



Presents:

Dealing with Workplace Stress

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Speakers

- ▶ **Gene Baker, Ph.D.**
 - Vice President of OptumHealth

- ▶ **Bill Baun**
 - Manager of Wellness Program, UT M.D. Anderson Cancer Center
 - Chair, Houston Mayor's Wellness Council

- ▶ **Ned Rios**
 - Life Coach, Memorial Hermann

Stress Defined

- ▶ Taber's Cyclopedic Medical Dictionary defines stress as "the result produced when a structure, system or organism is acted upon by forces that disrupt equilibrium or produce strain".
- ▶ In simpler terms, stress is the result of any emotional, physical, social, economic, or other factors that require a response or change.

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**“Aside from ulcers, heart attacks, bypass surgery,
drug and alcohol problems, and broken families,
a little hard work never hurt anyone!”**

Stressors

- ▶ Fear of job redundancy
- ▶ Job security due to an uncertain economy
- ▶ Work overload due to staff cutbacks
- ▶ Pressure to perform
- ▶ Role conflict (conflicting job demands, multiple supervisors/managers)
- ▶ Role ambiguity (lack of clarity about responsibilities, expectations, etc)
- ▶ Level of responsibility

Signs of Entrenched Cumulative Stress

- ▶ increased use of alcohol, smoking, non-prescription drugs
- ▶ depression
- ▶ physical and emotional fatigue
- ▶ loss of sex drive
- ▶ ulcers
- ▶ marital discord
- ▶ crying spells
- ▶ intense anxiety
- ▶ rigid thinking
- ▶ withdrawal
- ▶ restlessness
- ▶ sleeplessness

Signs of Severe/ Debilitating Cumulative Stress

- ▶ careers end prematurely
- ▶ asthma
- ▶ heart conditions
- ▶ severe depression
- ▶ lowered self-esteem/self-confidence
- ▶ inability to perform one's job
- ▶ inability to manage personal life
- ▶ withdrawal
- ▶ uncontrolled anger, grief, rage
- ▶ suicidal or homicidal thinking
- ▶ muscle tremors
- ▶ extreme chronic fatigue
- ▶ over-reaction to minor events

Annual Cost

- ▶ The American Institute of Stress reports \$300 Billion Annual Stress Related Cost includes:
 - accidents,
 - absenteeism,
 - employee turnover,
 - diminished productivity,
 - direct medical, legal, and insurance costs,
 - workers' compensation awards as well as tort and FELA [Federal Employers' Liability Act] judgments.

Absenteeism

- ▶ The American Journal of Health Promotion found that workers experiencing high stress were over two times more likely to be absent more than five times per year.
- ▶ 60% of lost workdays each year can be attributed to stress.
- ▶ An estimated 75 to 90 percent of visits to health care providers are due to stress-related conditions.

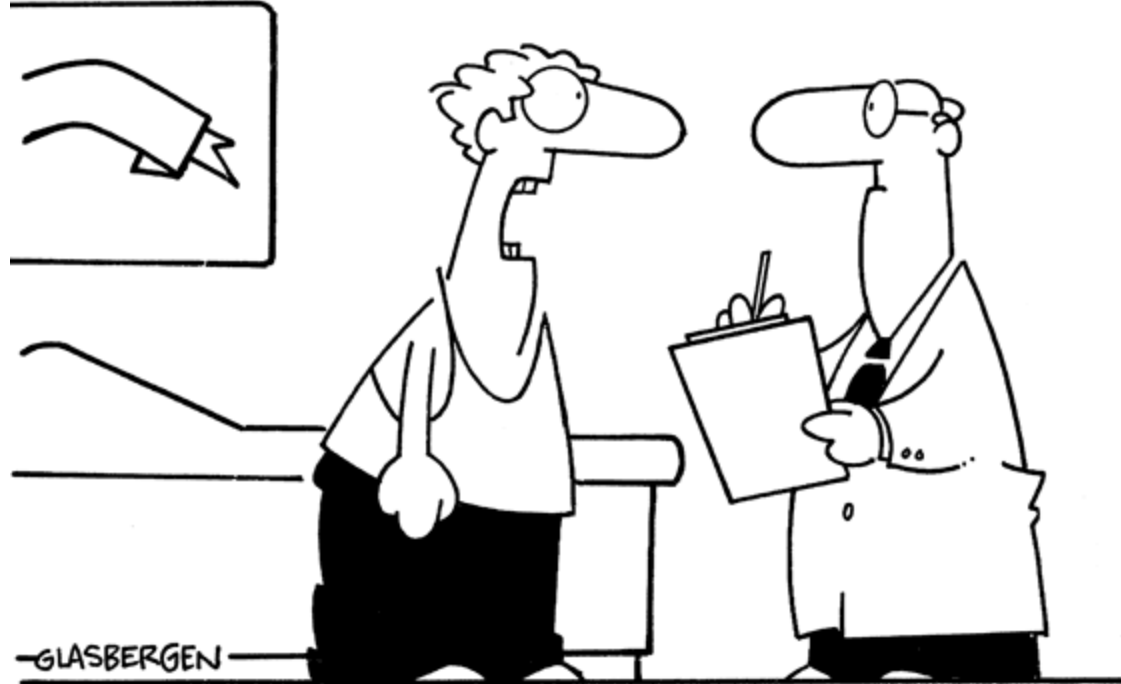
Health Costs

- ▶ 2x the rate of heart and cardiovascular problems
- ▶ 2x to 3x the rate of anxiety, depression and demoralization
- ▶ 2x the rate of substance abuse
- ▶ 2x to 3x the rate of infectious diseases
- ▶ 5x the rate of certain cancers
- ▶ 3x the rate of back pain
- ▶ 2x to 3x the rate of conflicts
- ▶ 2x to 3x the rate of injuries
- ▶ Chronic distress at work contributes to abdominal obesity

Health Costs

- ▶ About 25% of Employers' Total Healthcare Costs are Prescription Drugs.
- ▶ Close to 15% of Employers' Rx Costs are Mental Health Prescription Costs.
- ▶ If you add in costs for Blood Pressure and Gastric Disorders, this number grows to nearly 30%!

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**"I'm learning how to relax, doctor —
but I want to relax *better* and *faster*!
I want to be on the cutting edge of relaxation!"**

And THIS is how.....