



Stress Management Program

Stress is part of life. The continuous competition in business, conflicts at work, personal life crisis, fear from the future – are all sources of stress. Symptoms are: fatigue, irritability, loss of goals, decreased mood at work, burn-out and different kind of illnesses.

It is an issue also for the employer if the employees can not handle stress. The number of sick leave days significantly grow, the company results and the level of work quality will decrease.

High expectations from the employer might frustrate the employee, if stress is not handled effectively. Every fifth person considers to change his/her employing company. This can be avoided if they learn to handle stress situations, their fears and the changes occurring around them. People should not blame the external factors, but take on personal responsibility for their feelings and reactions.

We believe the most effective support is to provide stress management tools to employees in order to keep good employees' loyalty and for to achieve most effective work for the company.

Most common stress factors:

- Fear to loose job
- Fear of loss of existence
- Constant change, lack of continuity
- Integration into teams, merge into different cultures
- Increased expectations at work
- Lack of time and free time
- Overwhelming information load
- Reference points disappeared: common values, respect
- Friendship relationships changed
- When tough and serious decision is to be made in a crisis, there is no one to discuss it with
- Private life problems (relationship problems, divorce, raising of children)

The most common stress factors:

- Ability to concentrate decreases, disturbance
- Impatience, agressivity
- Inability to make decisions, afraid of taking responsibility
- Overdrive or extrem slow down
- Anxiety, concern
- Indifference, apathy, burn out
- Distrust
- Fatigue, headache
- Sleeping disturbance
- Digestion problems
- High blood pressure, heart attack danger
- Diabetes
- Asthma, allergie
- ...and other psychosomatic symptoms



The Program helps at

Organisation level:

- Reduce churn rate (it helps to save time and money for the employer – as well as keep loyalty level high)
- The work moral will improve, the number of conflicts and the unsatisfaction will be minimised
- Sick leave days will decrease, this way also the company's contribution to the social security system
- The work effectiveness will improve, the failure rate will be lower and there will be less accidents

Personal level:

- Stress will be applied positively as it will be more concious
- The personal resources will be applied more effectively
- The person will break out from the rat race, will look at his / her life from a new perspective
- He / she will have more work-life balance
- Through personal growth, she/he can create harmony in his/her life and reactions
- The person will encounter his/her feelings and problems in order to handle them properly
- Will be able to diferentiate between temporary and long-term stress. Former he/she will be able to reduce, latter can be gradually overcome
- Create balance between fear and change
- Be confident and be able to represent his/her point of view and interests
- Through the exploration of the internal relationship networks and through the development of trusting relationships, more effective co-operation will be established

The program contains **psychologic** and **psychotherapy** methods, applied **kinesology** technics, **NLP**, **management skills** and **Eastern philosophy**.

The Stress Management Program will be tailor-made to your needs