



Managing pressure in changing times

Workshop overview and aims:

This programme is intended for people at all levels who recognise they need to take action to prevent the pressures they are experiencing from becoming unhealthily stressful. The participants will be able to understand the nature of stress and how we have choices in responding to pressure, which can lead to “negative stress” or “positive” drive. The results will increase productivity, reduce the costs of stress-related absence and develop personal resilience & well being.

We look at sources of pressure and, using a particular approach, The Optimal Health model, the participants can manage their interpretation of these differently to create a better work-life balance and also to feel more empowered. The overall approach and the various tools will help the participants to get to the deeper causes of stress and support them in taking steps to tackle these. We will also cover some options for coping strategies for use when pressure peaks due to business or personal demands. When people feel in more control they are able to use this pressure to raise their performance if they can create the “positive” drive response.

Workshop objectives:

By the end of the workshop the participants will:

- Understand what stress is and how pressure can be used to positive effect
- Be clear about the sources of internal and external pressure and know what areas they can influence for themselves and others
- Have established their own sense of purpose and what they need to do to improve their fulfilment of it
- Have assessed themselves on the Optimal Health Model and identified areas which may be out of balance
- Developed plans for the areas for Optimal Health which need to be addressed to reduce the negative stresses
- Have considered their present belief and value systems and identified any conflicts within these
- Have identified their core values – and planned to ensure that their life is enabling to meet these
- Know how they can add more options to their beliefs to reduce the effect of limiting beliefs
- Be able to set and work towards achievable outcomes which will help them to feel a greater sense of alignment towards their purposes and values
- Be aware how to get elements of their life and work into alignment
- Be aware of a range of coping mechanisms which can help to reduce the negative impact of pressure



- Be able to apply appropriate coping strategies when times of pressure are high
- Have acquired some techniques for changing their state of mind where appropriate
- Devise specific ways of taking better care of themselves to bring about substantial and lasting change
- Have a personal action plan for immediate implementation

Who should attend?

People who recognise that they are in an environment which is causing them to feel under pressure or want to know more about how to handle pressure and prevent stress. It is particularly useful for managers and supervisors for themselves and to be able to support their staff. This workshop can be useful for an intact team or project group.

Training methodology:

This is a highly interactive and practical workshop, with the emphasis on self-development and personal change. Participants will benefit most if they are open to looking at themselves and what is happening around them with a willingness to act on what they discover. We combine input sessions with self-assessment tools, behavioural models, fundamental stress management approaches, planning and self-management tools, relaxation techniques and NLP.

The work in the activities is personal and requires real support for fellow participants and confidentiality is a must. We offer close support throughout, which is reflected in the facilitator/participant ratio. A key component is the option for on-going contact and support between the two phases of this workshop. In some instances, participants may then opt in to the individual support process outlined later.

Workshop content:

What is stress?

- the definition
- the causes
- the consequences and costs
- exercises

Symptoms and signs of stress

- spotting them in yourself
- spotting them in others
- exercise



A model of pressure management

- the nature of stress
- contributory factors
- alignment and balance
- growth and development

Optimal Health

- the principles
- assessing your profile
- areas to address

Improving relationships

- the type of relationship
- exercise
- more choices
- exercise
- the other's shoes
- exercise

My sense of purpose

- self concept
- personal awareness and expectation
- exercise

Outcome setting

- creating well-formed goals
- identifying obstacles and gaining commitment
- exercise

The impact of beliefs and values

- limiting and empowering beliefs
- changing beliefs – and keeping the change
- identifying your own values
- where are the conflicts?
- exercises

The power of state

- managing your own emotions and attitude
- self-talk, what do you say?
- how to take control
- exercises

Managing the environment

- dealing with change
- proactive or reactive?
- powerful or powerless?
- do you soothe or generate of stress?



Creating new options

- visualisation and imaging
- exercise
- generating even more options
- exercise
- managing conflicts

Plan to reduce your stress

- take control of your time and life
- deal with what is reasonable
- your circle of influence
- keeping things in perspective

Coping strategies

- what are the options?
- which do you like?
- exercises

Follow-up day

Review of action plans

- what worked?
- what has not worked yet?
- open-forum

What do you want to work on?

- exercise

Taking better care of yourself

- specific ways of building longer term health, energy and resilience
- devising an integrated plan
- getting your work and life in alignment
- creating the best support structure around yourself
- evaluating your own success!

Helping others

- spotting the clues, early!!
- approaches to take
(- your management responsibilities)
(- "own" the support)

Check your Optimal Health balance

- what is it now?
- taking control and becoming proactive

Plan for results

- personal action plans for short-term and long-term

