



Breakouts of 3 people per group (20 min).

Share your responses to these 3 questions:

- What gives me joy?
- What is my biggest struggle?
- What is the help that I need?

OH, MY GOD...
I FORGOT
I HAD
CHILDREN



Define what we mean by stress

Challenge of Change assessment

Helpful Practices

What do you look/feel like when you are stressed?

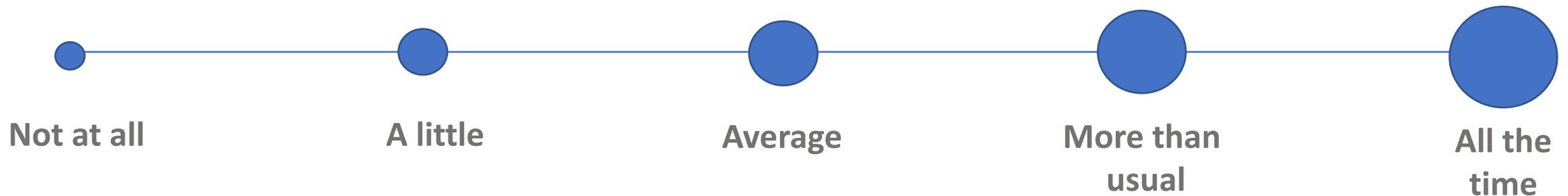
Short-tempered

How stressed do you feel?

stress

/stres/ | noun

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



Six Ways To Beat Executive Job Stress

Crushing economic pressure on your business, unrelenting competition, crazy work hours, downsizing, slashed budgets, uncertainty. Almost every organization has been trying to do more with less lately, and it's taking a toll.

Executives and middle managers alike are exhausted by their brutal schedules and the intense demands on them. Business leaders may be relieved to be working at all, but they're stressed out, anxious and sleep deprived. The result? Health problems, deteriorating relationships and weakened job performance.

When leaders are stressed, they usually don't treat themselves or others well. Many busy executives have been self-medicating, with coffee, colas and energy drinks by day and a couple of drinks and a sleep aid at night. They overeat, or they don't eat, or they eat the wrong things. Exercise quickly drops



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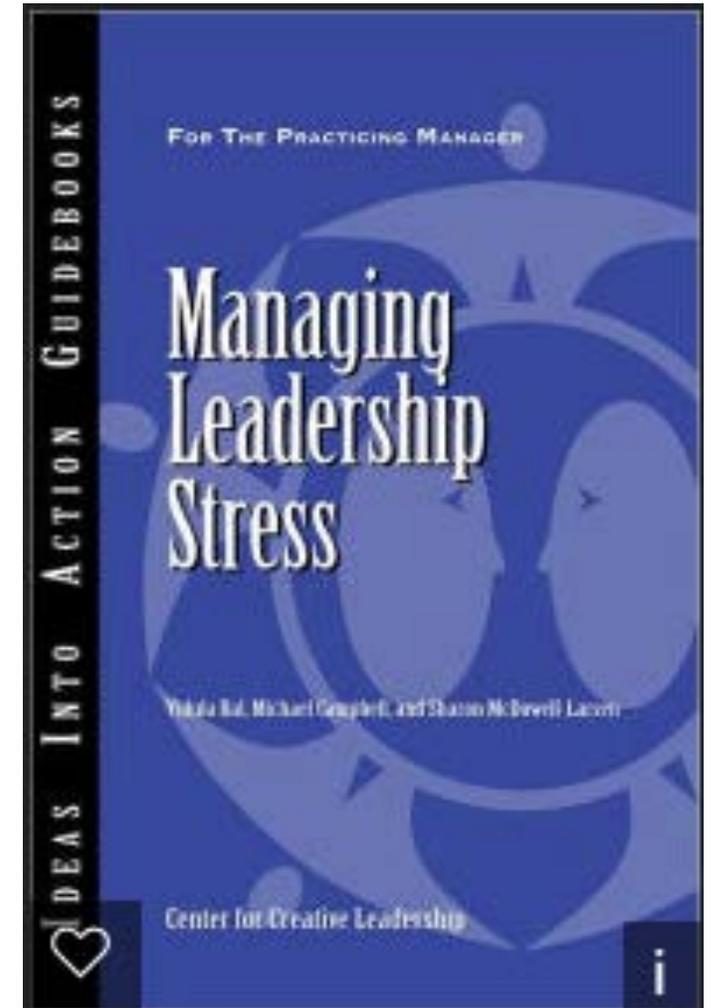
Role of Psychological Stress in Cortisol Recovery From Exhaustive Exercise Among Elite Athletes

Frank M. Perna and Sharon L. McDowell

Life-event stress (LES) was used to classify elite athletes ($n = 39$) into high- and low-LES groups. A repeated measures analysis of variance revealed higher cortisol concentration after a graded exercise test among the high-LES group relative to the low-LES group, which was maintained for up to 20 hr. Subsequent prospective analyses further indicated that high-LES athletes were more likely to be symptomatic than low-LES athletes and that elevated cortisol level was positively correlated with symptomatology. To the extent that cortisol is a marker of exercise recovery in competitive athletes, our results suggest that chronic stress prolongs the recovery process, which may potentially widen a window of susceptibility for illness and injury among competitive athletes.

Key words: life-event stress, cortisol, elite athletes, graded exercise test, symptoms, recovery.

Despite the popular conception, competitive aerobic athletes are at increased risk for viral illness (Mackinnon, Ginn, & Seymour, 1991; Nieman, Johanssen, & Lee, 1989; Nieman, Johanssen, Lee, & Arabatzis, 1990; Weidner, 1994) and injury (Anderson & Williams, 1986). The possible causes of



Event

'Readjustment' Score

Death of a close friend/relative	100
Divorce	73
Personal injury/illness	53
Marriage	50
Retirement	45
Change in financial status	38
Son/daughter leaving home	29
Moving house	20
Change in sleeping patterns	16
Vacations	13
Christmas	12

WORK
WITHOUT
STRESS

BUILDING A **RESILIENT**
MINDSET FOR
LASTING SUCCESS



DEREK ROGER, PHD, AND NICK PETRIE

PUBLISHED IN PARTNERSHIP WITH THE
CENTER FOR CREATIVE LEADERSHIP

Thirty-Five Years of Research



Big Idea #1 **Pressure \neq Stress**

Big Idea #2

Rumination





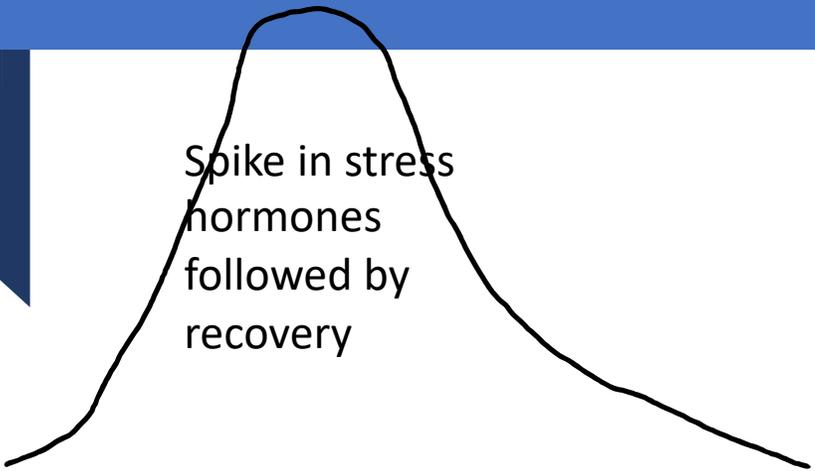
Rumination

Thinking over and over about events in the past or future and attaching negative emotion to it



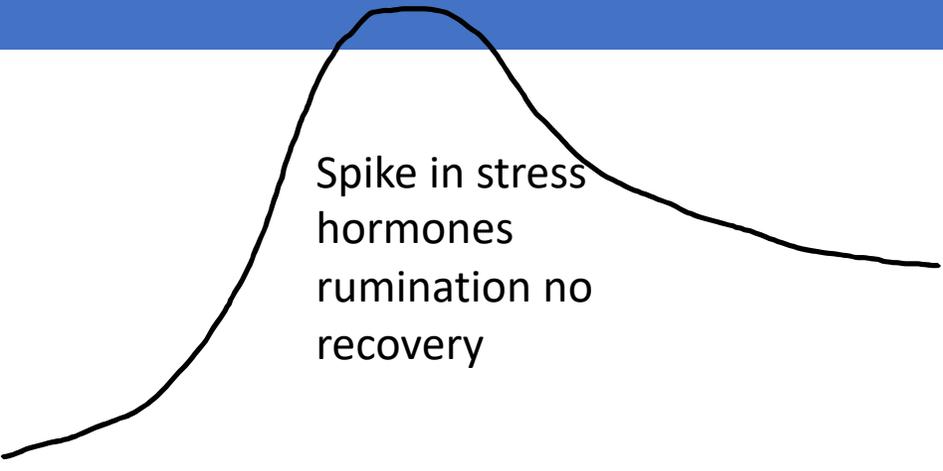
Nothing useful or helpful about rumination.
Harmful to health and mental well-being

When we RUMINATE we don't fully recover



Spike in stress hormones followed by recovery

A line graph showing a single peak. The curve starts at a low level, rises to a peak, and then gradually declines back to the starting level.



Spike in stress hormones ruminates no recovery

A line graph showing a single peak. The curve starts at a low level, rises to a peak, and then declines but levels off at a point higher than the starting level.

*p < .05 between groups.

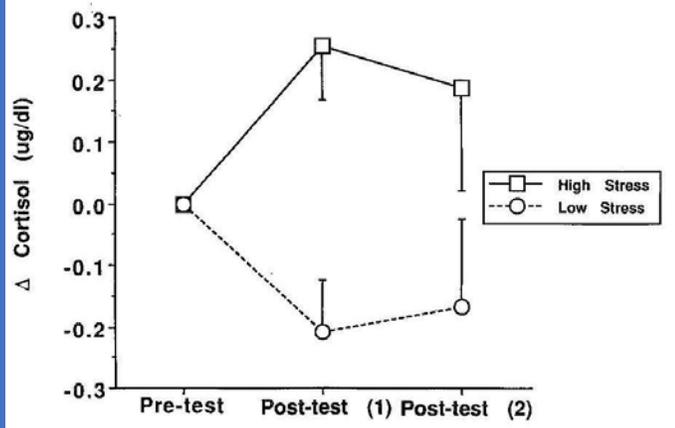
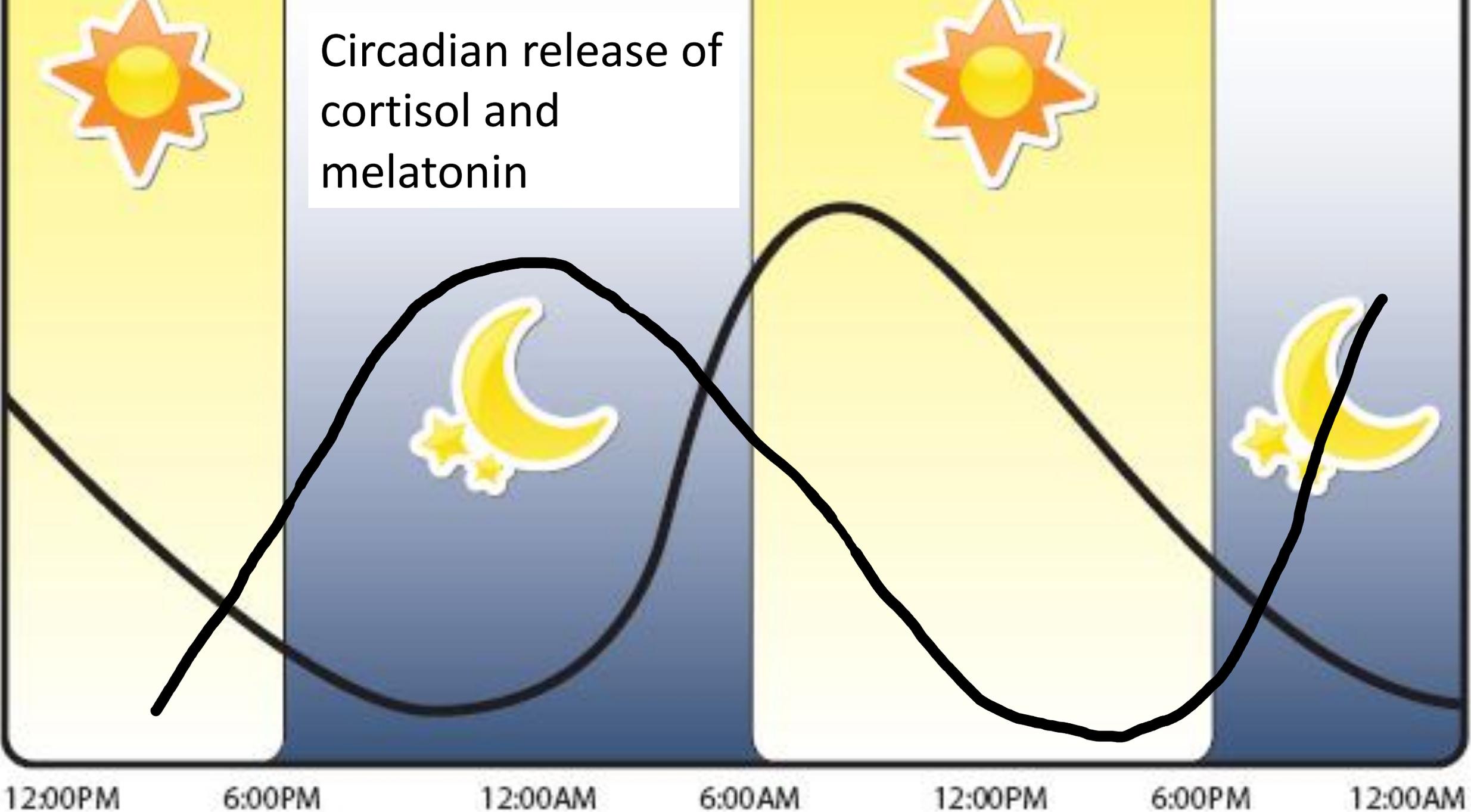


FIGURE 1 Postexercise cortisol change for high-stress and low-stress athletes.



Circadian release of
cortisol and
melatonin



Serum melatonin levels and antioxidant capacities after consumption of pineapple, orange, or banana by healthy male volunteers.

Sae-Teaw M¹, Johns J, Johns NP, Subongkot S.

✚ Author information

Abstract

Melatonin is a naturally occurring molecule biosynthesized by the pineal gland of vertebrates; it also has been identified in many plants. It is considered an important antioxidant and may retard the development of some neurodegenerative diseases and cancer. Previous studies in humans have measured melatonin metabolites in urine and have indicated that melatonin-containing foods may provide dietary melatonin. This study tested whether the consumption of fruits or fruit juice containing melatonin would influence the serum melatonin concentration and antioxidant status. In this crossover study, 12 healthy male volunteers took either juice extracted from one kilogram of orange or pineapple or two whole bananas, with a 1-wk washout period between the fruit or fruit juices. An enzyme-linked immunosorbent (ELISA) assay was used to determine the serum melatonin concentration. Serum antioxidant capacity was determined by ferric reducing antioxidant power (FRAP) assay

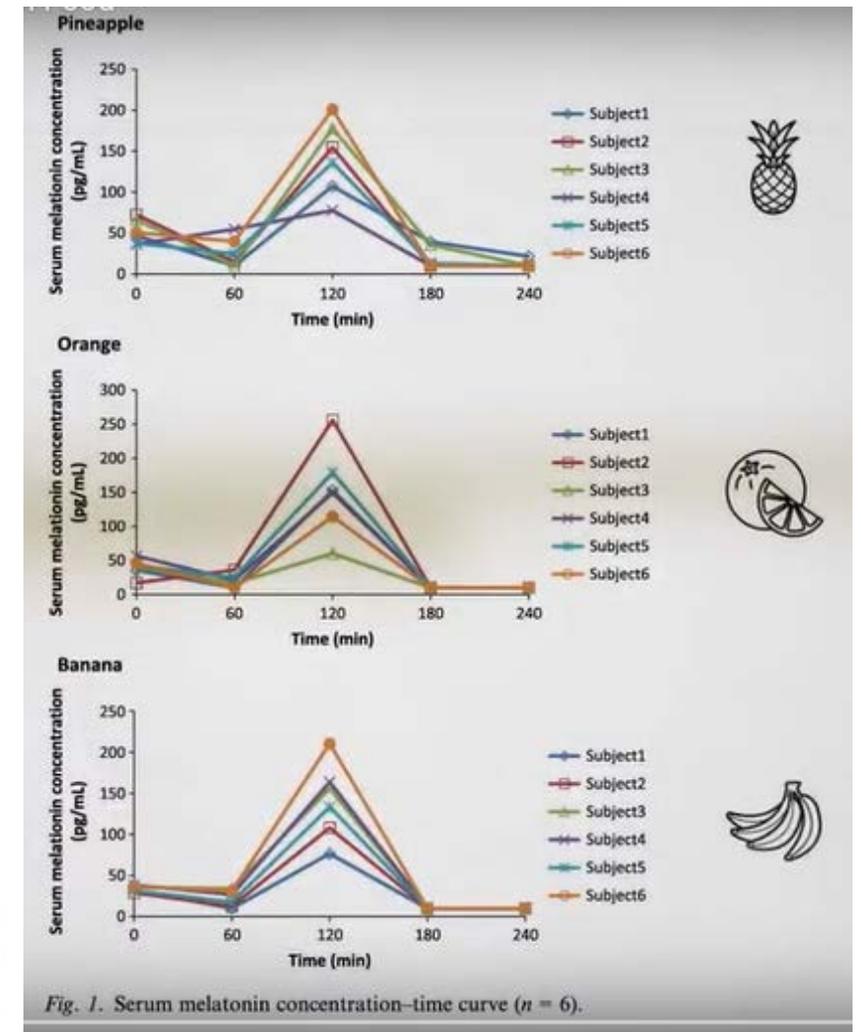


Fig. 1. Serum melatonin concentration–time curve ($n = 6$).

Impact of elevated cortisol at the wrong time

- Hurts arterial health
- Disruptive to sleep
- Hurts immune function
- Hurts brain function
- Promotes central obesity
- Promotes inflammation and depletes antioxidant reserves

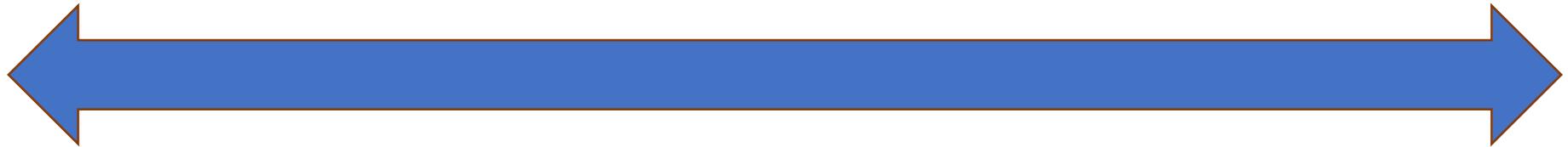


REFLECTION

Reviewing (past)

Planning (future)

+ Positive/Neutral



Regrets (past)

- Negative

Anxieties (future)

RUMINATION



What drives up stress?

- Being overwhelmed
- Lack of a sense of control
- Uncertainty
- Perceived as negative

0-10

- **Rumination (R)**
- **Emotional inhibition (EI)**
- **Toxic Achieving (TA)**
- **Avoidance Coping (AC)**
- **Perfect Control: (PC)**
- **Detached Coping: (DET)**
- **Sensitivity. (SENS)**
- **Flexibility (F)**

Review scores

(levers that drive up
rumination)



Rumination (R)

The tendency to dwell negatively or emotionally upsetting events that have occurred in the past or might occur in the future.



Emotional Inhibition (EI)

If score is high: Talk to a trusted confidant, journal

Measures tendency to inhibit or bottle up emotions



Toxic Achieving (TA)

If score is high: ask why am I angry, what is cost to my relationships
Assign a task without dictating how to accomplish, seek feedback

TA is characterized by wanting everything done yesterday and operating with impatience, hostility and demand.



Avoidance Coping (AV)

If score is high: list things you are avoiding and either set a date to do or let go. Work with friend to prioritize

AV is trying to ignore the problem and hoping it will just go away.

Perfect Control (PC)

**Measures the desire for
perfectionism and control**

If score is high: accept that nothing is perfect,
ask what you could be doing instead, let yourself
down once in awhile

Don't let perfect be the enemy of good





Detached
Coping (DET)

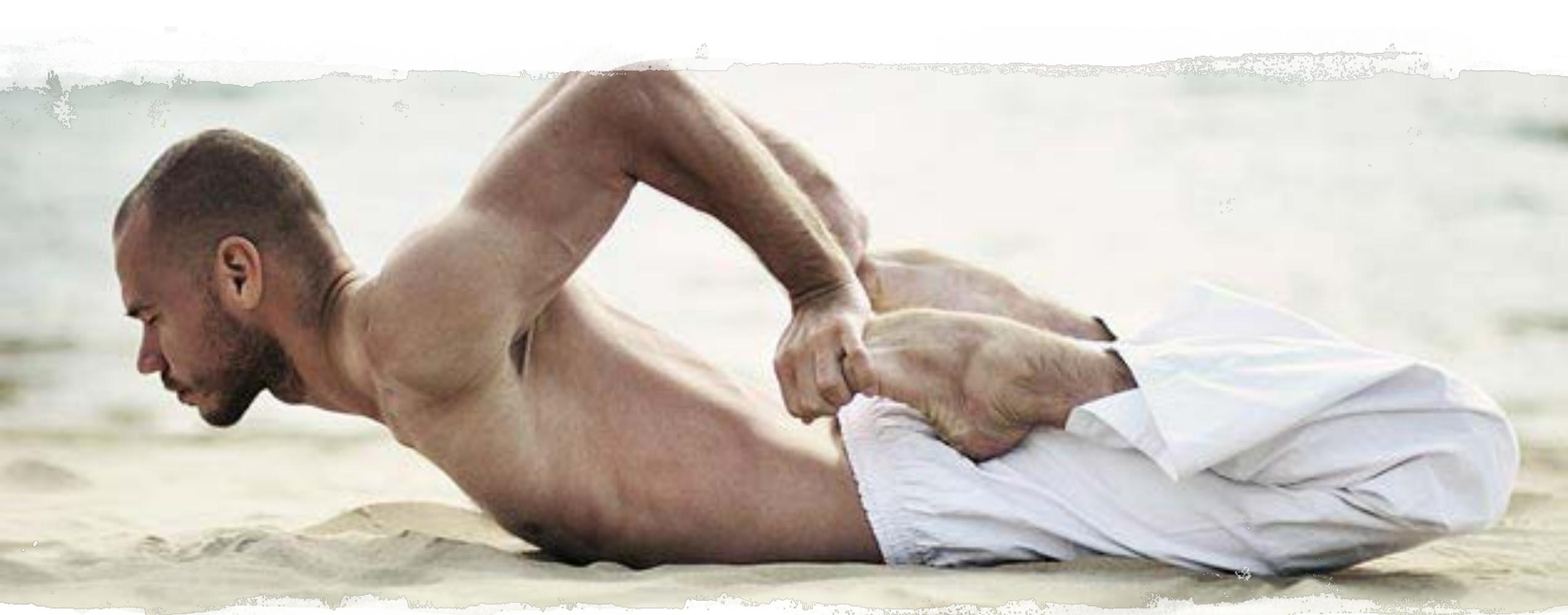
**DET is about gaining perspective.
Those who score low, tend to turn molehills into mountains.**



Sensitivity (SENS)

Measures sensitivity to others' emotional feelings.

If score is low: learn to read the room, be active listener, be present in meetings and with colleagues, ask powerful questions



Flexibility (F)

Measures how rigidly or flexibly we behave

If score is low: ask what it is about this change that is provoking negative emotions, take on growth mindset, accept that life is full of rapids and calm, do things on the edge of your comfort level

5 Practices to reduce rumination



Being present (waking up)



Controlling attention



Put things in perspective



Get a dose of nature



Letting go



Being present (waking up)

- Wide Awake
- ⇕
- Waking Sleep
- ⇕
- Sleepwalking
- ⇕
- REM Sleep
- ⇕
- Deep Sleep

**RUMINATION TENDS TO OCCUR IN
WAKING SLEEP**



Reflect rather than Ruminates

**If you don't have control of your attention,
somebody or something else does.**



How present would people
say you are with them?

Develop a mindfulness/meditation practice



The 1-minute meditation

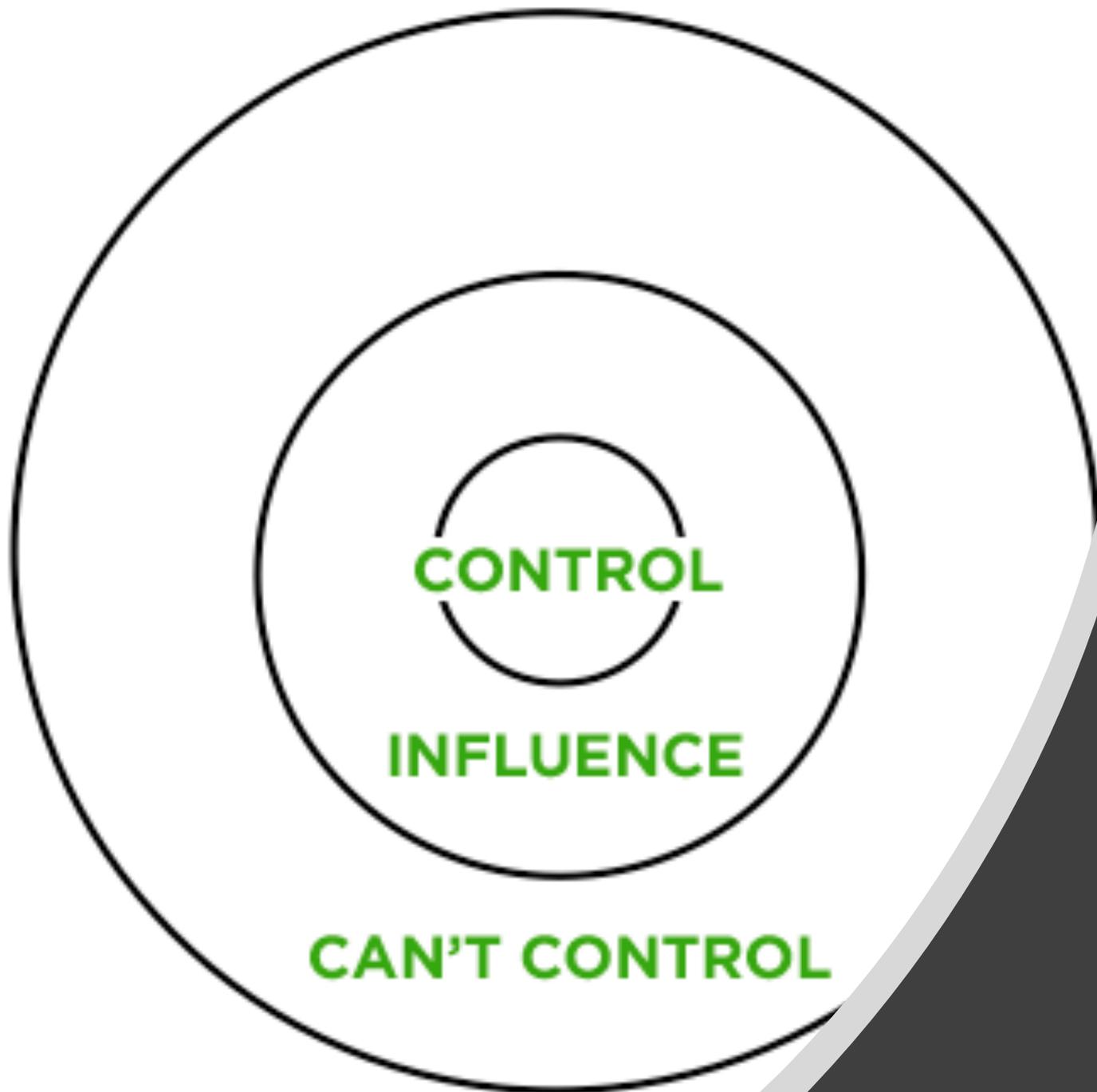


I have lived with
several Zen
masters,
all of them cats.
~Eckhart Tolle

1 Practice
mindfulness/being present/reflect



2 Control what you
can let go of the rest



Uncertainty
Lack of Control

Circle of Control

Parents' Health
Jury Duty
Weather
Safety of my adult children
Our typical Christmas with family

Stock Market
COVID-19
Political Tensions

Things I Can't Control

Things I Can Control

Taking breaks

Quality of attention to family

How much I exercise/move

Listening to my clients needs

Supporting my colleagues

How much I meditate

1

Mindfulness/being present

2

Control what you can let go
of the rest

3. Perspective



Its not an arterial bleed

How do you maintain perspective?

An aerial photograph of a winding river in a dry, hilly landscape. The river is a light brown color, contrasting with the darker, brownish-green hills. The river flows from the top right towards the bottom left, curving as it goes. The terrain is rugged and appears to be a natural, unimproved path.

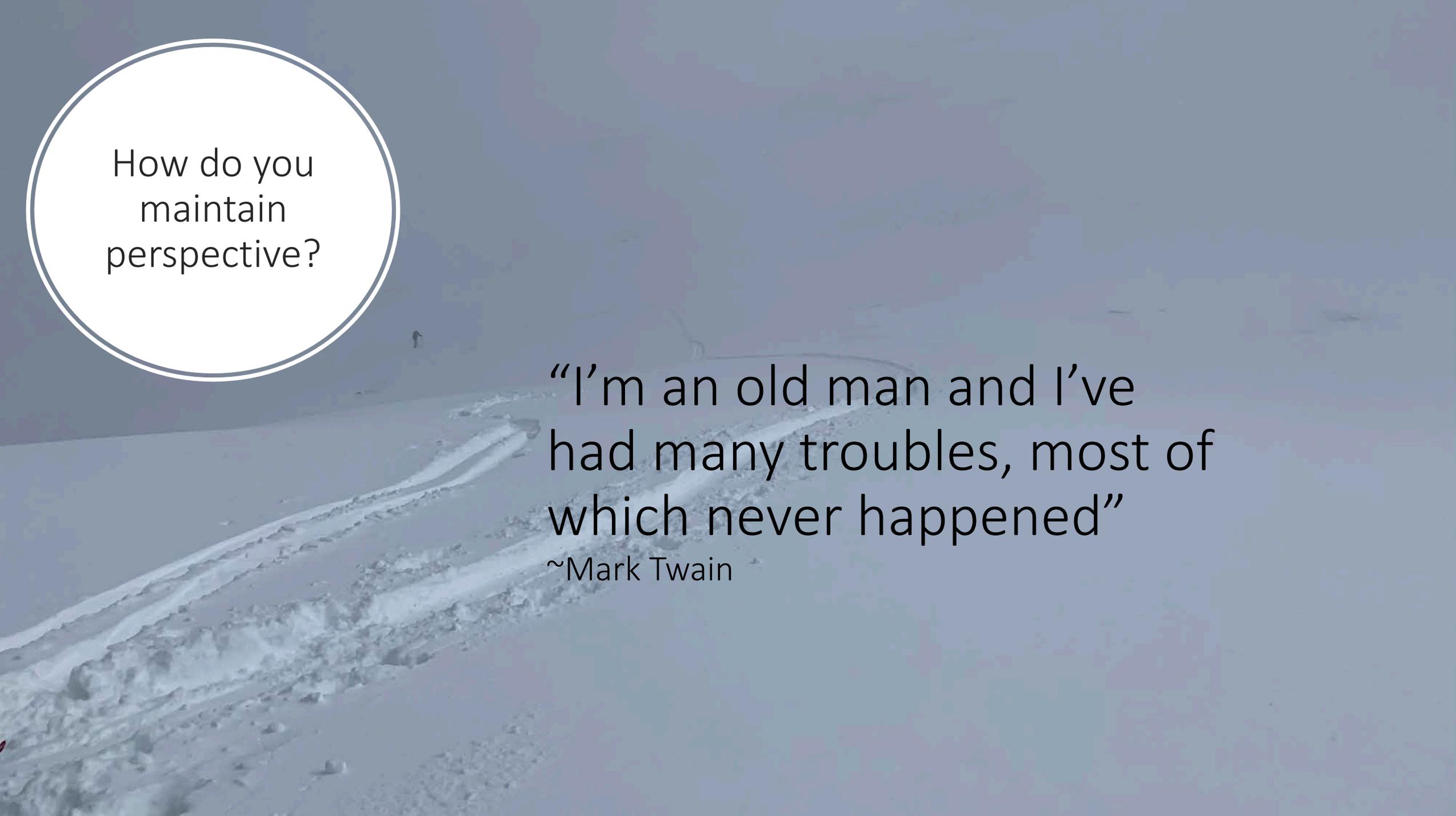
How do you
maintain
perspective?

Turning Rumination to Reflection:

- a) What can I learn?
- b) What is humorous?
- c) What is the opportunity?



How do you
maintain
perspective?



“I’m an old man and I’ve
had many troubles, most of
which never happened”

~Mark Twain



1

Mindfulness/being present



2

Re-focus attention in circle of control



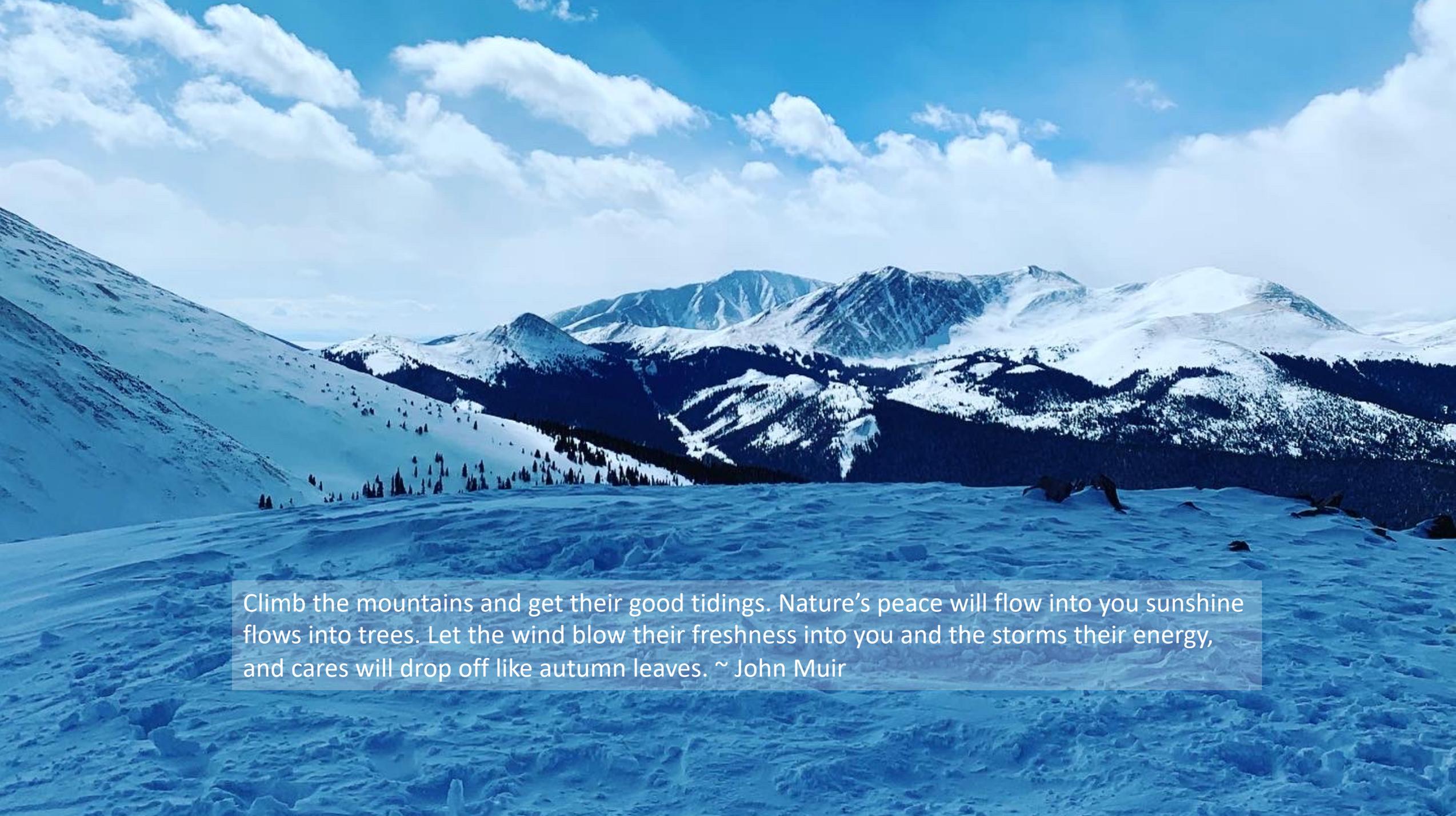
3. Perspective



4. Get a daily dose of nature







Climb the mountains and get their good tidings. Nature's peace will flow into you sunshine flows into trees. Let the wind blow their freshness into you and the storms their energy, and cares will drop off like autumn leaves. ~ John Muir

“staring at an image of natural scenery for 40 seconds was enough to trigger the brain into a more relaxed state.”





ART

attention restoration theory



1 Mindfulness/being present

2 Re-focus attention in circle of control

3. Perspective

4. Get a daily dose of nature

5. Learning to let go

**AS I WALKED OUT
THE DOOR TOWARD
THE GATE THAT
WOULD LEAD
TO MY FREEDOM,
I KNEW IF I DIDN'T
LEAVE MY BITTERNESS
AND HATRED BEHIND,
I'D STILL BE IN PRISON.**

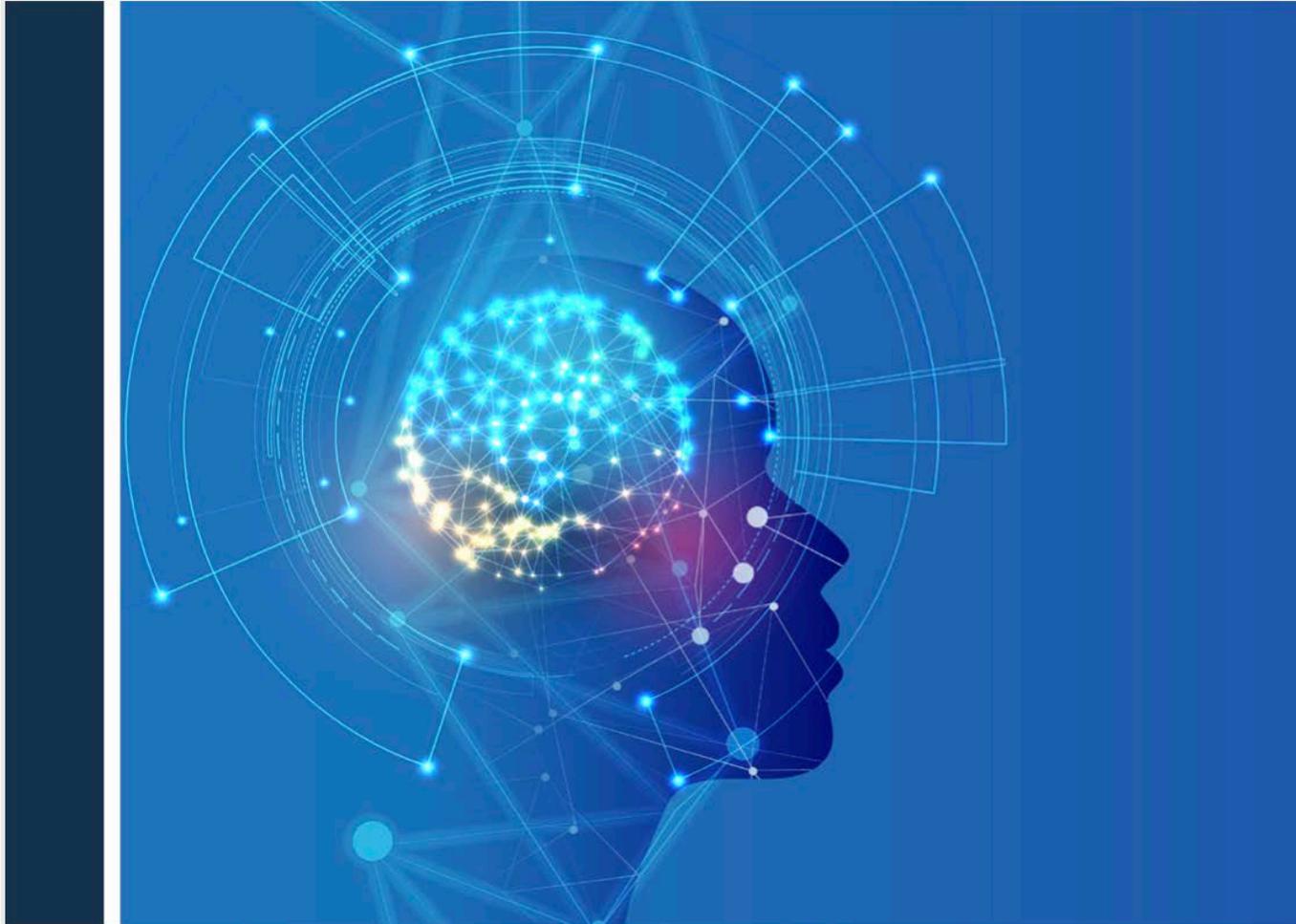
- NELSON MANDELA -

 SYMPHONY OF LOVE



FUELING THE BRAIN: FROM EXHAUSTED TO ENERGIZED

Strategies for Recovery, Maintaining Focus and Boosting Brain Power



By Sharon McDowell-Larsen



Share: a takeaway and one or two things I can put into practice.

20 min with learning partners