

Stress Management for High Performing Environments

SupportLinc Employee Assistance
Program (EAP)

Sunbelt Rentals



Disclaimer

This training session is designed to provide general guidance, strategies, and coping skills for personal and professional well-being. The content shared reflects the insights and expertise of the presenter and is intended for informational purposes only. While the session offers valuable tools and perspectives, it may not fully apply to every individual's unique situation. For personalized support, we encourage you to consult with a licensed professional. Each session is structured to have time at the end for decompression and review. This time is intended for reflection and to process the information covered. At the conclusion of the session, you will find reflective questions designed to foster deeper thinking and encourage practical application of key concepts.

CuraLinc Healthcare and the training department are not responsible for any actions taken solely based on this presentation. Participants are encouraged to use their discretion and seek professional advice when needed.

Objectives

This training is designed to help you:

- Recognize chronic stressors
- Learn how stress can impact the brain
- Improve our ability to identify and cope with stressors

Why is your field prone to high stress?

7 signs that correlate with burnout

- ☐ A pre-existing high tolerance to stress
- ☐ An exceptionally chaotic workplace
- ☐ Disagreement with boss' values or leadership
- ☐ Having to function as an emotional buffer for your co-workers/family/team members
- ☐ Job interference with family events
- ☐ Lack of control over work schedule and free time
- ☐ Inability to care for oneself

Stress in the workplace

Transient emotional reactions

- Identify your emotions
- Can include dissociation, intrusive re-experiences, avoidance or numbing

Cognitive reactions

- Compulsions
- Worry

Physical reactions

- A spectrum from least intense up to and including somatization disorder that can include hyperarousal, anxiety attacks and depression

Interpersonal reactions

- Home relationships
- Colleague relationships

Awareness of the upswing

Strategy one

Two goals

- 1) Identify our common (personally specific) tension-inducing moments
- 2) Quantify (relatively) how “bad” these are

Mediating at or before these points can help avoid the impactful effects

- When these stressors occur, what types of responses do you have? How can you identify that in yourself or in others?
- Which individuals/teams are most exposed to stress (pay attention to the content and impact of the information being sent in)

Active management on the downswing

Strategy two

Health best practices and a normalized routine

Buddy system

Regular breaks with active programming

Dedicated opportunities to debrief

Long-term management

Strategy three

Seek help

- Nightmares, difficulty concentrating, anxiety, sleep problems, intrusive thoughts or numbness

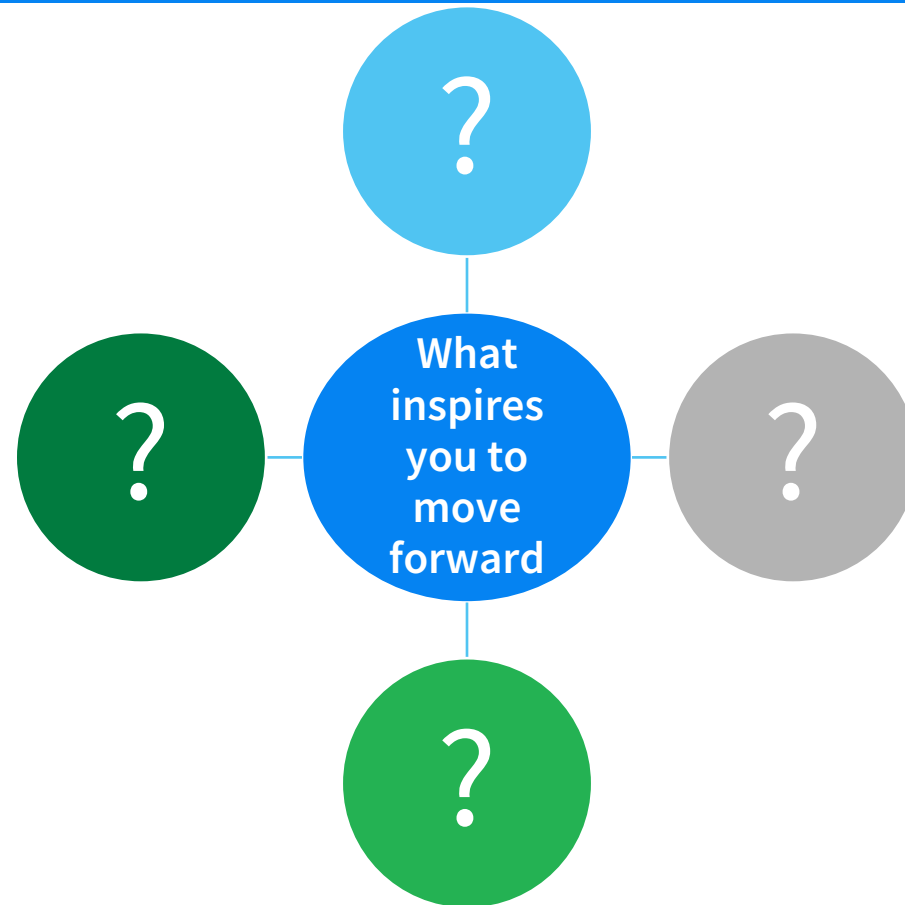
Recognize symptoms in others

- Withdrawing from normal commitment or activities

Utilize the FILL UP approach

- **F**ocus on what's **I**mportant
- **L**ook and **L**isten for what others are experiencing
- **U**nderstand **P**ersonally what your experiences mean

Action steps





SupportLinc Toolkits



Mental Health Toolkit

Develop skills to identify, understand and respond to signs of mental illness. <https://mentalhealthtoolkit.tools>



Mindfulness Toolkit

Discover the benefits of mindfulness, navigate distractions and live fully in the present. <http://mindfulness.tools/>



Resiliency Toolkit

Overcome various challenges with resources to apply energy and passion into taking care of yourself. <http://resiliency.tools/>



Meditation Toolkit

Boost self-confidence, empathy, compassion and patience to find peace and clarity. <http://meditate.tools/>



Sleep Fitness Toolkit

Learn habits to get a good night's sleep instead of tossing and turning. <http://sleepfitness.tools/>



Addiction Toolkit

Understand the types of addiction and get the support you need. <http://addictiontoolkit.tools/>



Additional Resources

Tap into an extensive library of fresh content to help improve and support your emotional, physical and overall wellbeing. <http://wellbeing.place/>



Grief and Loss Toolkit

Equip yourself with knowledge, support, and the right tools to discover a way to live with your grief and move forward. <http://griefandloss.tools/>

✓ No log in needed!

✓ Utilize yourselves

✓ Share with others



What is SupportLinc?

SupportLinc is an Employee Assistance Program (EAP) offered, at no additional cost to you, by your employer. It is a health benefit, separate from your medical insurance, that assists you with managing life's daily challenges.

SupportLinc counselors can refer you to professional counseling & community resources that will help you, and your eligible family members, resolve a broad range of personal and/or work-related concerns.

Work-life benefits



Legal consultation

- Free in-person or telephonic consultation



Financial consultation

- Guidance and consultation from financial planners and budget specialists



ID theft consultation

- Free consultation and tailored recovery action plan



Dependent care resources

Childcare referrals

- Daycare centers
- Home childcare
- Nannies
- Recreational programs

Elder care referrals

- Adult daycare
- Assisted living
- Home health care
- “Meals on Wheels”
- Retirement communities



Convenience and concierge resources

Expert referrals for everyday needs

- Home improvement
- Entertainment services
- Pet care
- Auto repair
- Wellness
- Travel
- Plumbers and handymen
- Volunteer opportunities

Support that's here for you

Whether you're looking for guidance, tools or someone to talk to, support is available to meet you where you are and help you move forward with confidence.



Help is always within reach

mysupportlinc.com | Group code: **sunbeltrentals**

1-888-881-LINC (5462)





Next steps

Intentional reflection

Small changes often matter the most. Like adjusting your perspective or trying one new strategy, these can have a meaningful & significant impact.



Know your resources!



Reflective questions

Which concepts are working in your life and why?

Who can be a support for you to make change?

What did you get out of today's presentation?

Which concepts are *not* working in your life and why?

What 3 ideas are going to be the most helpful for you?

How can you support someone else with change?

What can you do in the next 24 hours to apply these concepts?

What are your biggest barriers for change?