

Top 10 Strategies to Address Your Stress

Webinar for the
Connecticut Association of Schools

March 10, 2022

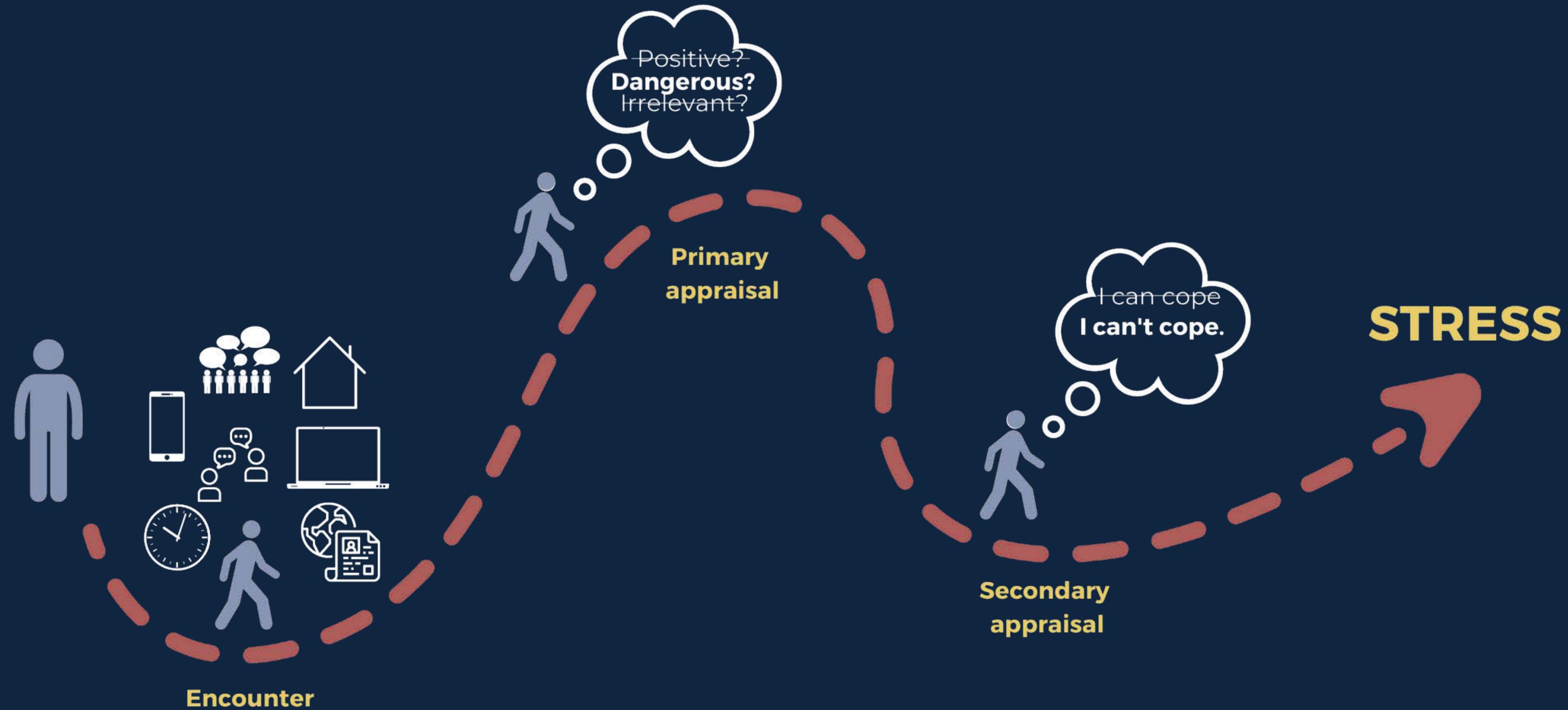
Lisa Sanetti, PhD



Stress /stres/ (n):

“A relationship between a person and the environment that is appraised by the person as taxing or exceeding their resources and endangering their well-being”

-Lazarus & Folkman, 1984



Yerkes-Dodson Law



You are not alone.

80% Frequent job-related stress



70% Significant decline in well-being



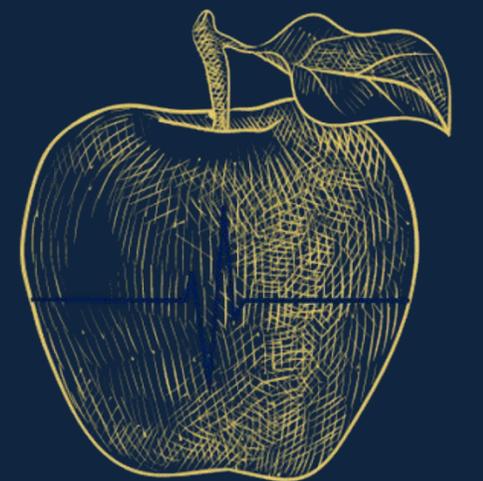
66% Extremely distressed

80%



Feeling stressed in the past 2 weeks

What you are experiencing is not healthy.



SYMPTOMS

PHYSICAL :



- Headaches
- Clenching jaw
- Neck/shoulder tightness
- Nausea
- GI problems
- Fatigue
- Change in appetite
- Difficulty sleeping

INTELLECTUAL:



- Trouble concentrating
- Forgetfulness
- Trouble making decisions
- Loss of sense of humor
- Mind racing or going blank

EMOTIONAL :



- Nervous
- Anxious
- Tense
- Irritable
- Short-tempered
- Angry
- Sad
- Depressed
- Apathetic
- Cynical
- Pessimistic

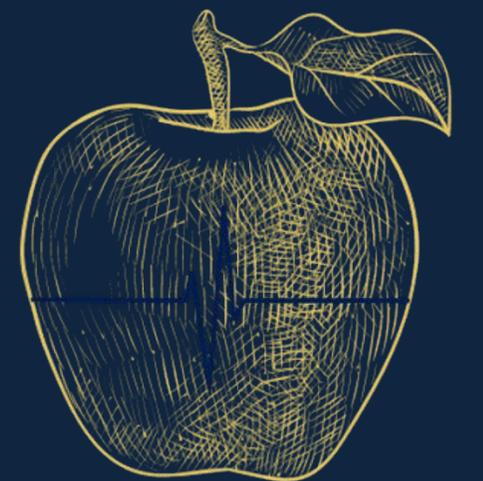
BEHAVIORAL :



- Fidgety
- Restless
- Agitated
- Doodling
- Nail biting
- Compulsive eating
- Smoking
- Drinking
- Yelling
- Swearing
- Blaming

Your cortisol can increase just by being in the same room as someone with chronic stress.

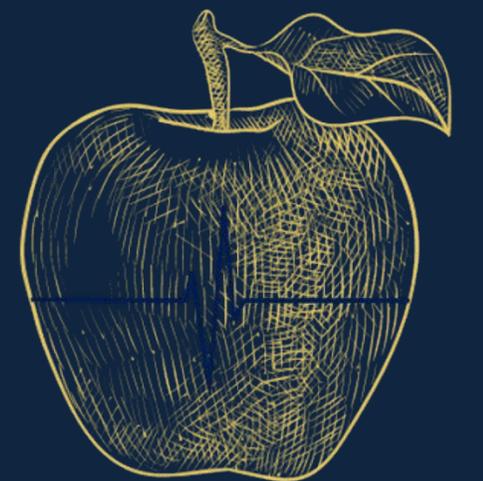
And vice versa.

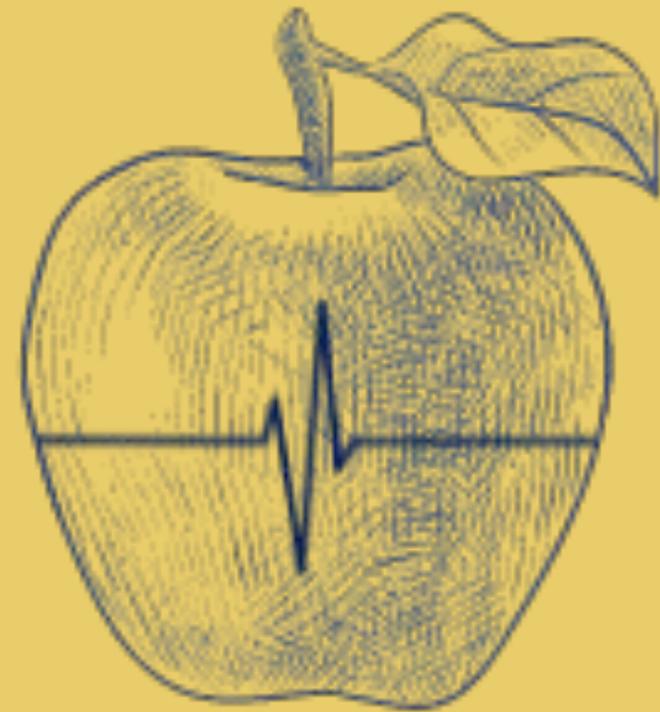


The Stress Ripple Effect



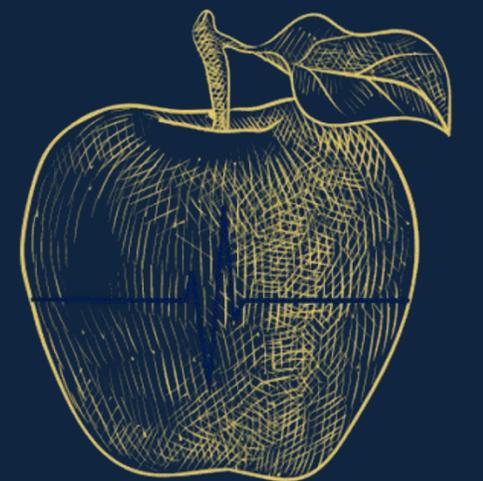
**If you want to help teachers and students,
you must take care of yourself.**





So now what?

**Major sources of workplace stress
can be put into three categories**

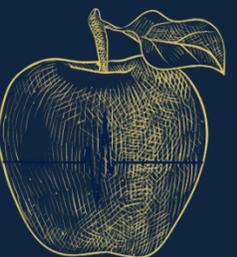




01. VOLUME

02. VELOCITY

03. VALUES



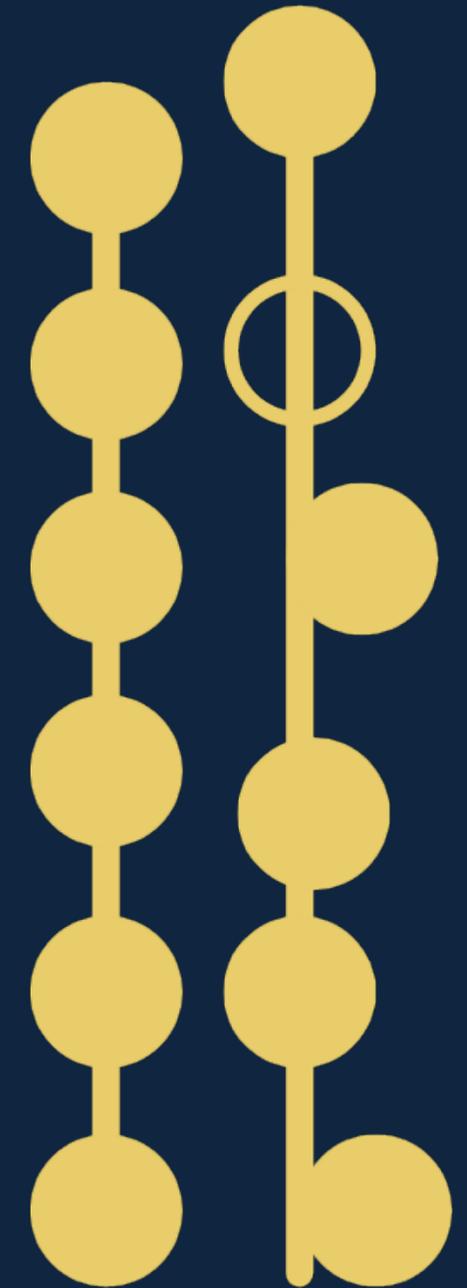
01. VOLUME



02. VELOCITY



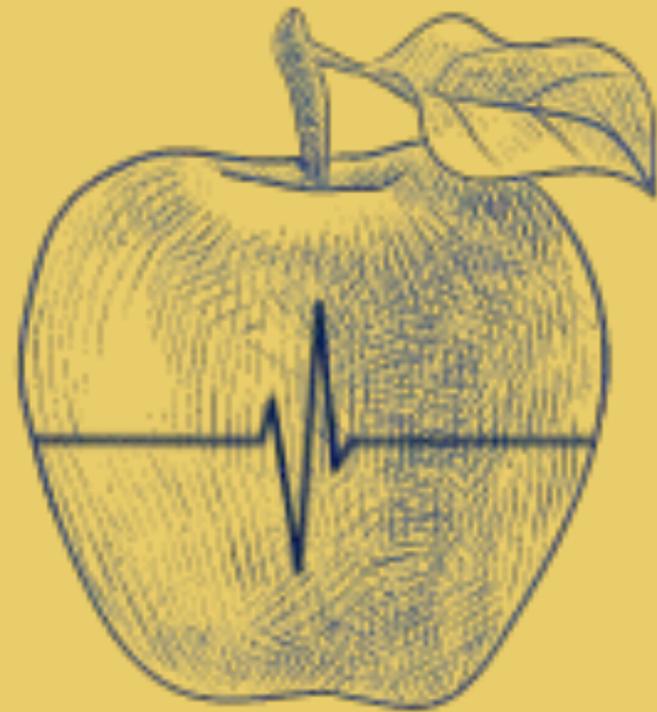
03. VALUES





**Workplace
intervention**

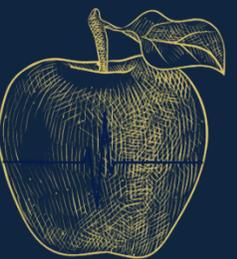
**Personal
intervention**



But what do I DO?



01. VOLUME



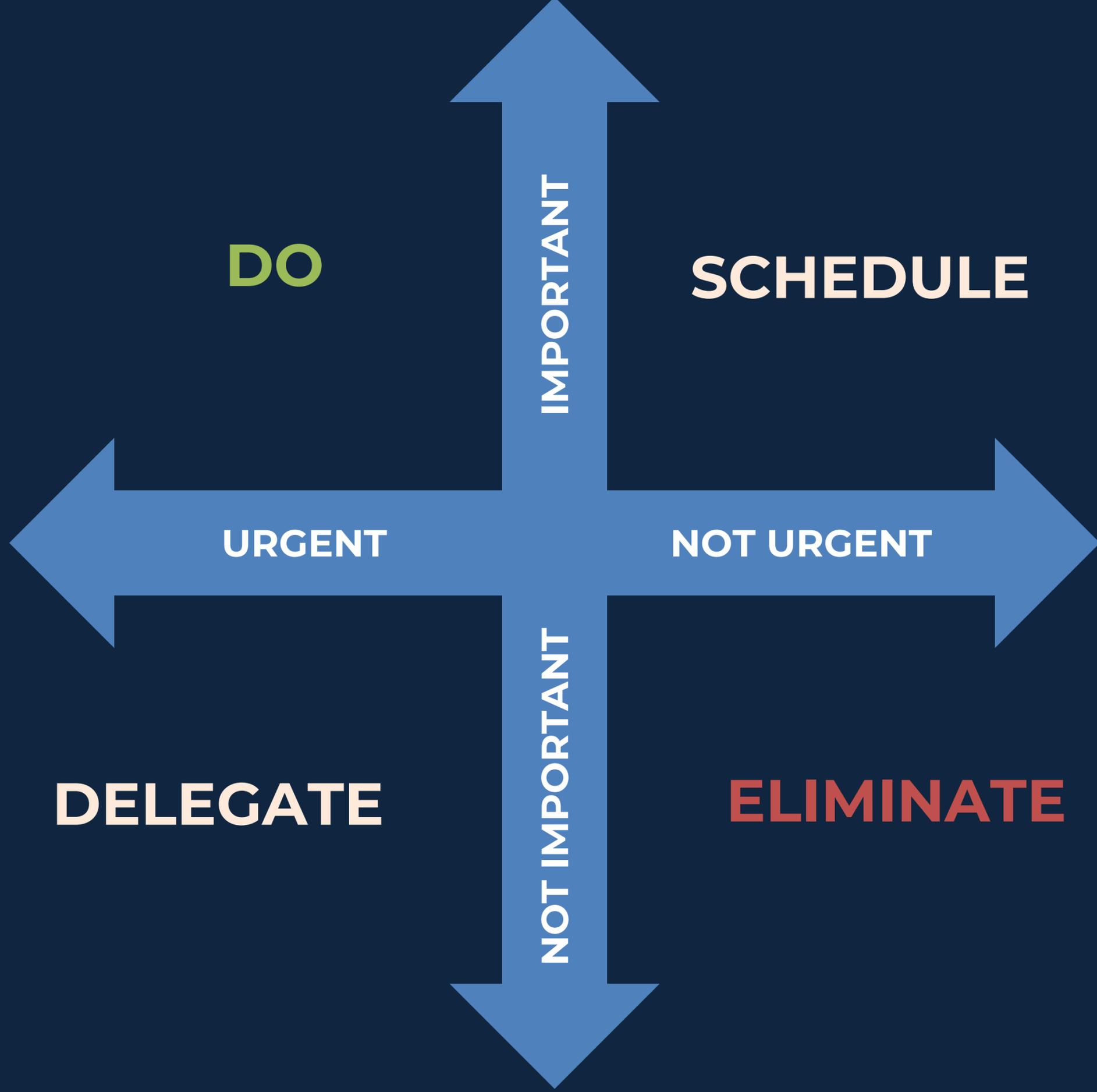
FACT:

1. Being busy does not equal being productive.
 - ✓ **Look at the tasks you are doing and ask:**
 - Why am I doing this?
 - What need is it fulfilling?
 - Who is requesting this work?
 - Will anyone *actually* look at it?
 - Has this work already been done?
 - Is it relevant to the goals of my school/district?
 - What will happen if I don't do this?

Strategy 1. Prioritize



EISENHOWER MATRIX



FACT:

1. You think more things are about YOU than are.



Q-TIP: Quit Taking It Personally:

- ✓ **Instead of feeling defensive or sorry for yourself, put your self in the other person's shoes.**
- ✓ **Focus on what you can control.**
- ✓ **Practice a high-road mentality.**
- ✓ **Change gears.**

Strategy 2.
Let it GO



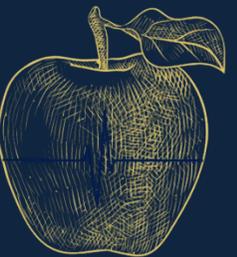
Strategy 3. Schedule Routines



- ✓ **When and where will you work?**
 - Decide on your working hours and locations ahead of time.
 - Try to schedule activities in alignment with your energy levels.
- ✓ **When and how will you leave?**
 - Decide on a stopping time and set an alarm for 5-10 min before that so you can tidy up your office, note your next task to complete, and pack up.
- ✓ **Schedule something for after your leaving time daily.**
 - Working out, making dinner, listening to a podcast, meeting friends, walking dog, etc.
- ✓ **Schedule things to look forward to**
 - A hike, time alone, dinner out, seeing a movie, etc.



02. VELOCITY



Strategy 4. Reasonable Expectations

- ✓ **Beware the expectations you set.**
 - Email
 - Modes of communication
 - Meetings
- ✓ **Don't over-promise.**
 - Think about the future you
- ✓ **Communicate and negotiate deadlines realistically.**
 - Is it definitive or preferred? Who can help?
- ✓ **Start as you mean to continue.**
 - Established patterns are hard to change.
- ✓ **Set standards you can maintain.**
 - Don't provide a Tesla now if Honda will be the norm.
 - When is good enough, good enough?



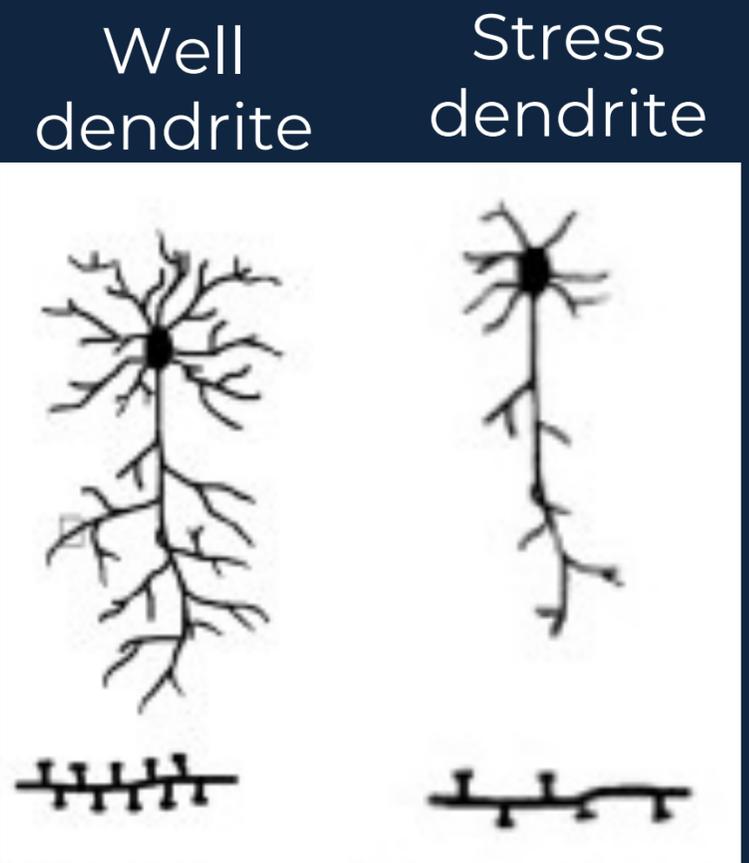
Strategy 5. Single-tasking

FACTS:

1. Our brains can only attend to ONE thing at a time.
2. Multi-tasking REDUCES PRODUCTIVITY by up to 50% due to:

- Continuous partial attention
- Where was I? syndrome
- More uncompleted tasks
- More mistakes
- Brain damage

✓ **DO one thing at a time.**



Strategy 6. Tame Tech



- ✓ **Schedule when you will check/send your email.**
 - During weekdays
 - On weekends/holidays
 - Schedule emails
 - Turn off sounds/#s indicating new messages

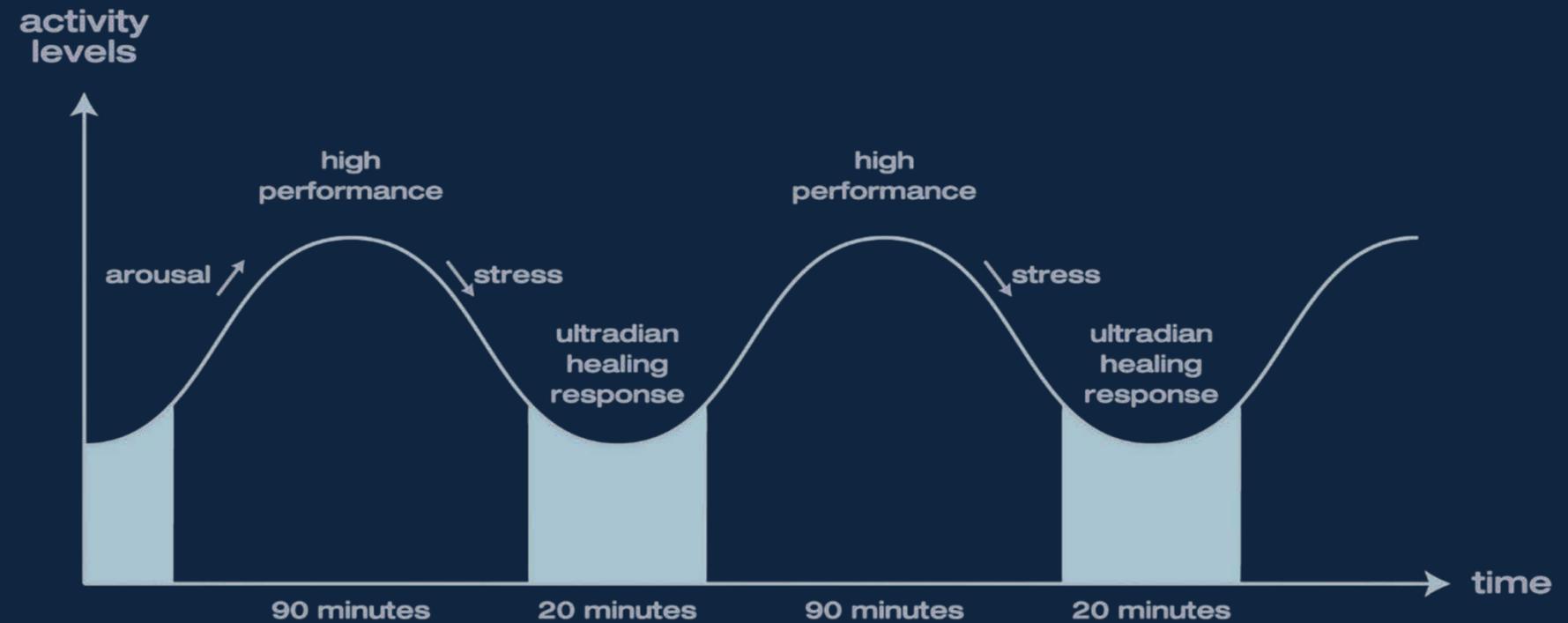
- ✓ **Establish protocols with colleagues.**
 - Are replies expected to every email? Even “Thanks”
 - Send less—get less
 - Use of subject lines / TLDR
 - Reply all & cc

- ✓ **Create a filing system for new messages**
 - Answer tonight
 - Waiting on
 - Archive

FACTS:

1. Breaks throughout the workday reduce stress
2. Breaks restore energy by improving alignment with our ultradian rhythms

Strategy 7. Timeouts



3. Breaks allow you to see the forest for the trees.
4. Breaks allow you to get your best ideas.

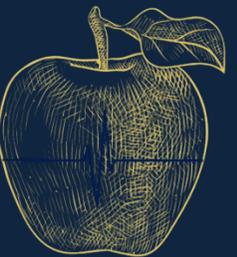
✓ **Schedule 90 min work blocks as much as possible.**

After 90 min, walk around the school; high-five students, deliver positive notes to staff, go to recess, etc.





03. Values



Strategy 8. Clarify Values

✓ Ten years from now, looking back.

- I spent too much time worrying about...

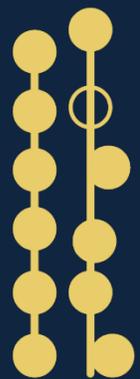
Acceptance	Contribution	Fairness/Justice	Honesty	Respect
• I did not spend enough time doing things such as...				
• If I could go back in time, what I'd do differently is...				
Adventure	Cooperation	Fitness	Industry	Responsibility
✓ Video of your mistakenly held funeral				
Assertiveness	Courage	Forgiveness	Kindness	Safety / Protection
• What sort of person you were?				
• Your greatest strengths and qualities?				
Authenticity	Creativity	Freedom/Independence	Love	Skillfulness
• The way you treated them?				
Caring	Curiosity	Friendliness	Mindfulness	Supportiveness
✓ One year from now				
Compassion	Encouragement	Fun & Humor	Order	Trust
• Look back on a difficulty you are having today and imagine you handled it in the best possible way, behaving like the person you really want to be				
Connection	Engagement	Gratitude	Persistence / Commitment	OTHERS...

- What qualities or strengths did you act upon?
- How did you treat yourself? Others?



Strategy 9. Reframe, Flavor & Savor

- ✓ **Reframe:** Look at all the things you do during a day and consider how they are (or could be) aligned with your values.
 - Doing laundry:
 - Mind's default thought: One more thing to do
 - Value-aligned: A way I show my love for my family
- ✓ **Flavor & Savor:** Each morning, choose a value you want to bring into play that day. Throughout the day, find opportunities to “sprinkle” that value into whatever you are saying or doing. And as you flavor it, savor it; notice the effects of living your values.
 - Leading a meeting:
 - Default: Start with review of the agenda.
 - Value-aligned: Start with a “Weekly Win” from each team member to increase connection.

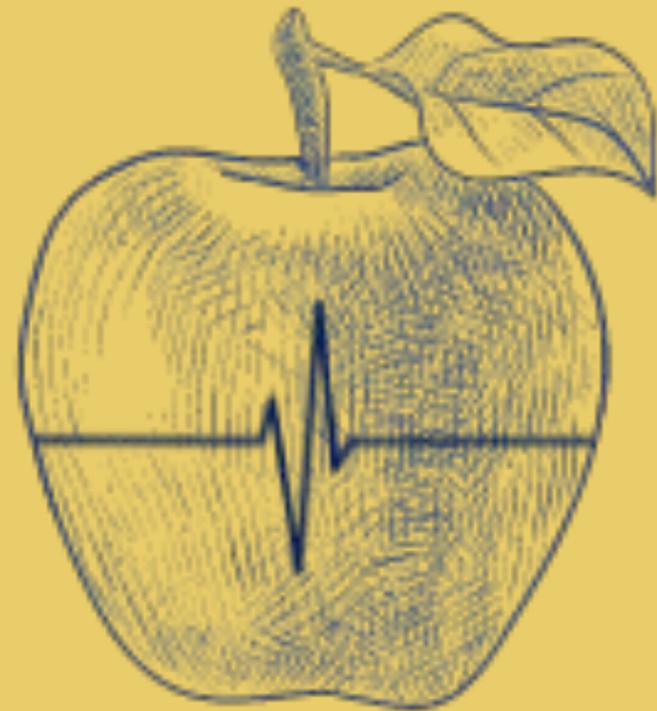


Strategy 10. Give thanks, & Unhook,



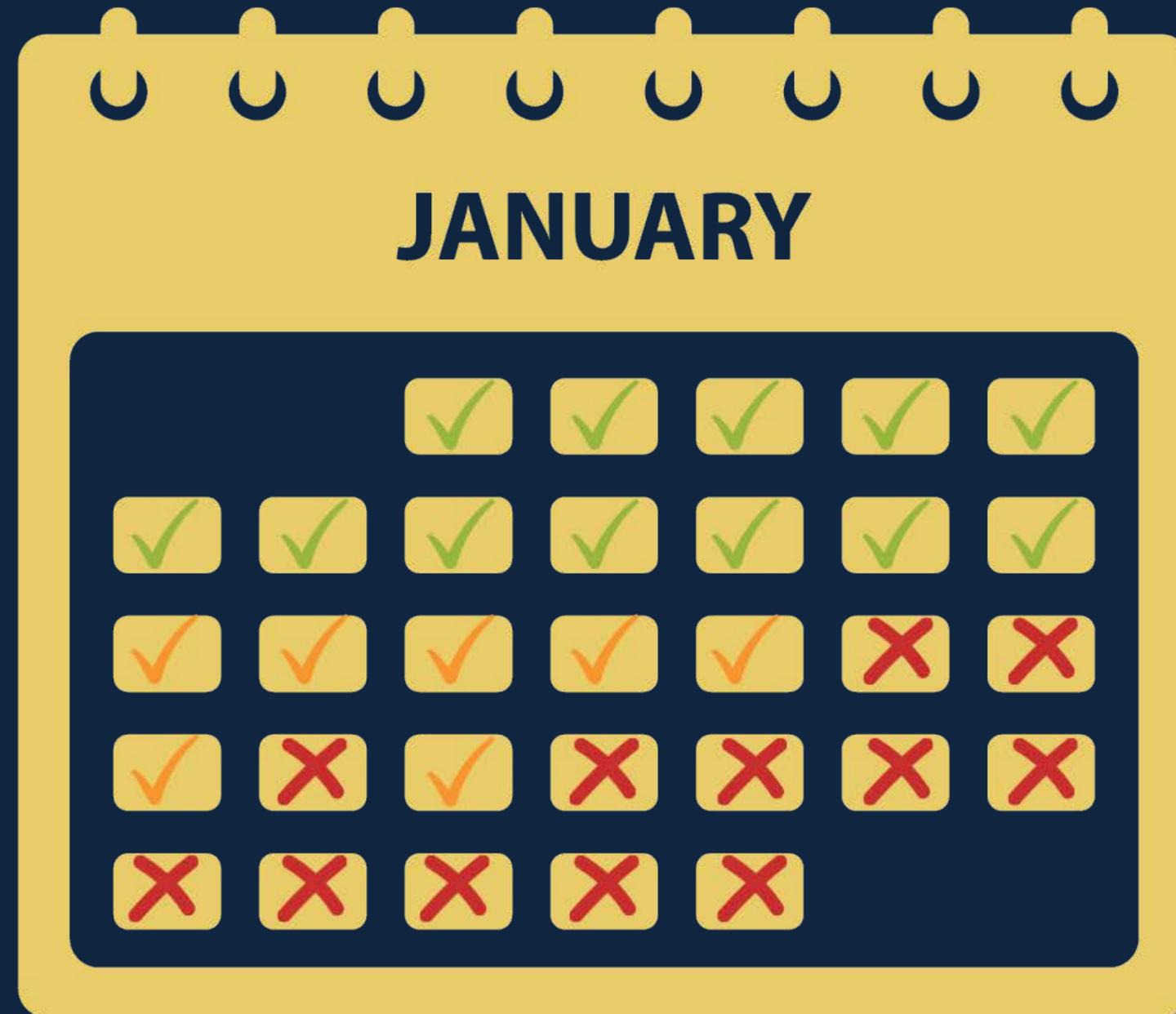
- ✓ **Give Thanks: When an automatic thought comes into your mind, thank your mind and move on.**
 - In bed, thinking about a tense interaction earlier in the day, and your mind starts running through what you should have done.
 - “Thank you mind, but I did my best. Now it is time to sleep”

- ✓ **Unhook: When an automatic thought comes into your mind, pause and consider the bigger picture**
 - Upset parent leaves a voicemail.
 - Mind’s automatic message: “they don’t like me”
 - Unhooking:
 1. Recognize the automatic message
 2. “I am having the thought that ...”
 3. “I notice I am having the thought that...”
 4. Sing the thought to a children’s song



**But really,
how do I make it happen?**

Behavior change is HARD

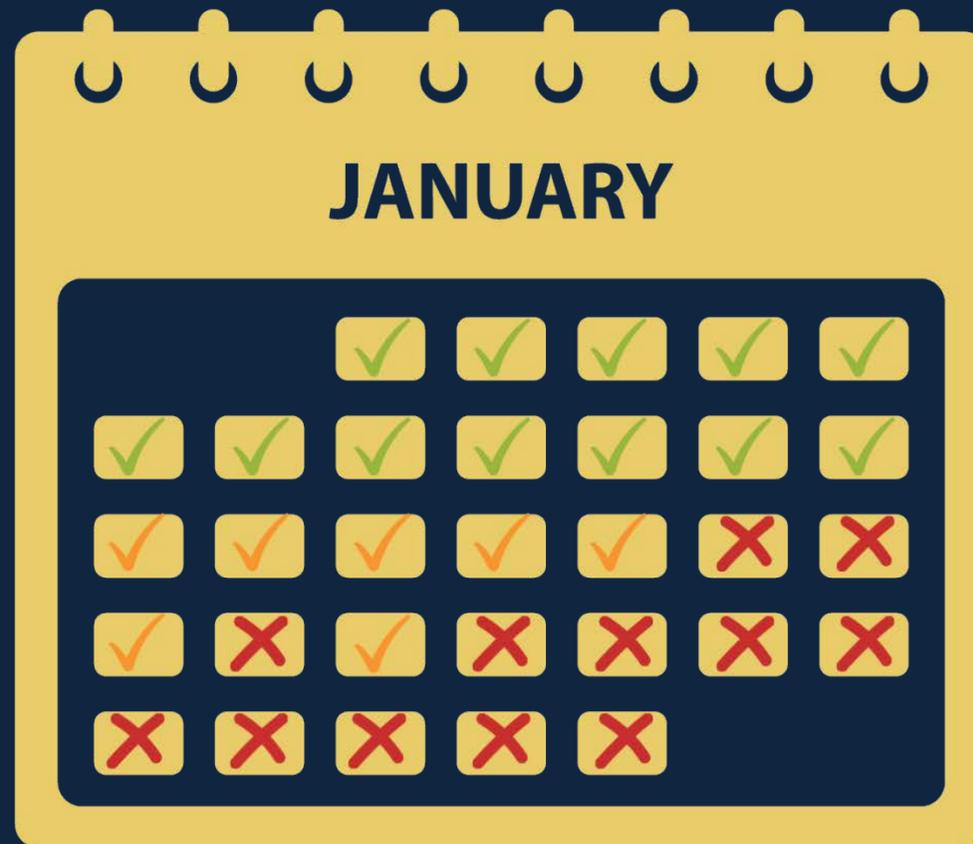


Have perspective. Commit to trying.

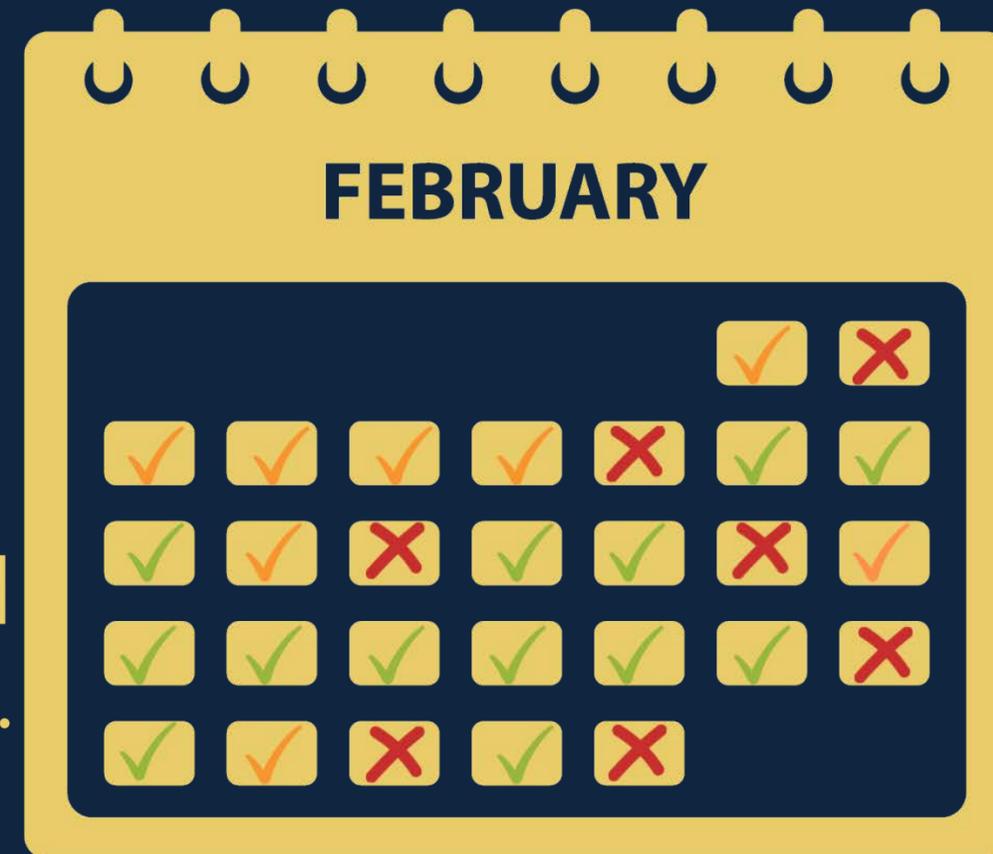
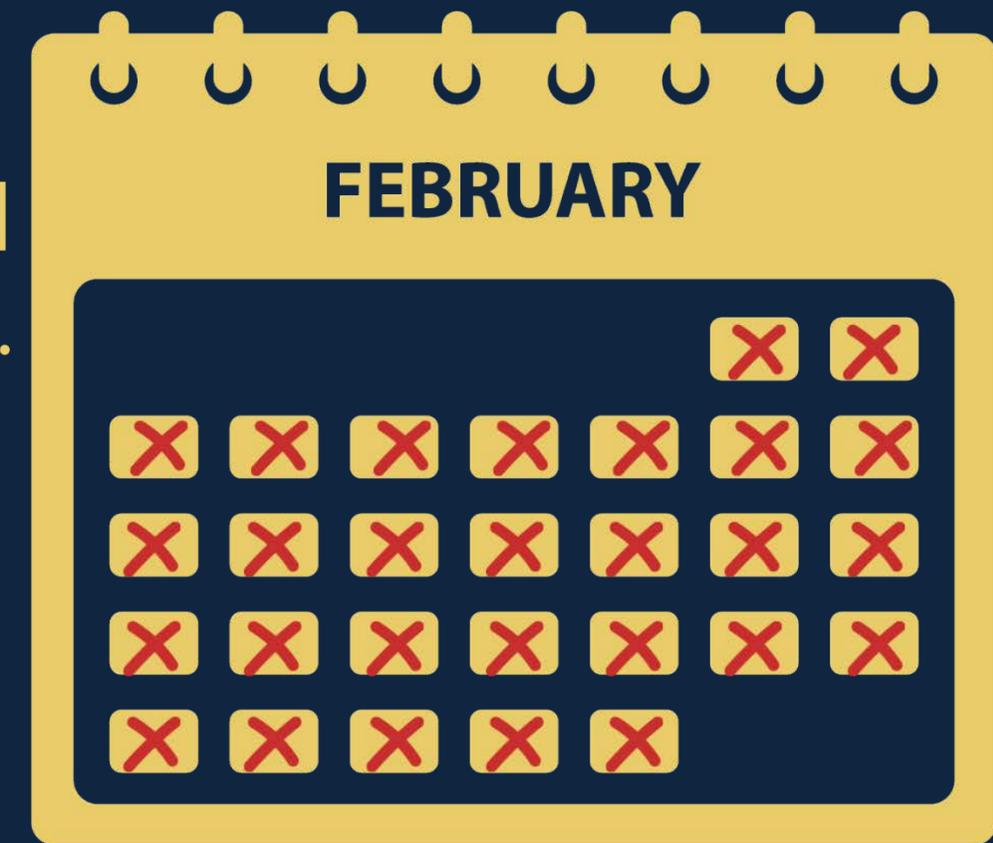
Perspective.



Committed to success.



Committed to trying.



New STRATEGY/BEHAVIOR you
want to use or use more often.

Routine

Cue

A CUE to prompt you to
use the routine in the
moment.

Reward

Immediate BENEFIT of
using the
strategy/behavior.





Develop a Habit Plan

<i>Obvious Cue</i>	<i>Easy Routine</i>	<i>Satisfying Reward</i>
When...	...I will...	...and be rewarded by...
<i>When the school bus leaves,</i>	<i>I will go for a run</i>	<i>and be rewarded by closing my rings, feeling great, and a Starbucks coffee.</i>

01. VOLUME

1. Prioritize
 2. Let it GO
 3. Schedule Routine
- 
- A dark silhouette of a camel is positioned behind the text in the '01. VOLUME' section. The camel is facing left and has a hump. A thin, curved line extends from the top left of the camel's head towards the top left corner of the page.

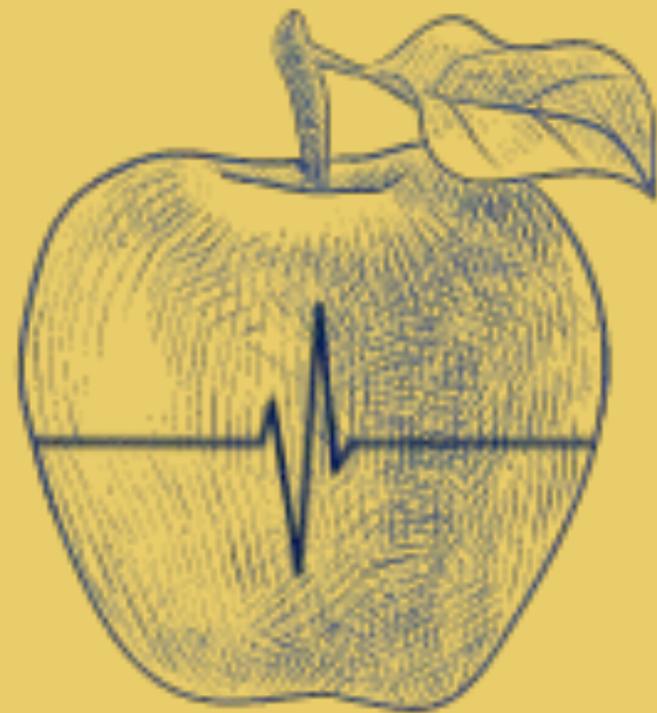
02. VELOCITY

4. Reasonable Expectations
 5. Single-Tasking
 6. Tame Tech
 7. Timeouts
- 
- The background of the '02. VELOCITY' section features several faint, light-colored icons. At the top, there are two upward-pointing arrows. Below them is a clock face with a hand pointing to the top. Underneath the clock is a document icon with horizontal lines. At the bottom, there are several horizontal lines that form a downward-pointing arrow shape.

03. VALUES

8. Clarify Values
 9. Reframe, Flavor & Savor
 10. Give Thanks & Unhook
- 
- The background of the '03. VALUES' section features a vertical chain of circular icons. From top to bottom, the icons are: a circle with a smaller circle inside, a solid circle, a circle with a smaller circle inside, a solid circle, a circle with a smaller circle inside, a solid circle, and a solid circle.

Develop a habit plan & commit to trying



**QUESTIONS?
COMMENTS?**

Feel free to reach out anytime:

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