



ASSIST-U YOUR EAP 800.750.5595

STRESS MANAGEMENT FOR EXECUTIVES AND MANAGERS

There is no question that these are difficult economic times. Having a *personal* plan, however, can help to decrease the *organizational stress and difficulties you face*.

Psychological Symptoms:

It is normal to have feelings of shock, disappointment, grief, sadness or even anger when changes within the organization are out of your control or you have had to make ~~some of the~~ tough decisions. While helping some employees to transition out, ~~other~~ employees that stay will be looking to you *for emotional support*. ~~to help them with their feelings~~. Often ~~we feel~~ the “survivors” have a sense of ~~survival~~ guilt. While these feelings are normal, ~~and~~ it is important to ~~stress~~ *communicate* that to your team ~~you want to~~ and *help lead* them to healthy solutions.

- Use feelings of anxiety to motivate *team planning* and problem-solving. ~~team effectiveness~~
- Structure time with projects *and initiatives* (structure provides a sense of stability)
- Help employees and yourself ~~to~~ avoid catastrophic thinking
- Remember that life is a journey and when one door closes ~~one~~ *another* can open to ~~offer~~ new opportunities
- Positive thinking can help
- Get support from colleagues, and your EAP

Your Health:

Often we feel the weight, ~~of~~ not only of the organization’s *problems*, but *those of our* employees and our family. In order to help others we must *first* take care of ourselves. ~~first~~. Make sure you are seeking balance in your life.

- Take care of your physical self – eat right, get enough rest and exercise
- Take care of your mental health – seek solutions by reaching out to others
- Take care of your emotional health – work towards harmonious relationships
- Take care of your spiritual health – enjoy the outdoors, meditate, or pray

Remember even though the weight of the world feels like it is on you, there are ways to manage and use stress to motivate ~~us~~ *yourself and others* to take positive and healthy action.

Call Assist U, your EAP
1-800-750-5595