

# Emotion Management

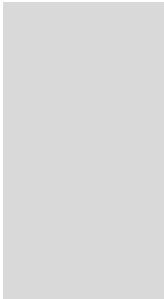

## Where is Your Life Pulling You?

Dr Maria C N Mphil, PhD  
Head, Content & Research  
SHRM India



## What is stress

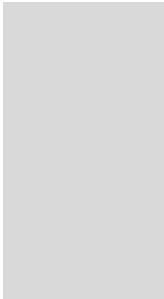


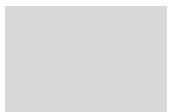
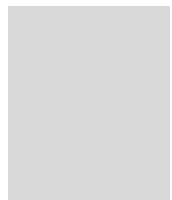
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- *Hans Selye*, who is often referred to as ‘father of stress research’ have defined stress as the ‘non-specific response of the body to any demand’, also called as General Adaptation Syndrome (GAS).
  - *Lazarus*, postulated that an individual’s perception of stress was significantly more important than the event per se in determining the impact of the stressor.
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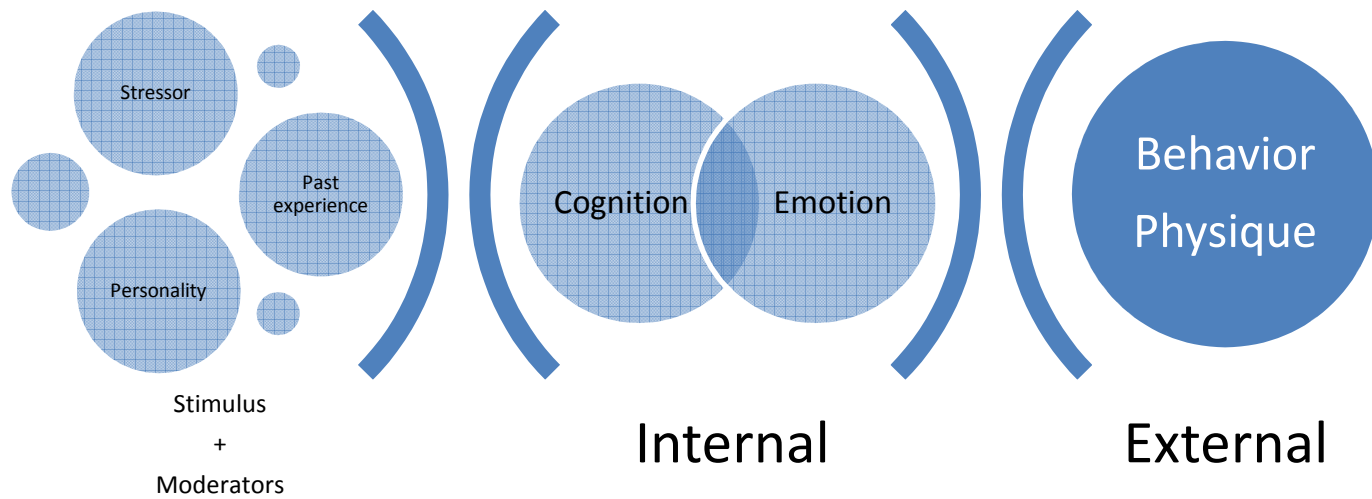
# Understanding Emotions



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- Stimulus
  - Perception
  - Emotion
  - Action
  - Feedback

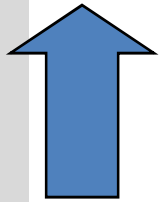


# Outcomes of Stress



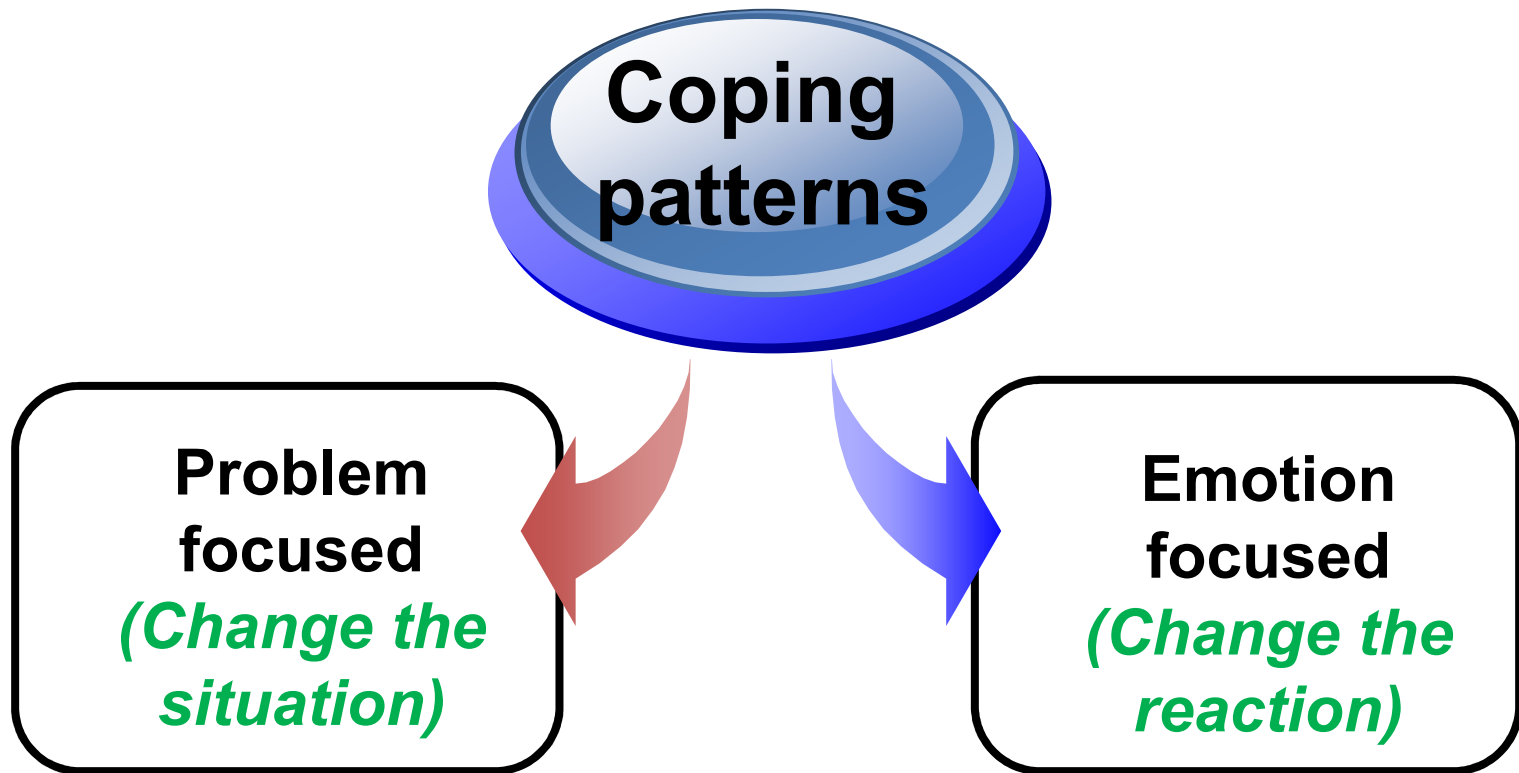
# The Coping Process

**Resolution  
of stress**



# The coping patterns

The coping process refers to cognitive or behavioral efforts to deal with, reduce or tolerate excess demand on the individual

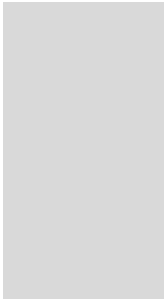





# I think...therefore



## Cognitive Restructuring

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- **Cognitive appraisal and modification;** Because of our past experiences we have our own dysfunctional thoughts and unrealistic/inappropriate assumptions and expectations like
  - ‘all or none’ thinking, arbitrary inference, selective abstraction, over-generalization, magnification, minimization and personalization, which will further leads to stress.
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- Challenge maladaptive thoughts
  - Replace maladaptive thoughts
  - Alternative thinking



“Nobody wears shoes”



# Handling Emotions



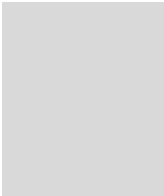
## Awareness and managing emotions:

Recognizing one's feelings as they occur is an important aspect of stress Mgmt.

Being aware of one's emotions makes one more confident when making important decisions.



## 3 popular approaches:

- Expressing
  - Suppressing
  - Calming
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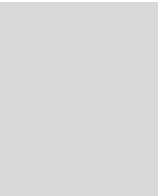





## Relaxation / Yoga / Meditation



Many people find that learning to relax helps them reduce worry and anxiety. It can also help improve sleep and relieve physical symptoms caused by stress, such as headaches or stomach pains.

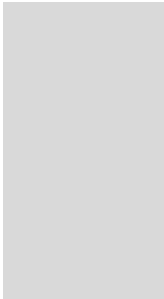




# The Big S



## Social Support

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- Key factor in building resilience
  - Emotional and Instrumental Support
  - Opportunity for organizational stress management initiatives
  - Support groups in organizations

