



Welcome to

Systematic Way of Addressing Stress at Workplace

- a tested Process



-by Dr. B. Udaya Kumar Reddy, Ph. D.
Founder & Board Member





- Started in the year 1973 in USA
- ISMA^{IND} started in the year 1999
- ISMA having 12 overseas' federations
- Biggest Professional body in the World in the area of Stress Management

ISMA:



Purpose:

To facilitate the acquisition, dissemination and application of knowledge of stress management for the benefit of the society

Today, ISMA is in 12 countries:

- Australia
- France
- Georgia
- Germany
- Hong Kong
- India
- Japan
- Netherland
- Russia
- Spain
- United Kingdom
- United States of America





International Stress Management Association
Inauguration of National Stress Awareness Day
On 7th Nov 2012
Venue: Ravindra Bharathi Conference Hall



Chief Guest
Ms. Minnie Mathew, IAS
Chief Secretary, Govt. of A.P.

Guests of Honor
Sri PVRK Prasad, IAS (Retd.)
Hon. Member, ISMA
Dr. K. Anand Reddy, Ph.D.
Dr. Clinical Psychologist

Guests of Honor
Sri Subirtha Bhattacharya, IAS
Deputy Secretary, ISMA
Dr. G. Prasad
Dr. Clinical Psychologist



Dr. S. Prasad Rao

PVRK Prasad

Dr. G. Prasad

Dr. S. Tirumala Rao





INTERNATIONAL STRESS MANAGEMENT ASSOCIATION

STRESS MANAGEMENT ASSOCIATION

ISMA

Inauguration of
STRESS AWARENESS MONTH (SAM) - 2013
 &
 One - Day Programme on
“WIN OVER STRESS”
 6th April 2013
 Venue: Ravindra Bharathi, Hyderabad.

Presided By
Dr. P. GEERVANI, Ph.D.
 Former VC, IPMU

Chief Guest
Dr. C.N. GOPINATHA REDDY, IPS (Retd.)
 Former Add.D.G.P., A.P.

Special Guest
Dr. B. JANARDHAN REDDY, IAS
 Commissioner of Social Admin, A.P.

Special Lecturer
Prof. M. S. SURIHARAN
 Director, Health Prog., UOH







Performance Equation

Individual Performance =

Ability X **Motivation** X Organisational Support

+/- Chance Factors



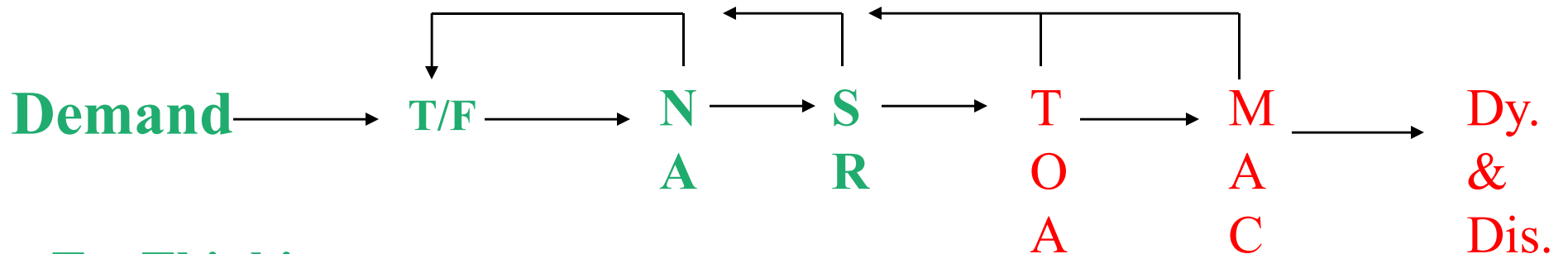
Rationale

In the mundane life, unmanageable stress **disturb** the quality of life (de-motivate) and performance at work.

Managing stress at optimum level is the only way out to **maintain motivation** and sustainable overall performance (well-being).



Stress as **boon** / **curse**



T = Thinking

F = Feeling

NA = Nervous Activation

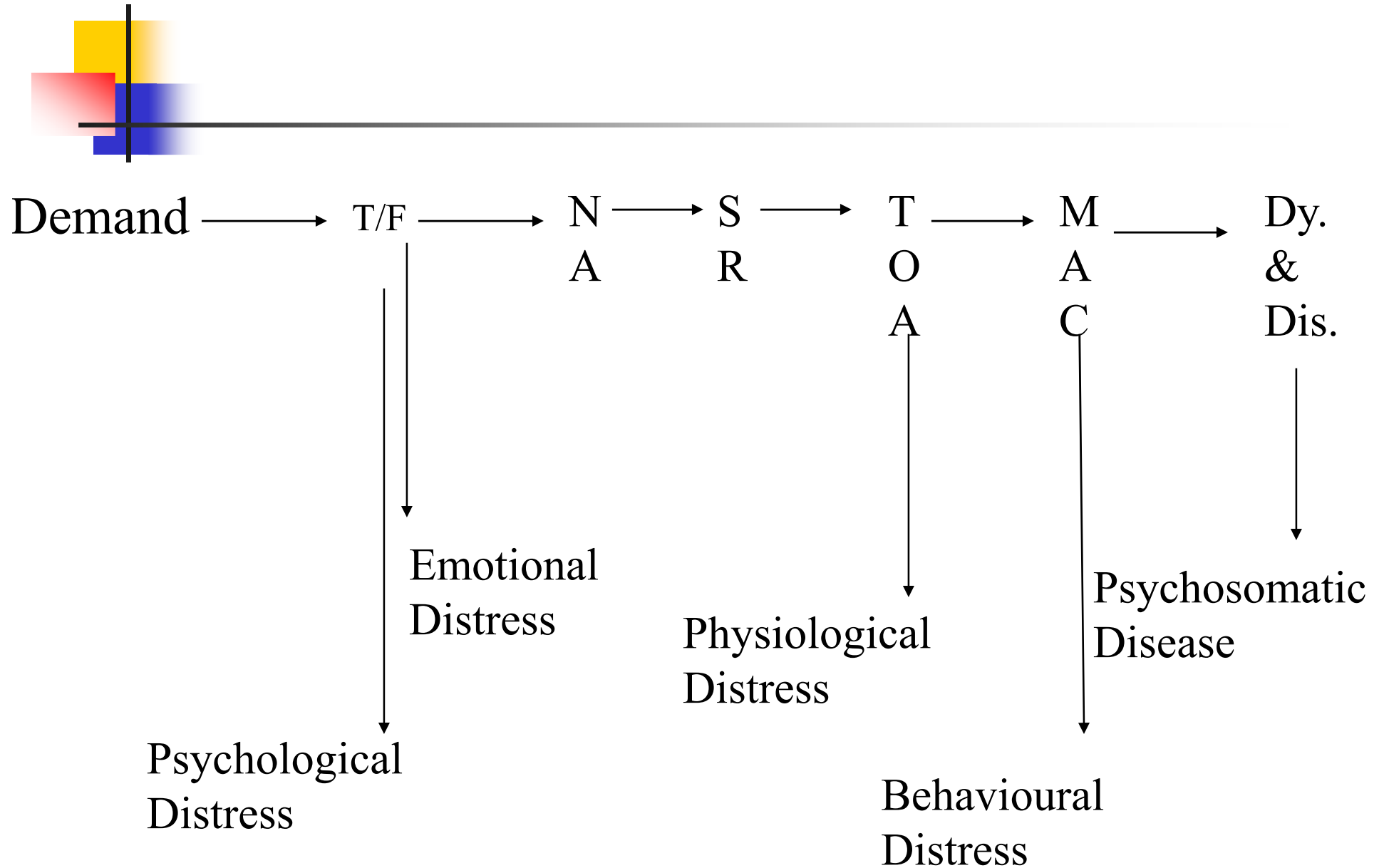
SR = Stress Response

TOA = Target Organ Activation

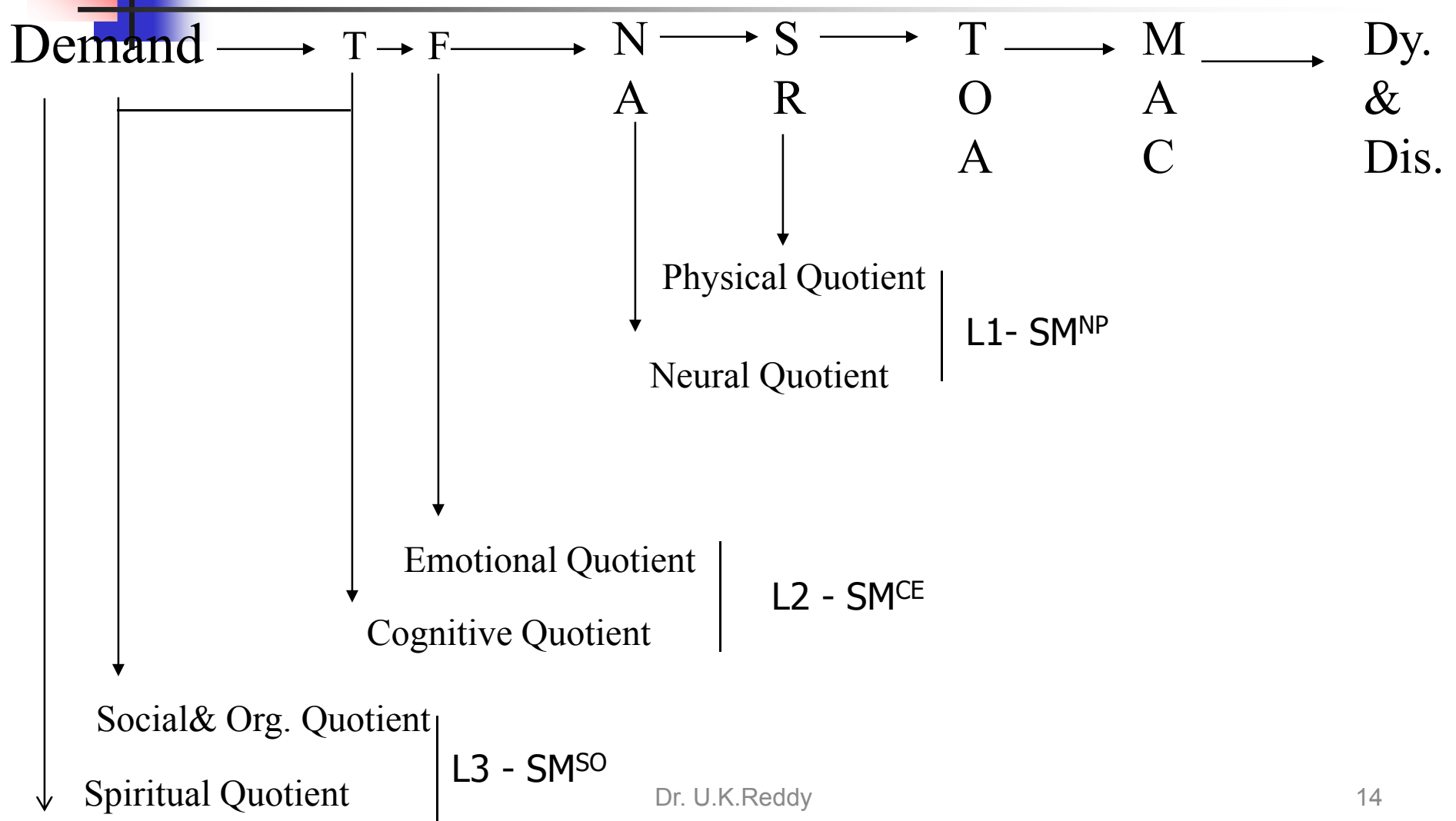
MAC = Maladaptive Coping

Dy. = Dysfunction & Dis. = Disease

Stress Problems



Stress Management Strategy



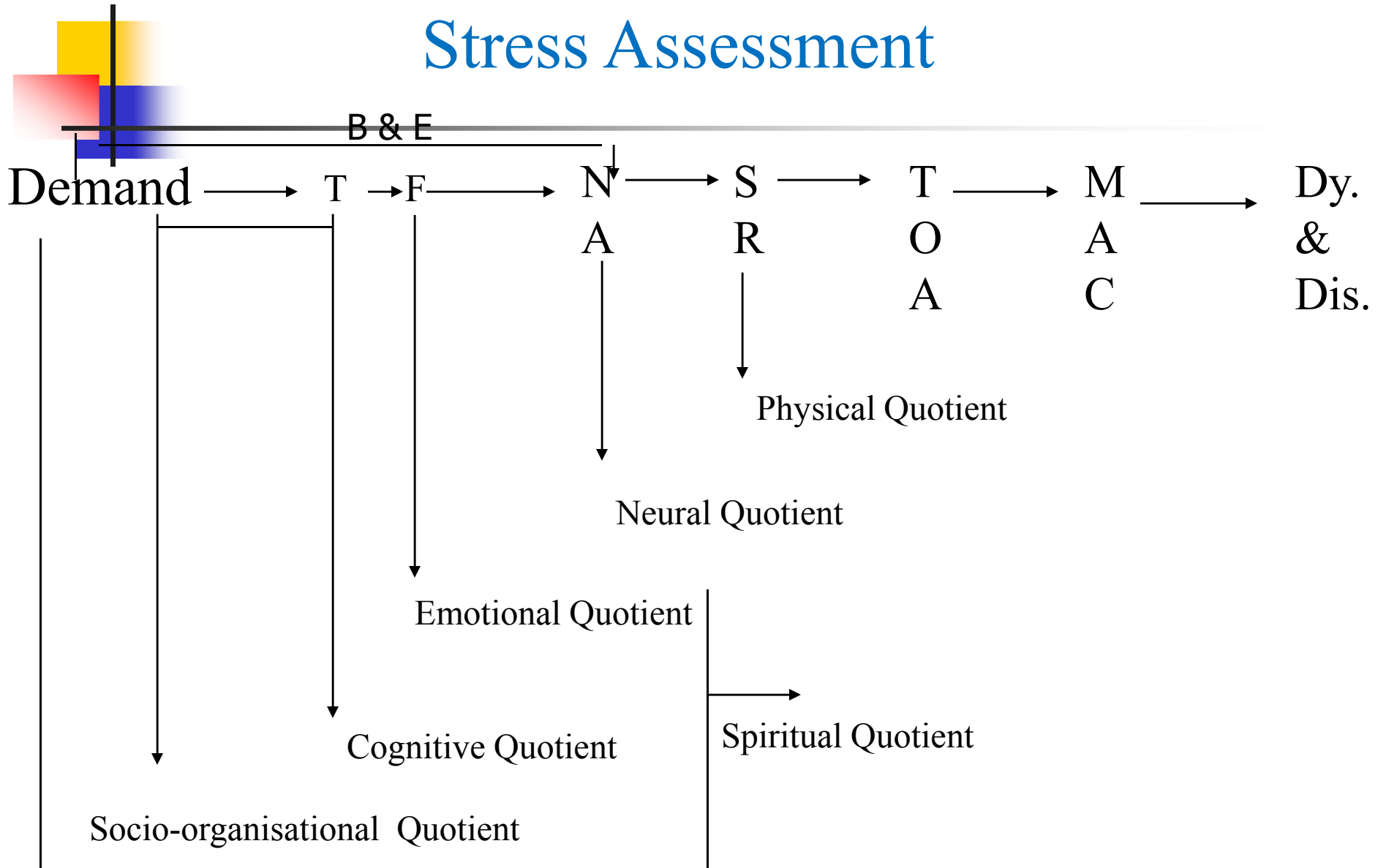


Why Systematic Approach(SA)

As Stress Management is basically a skill based subject, the following steps are required to impart stress management effectively

- Objective assessments (Stress Audit)
- Structured process
- EDIPA protocol
- Customized prescriptions
- Follow-up monitoring

Stress Assessment





Assessment (Stress Audit)

- PQ : flexibility, Endurance, Strength, Body composition (DM: Quantity, Quality, Frequency)
- NQ: Muscle Relaxation, Neural Balance, Active Relaxation
- EQ: Anger, Anxiety, Depression
- CQ: Self- Esteem, Behaviour Pattern
- SQ: Life Events, Over Load, Frustration, Deprivation
- *OQ: Role Stress, Org. Motivation, Org. Climate*
- *Bio-chemical (Serum Cortisol)assessment for selected participants*



Structured Process (NP) – 5 days

1. SB: Stress Basics
2. SM: Stress Management
3. SA: Stress Audit
4. EI: Emotional Intelligence
5. DM: Diet Management
6. PT: Positive Thinking
7. SD: Social Demands
8. AP: Active Planning
9. BA: Body Assessment
10. **MF: Muscle Flexibility**
11. **AE: Aerobic Engineering**
12. **MR: Muscle Relaxation**
13. **NB: Neural Balance**
14. **AR: Active Relaxation**

S.No.	1	2	3	4	5	6
Day 1	SB	PQ& NQ	BA	MF	AE	MR
Day 2	F&E	MR	NB	AR1	SA	SA
Day 3	F&E	MR&AR1	NB	AR2	EI	DM
Day 4	F&E	MR&AR1	NB	AR3	PT	SD
Day 5	F&E	MR&AR1	NB	AR1 &AR3	PQ& NQ	AP



SA Protocol

A Structured patented process with **EDIPA** model set to address stress tolerance and stress response reduction.

E= Explain

D= Demonstrate

I= Imitate

P= Practice

A= Assess



Prescription of SA(NP)

Sequence	Minimum Time (Min)	Maximum Time(Min)	Remarks
Flexibility	5	10	Max. time if Flexibility is Less
A E / MR	15	30	Max. time if Endurance & Body Composition is Low
N B	10	20	Max. time if EQ is Low
AR	10	20	Max. time if CQ is Low
Practice time	40	80	Max. time if Over all distress Is High

Follow-up (Dairy Sheet)

Date	Stressful Situations Faced	Home / Office/ soc	Mind Set* O / C / T	Emotional Status (Anger / Anxiety etc)	Distress Symptom / Sign experienced	Intensity (1 - 10) Scale	Duration in Min.	Management Technique Used RP /ST (Name) & Duration of Time					Result Positive / Negative	Diet Mgt. Good / Normal / Bad
								F	AE	M R	NB	AR		

*O= Opportunity, C= Challenge, T= Threat, RP= Routine Practice, ST= Special Technique



(CE) – 2 full (or) 4 half days

- Anger Management
- Anxiety Management
- Low mood Management
- Emotional Intelligence (Empathy)
- Cognitive Errors
- Dysfunctional Beliefs
- Self-esteem
- Behaviour Pattern
- *Personal counseling for required participants*



(SO) – 2 full (or) 4 half days

- Individual Stressors (Demands)
 - Life Events, Over load, Frustration, Deprivation
- Organisational Stressors
- Role Stress
- Value based lifestyle
- *Individual Guidance if needed*



Advantages of Stress Management (SA)

- Addressing work tension
- Improving Productivity
- Preventing Heart Attacks B.P., Back ache, Anxiety
- Retaining Well-being
- Enhancing Self-Discipline
- Promoting familial and social harmony.



Thank You

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