

Neap

Everyone deserves a little couch-time.



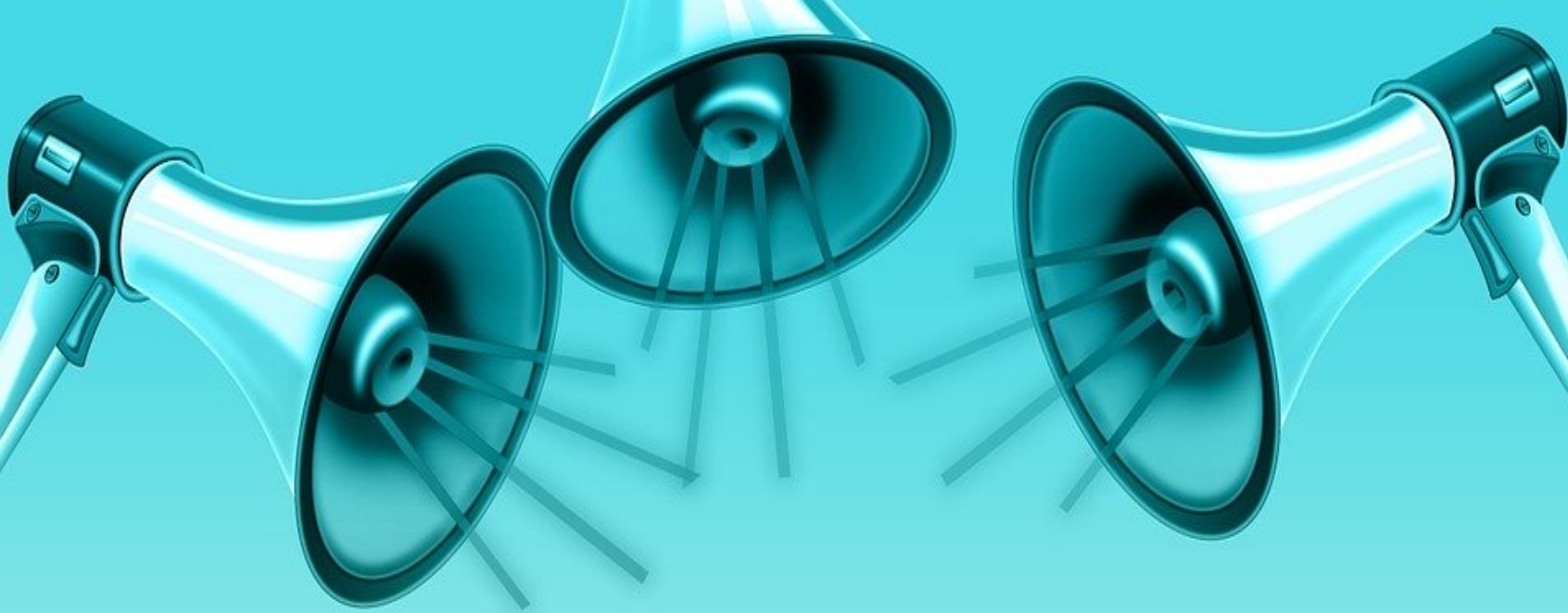
How to Manage the Stress of Change

Prof. Favor Campbell



- *Provide tips and strategies to build resiliency.*
- *Understand the importance of boundaries.*
- *Educating ourselves on how our core temperaments aid in successfully managing the stress of change.*





change

How do YOU rank change???

1=Low Stress-----5=Very High Stress

Iphone to Android (vice versa)

Hair style

Starting a new job (new
company)

Diet

Moving (home or city)

No social media for one month

Relationship Change

In the past five decades, a number of useful definitions of stress have been developed by researchers.

- **...imbalance between demands and resources.**
R.S. Lazarus and S. Folkman (1984).

- **....psychological, physiological and behavioral response** by an individual when they perceive a lack of equilibrium between the **demands placed upon them and their ability to meet those demands...***S. Palmer (1989).*

- **...when pressure exceeds your perceived ability to cope.**
S. Palmer, 1999.





Stress

Any type of change that causes physical, emotional, or psychological strain.

Stress is your body's response to anything that requires attention or action.



- Stress can trigger the body's response to a perceived threat or danger, known as the fight-or-flight response.
- During this reaction, certain hormones like adrenaline and cortisol are released.
 - ✓ *Speeds the heart rate*
 - ✓ *Slows digestion*
 - ✓ *Shunts blood flow to major muscle groups*
 - ✓ *Changes various other autonomic nervous functions*



The fight-or-flight response is now often activated in situations where neither response is appropriate—like in traffic or during a stressful day at work.



- When the perceived threat is gone, systems are designed to return to normal function via the relaxation response.
- In cases of chronic stress, the relaxation response doesn't occur often enough, and being in a near-constant state of fight-or-flight can cause damage to the body.
- Stress can lead to some unhealthy habits that have a negative impact on your health.



Sometimes, the best way to manage your stress involves changing your situation.

At other times, the best strategy involves changing the way you respond to the situation.



3 E's of Managing the Stress of Change

Evaluate

Eliminate

Educate

The Stress of Change

My 6 Years of Change Timeline

2016-*Seperation/New Job*

2017-*Divorce/Move/Married Stay at Home Mom --->
Single Working Mom*

2018-*New Relationship*

2020-*Pandemic/House Fire/Loss of Work*

2021-*Ended Relationship/Move back into house*

2022-*Move*



Evaluate

- Your level of control
- Your thought patterns
- Your present circumstances



Evaluate...

...your level of control

- Set your sights on what you can control
- Ask, "*What can I take responsibility for in this situation?*"
- Look for opportunities to feel empowered (*less likely to feel stuck in difficult situations*)



Evaluate...

...your thought patterns

- Assess how rational you are
- Practice relaxation techniques
- Focus on your strengths, not your weaknesses
- Counseling



Evaluate...

...your present circumstances

- Focus on the present, not the future
- Pay attention to how you respond to stress
- Start the process of eliminating



Eliminate

- Set Boundaries
- Put People in Their Places



Eliminate

BOUNDARIES

- To set boundaries effectively, you must recognize your needs and assert them.
- Remember that “NO” is a full sentence.
- Be patient and kind to yourself along the way.



Eliminate

PUT PEOPLE IN THEIR PLACE

"Relational intelligence is the ability to discern if someone should be a part of our lives and what place they should occupy, and then align them accordingly."

-Dharius Daniels



Educate

- Know your triggers
(People...Possessions...Places)
- Personality Tests



Educate

PEOPLE...POSSESSIONS...PLACES

Ask....

"Who is stressing me out?"

"What is stressing me out?"

"What place(s) are stressing me out?"



Educate

TAKE A PERSONALITY ASSESSMENT

- Helps you to understand how you work, think, act
- Taking more than one gives a wholistic picture
- Brings more self awareness



Educate

TAKE A PERSONALITY ASSESSMENT

Most common:

16personalities

Myers Briggs

High5Test (Strengths)

True Colors

Understanding your own, unique, personality will also aid you in personal development - you can understand how you best interact with others, how you need to relax, what motivates you, and **how you handle stress or pressure.**

FACTS ABOUT CHANGE

- We all experience change.
- Change is fluid and can be negative or positive.
- When things change in your life, it can impact your mental health and well-being.
- When good or bad change happens in your life, you'll need to make an adjustment.
- Using healthy adjustment methods will help prevent negative effects on your mental health.



The secret to change
is to focus
all of your energy,
not on fighting the
old, but on building
the new.

Socrates

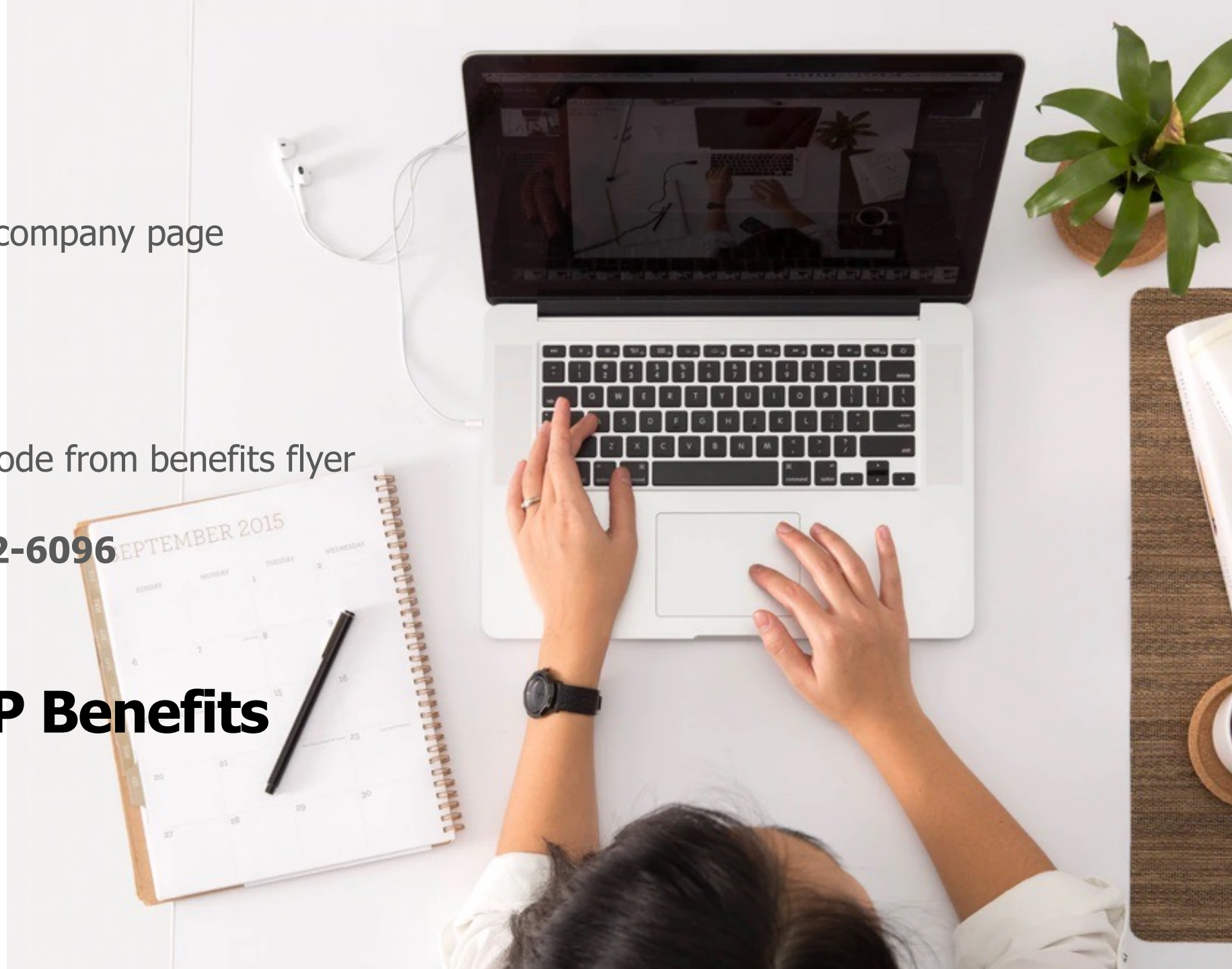
THANK YOU!

□ Online:

- www.neelyeap.com company page
- Live CONNECT
- iConnect You App
- Use your company code from benefits flyer

□ **24/7 Hotline: 866-212-6096**

Access Your NEAP Benefits



NEAP Service Spotlight



Financial Assist

Unlimited access to professional financial counselors and resources

Finances can be a source of stress and distraction for employees, regardless of their position. Through Financial Assist, employees have confidential access to trained financial counselors dedicated to answering their financial questions and providing support designed to help them reach their goals.

Practical, convenient financial literacy education and support

- Employees and family members can access Financial Assist via a toll-free information line Monday through Friday (Saturday sessions are available by appointment)
- A trained financial consultant will provide initial assistance and support
- Financial counselors and consultants provide professional, objective advice and share supporting, educational materials via mail or email
- Counselors do not sell or endorse specific products and may make referrals to local services

Areas of expertise include the following:

- Bankruptcy prevention
- Estate planning
- Budgeting
- Financial planning
- Financial fitness
- Foreclosure prevention
- Credit report review
- Housing education and purchasing
- Debt reduction and management
- Long-term goal setting

Long-term benefits for employers and employees

- According to the Center for Financial Services Innovation, financial stress contributes to productivity losses, increased absences, and healthcare claims, and higher turnover, as well as increased costs associated with workers who cannot afford to retire on time
- Designed to help employees focus on job responsibilities by addressing financial worries
- Can assist in improving morale and productivity

SUPPORT IN ACTION

An employee called seeking help with credit card debt. The financial counselor reviewed with him the credit cards he had, along with their balances and interest rates. They also reviewed his monthly bills and expenses to identify areas where he could cut back. The man was surprised to see how much money he was spending each month on entertainment. He decided he could cut out those expenses and put that savings towards paying off the credit cards. This process not only led to a reduction in his credit card debt, but it also helped him develop a monthly budget to avoid overspending in the future.

The story above is based on a real-life situation, but details have been changed or omitted to protect the anonymity of the individual receiving support.

