, 2017

Apps

- Gratitude
iOS/Android
 - gratefulness.me
- Insight Timer
iOS/Android
 - insighttimer.com
- MindShift
iOS/Android
 - anxietycanada.com/resources/mindshift-cbt
- Moodfit
iOS/Android
 - getmoodfit.com

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