



# Management of Work-Related Stress

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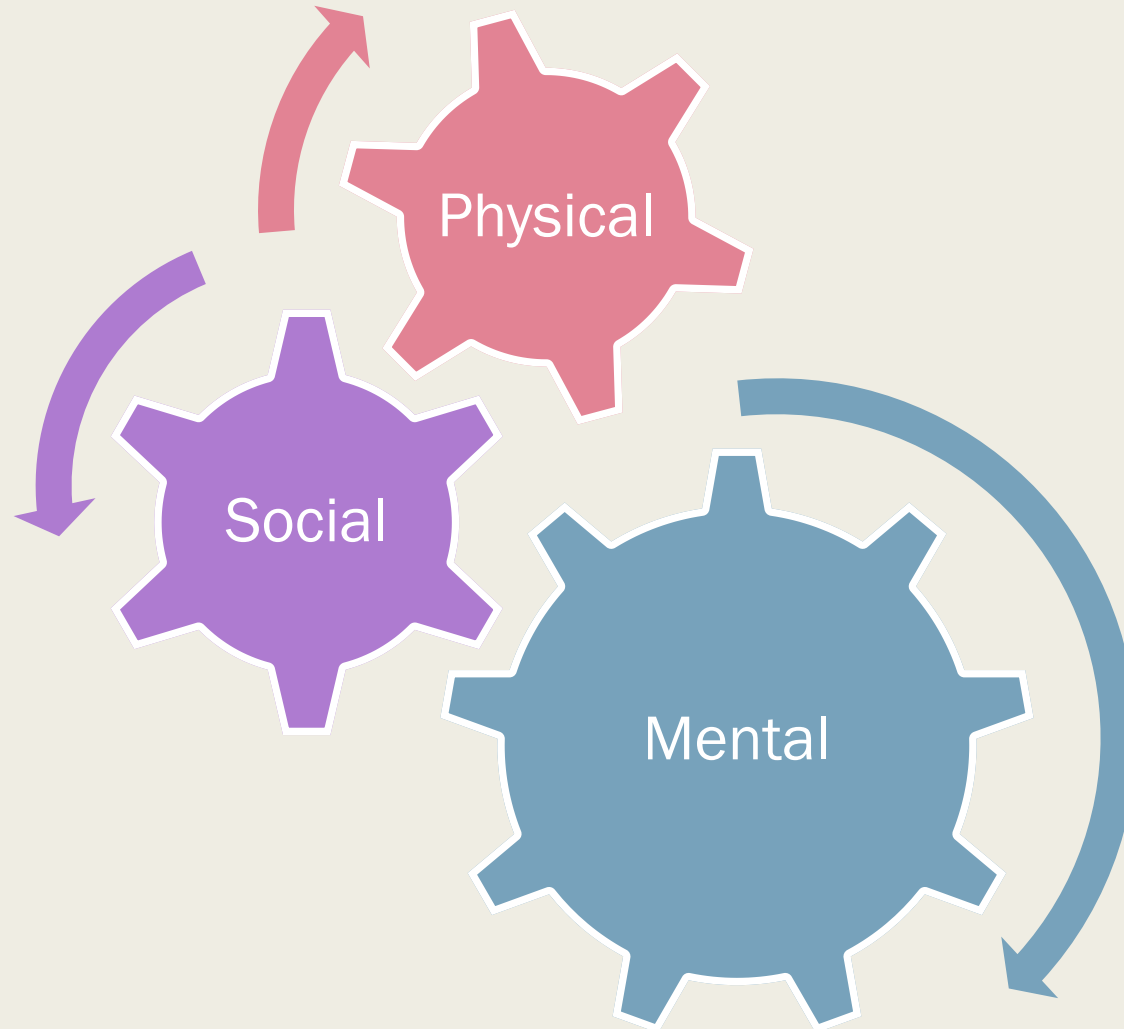
Founder, Asido Foundation

([www.asidofoundation.com](http://www.asidofoundation.com))

# Outline

- Basics Reminder
- Determinants of Stressful Situations
- How Can We Manage Work-place Stress:
  - *Holistic approach*
  - *Tips for personal management*

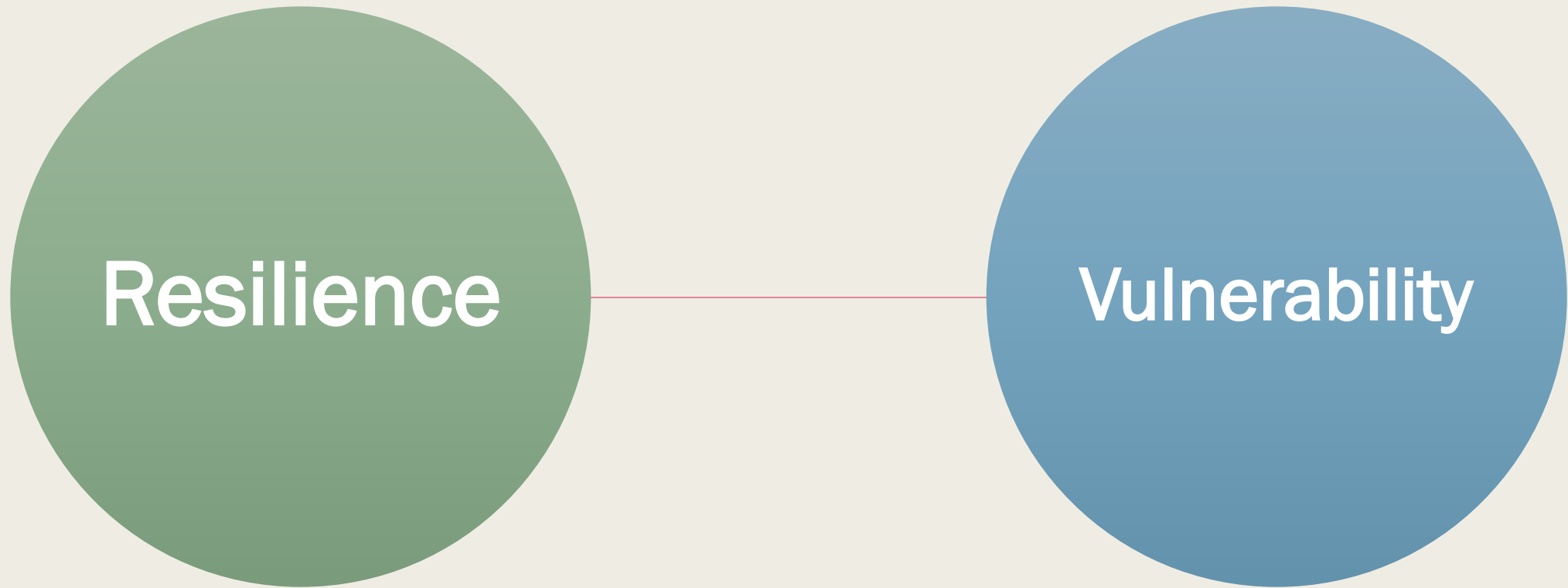
Recall – Every component of health affects other aspects of Well-being



# Determinants of the Outcomes of Stressful Situations

- The factors which determine the outcome of a stressful situation includes:
  - 1). our **inner strength** of material (**resilience** or **vulnerability**)
  - 2). **duration** of the stressful situation;
  - 3). the **amount/intensity** of the applied stress;
  - 4). the **milieu** in which the stress is being applied (environment – work or family) as well as
  - 5). the available **social support** system.

# Resilience and Vulnerability:

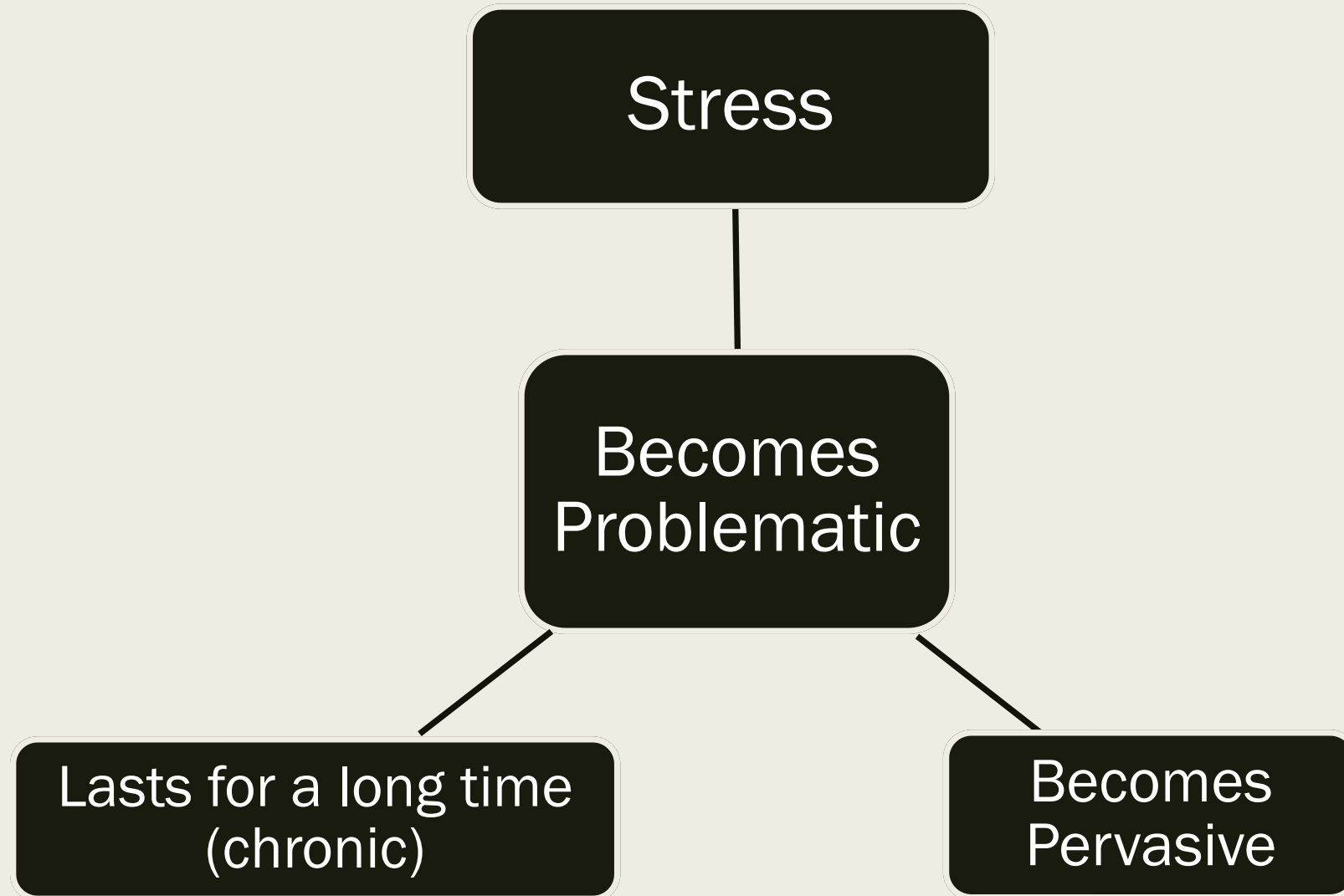


# Resilience and Vulnerability II

Every human being is a **unique admixture of resilience** (to certain types of stress and situations) and **vulnerability** (to other types of stress).

We all have our strong points/areas as well as our weak/vulnerable points

# When does Stress become a problem?



# Type of people particularly at risk

- High expectations or standards
- Very committed
- Vulnerable personality or history of mental illness

## Who are:

- Isolated from home or family, or having difficulty in these relationships
- Facing many stressors out of their control
- Have poor work-life balance (little time off)



# How can we Manage Work Related Stress?

- If you identify that you are feeling stressed, the most important consideration is to identify that you **ALWAYS** have **OPTIONS**.
- Start by evaluating the situation from 2 perspectives:
  - *What is within your control to influence (such as coping strategies and managing your emotional reactions; or change of work place)*
  - *What is outside your control (such as how long COVID-19 will last for instance, and when life will return back to normal).*

# Comprehensive Approach

- **Promote mental health in the work place:** Good interpersonal relationships, friendly atmosphere, maintain personal dignity and avoid denigrating junior colleagues.
- **Prevent and mitigate work-place related stress:** Avoid excess work-load and don't make people feel inadequate or that their best is simply not good enough. Bullying, harassment (physical, emotional or sexual) should never be tolerated.
- **Identify work-place stressors and eliminate/mitigate them:** For example, If short-staffed, recruit more or share the work-load in an even-handed manner. If a senior colleague is consistently high handed, other senior colleagues should step in
- **Provide outlets for emotional support in the work place:** Promote open conversations around emotional distress and allow people to feel free to disclose when they are struggling. There should be no shame or stigma. Emotional difficulties is **highly stigmatized within the Health Sector!!**.

# Tips for Managing Stress

- **Good sleep:** Our brain needs to replenish itself and reboot for it to function optimally.
- **Invest in Human Relationships:** We all need someone from time to time
- **Exercise regularly:** Releases chemicals that lift our mood, helps our muscles relax, reduces tension and promotes sleep and feeling of wellbeing.
- **Spend Quality time with family:** Loved ones should have our back, no matter what. Enjoying their company is good for our emotional wellbeing.
- **Compartmentalize:** Don't take work problems home, and don't bring home problems to the office either.
- **Avoid drug abuse:** It is a trap that unfortunately will damage your health over time
- **Manage your finances prudently.** Be as frugal as possible and plan expenditure properly. Don't aim to impress



*+* Tips for staying sane  
*+* during COVID-19

## CONNECT WITH LOVED ONES:

Stay in touch, spend quality time with family.



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# Tips for Managing Stress II

- **Free your weekends:** We hardly get any rest...weekend is even busier than week days. Not good for our emotional wellbeing
- **Spirituality and religion may be helpful:** But be careful that it does not become a stressor.
- **Be kind and nice to others:** Your brain releases chemicals that make you feel good and relaxed when you act kindly and are nice to others. Volunteering and altruism is NEVER over-rated.
- **Learn to say No and Establish Boundaries:** Don't work yourself into the ground
- **Seek help if needed:** Do not hesitate to seek for help if you are not coping well emotionally, or for your family.
- **Be kind to yourself:** We are usually our own worst critics. Forgive yourself and aim to do better
- **Enjoy it while it lasts:** Stay grounded, be humble and remember that none of us is indispensable. Ultimately, none of us is getting out of this world alive.

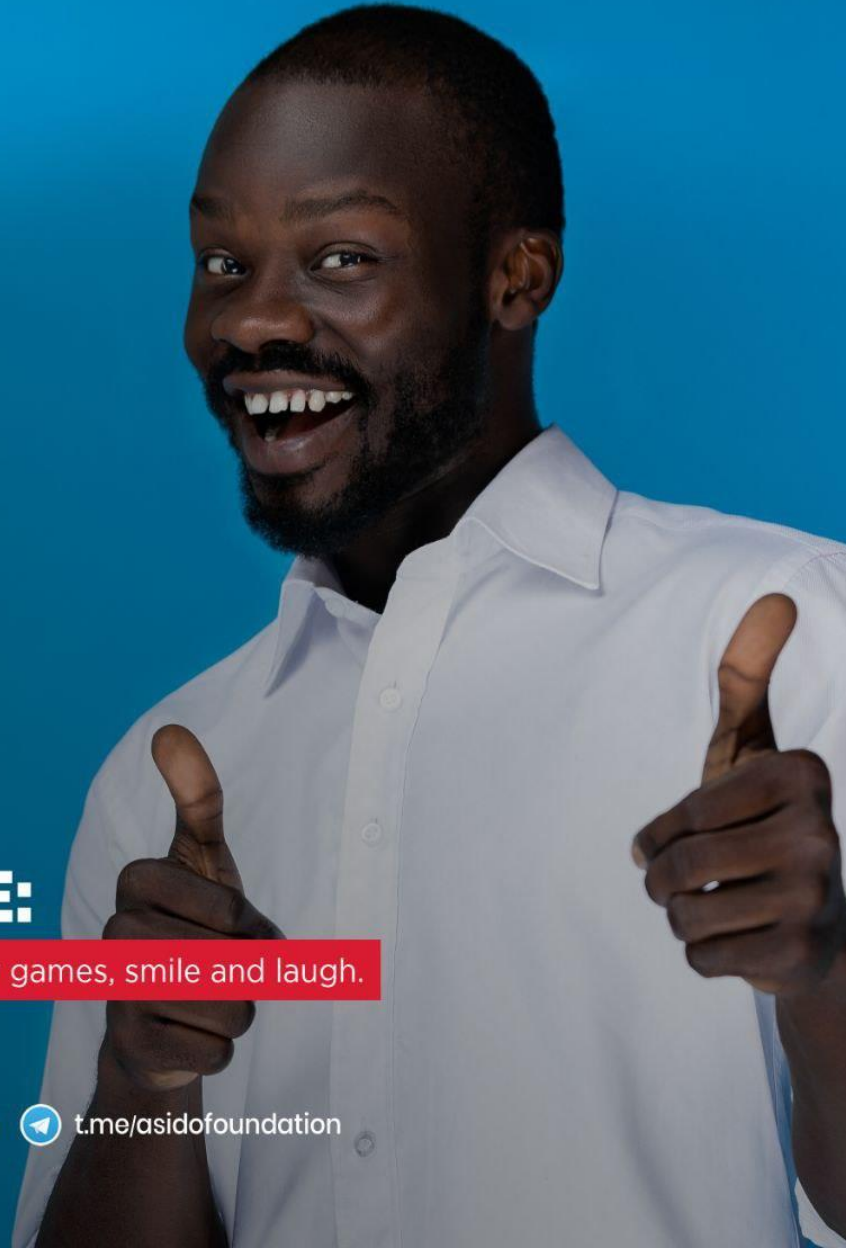


*#Tips for staying sane  
#during COVID-19*

## **STAY POSITIVE:**

This will pass. Watch movies, play games, smile and laugh.

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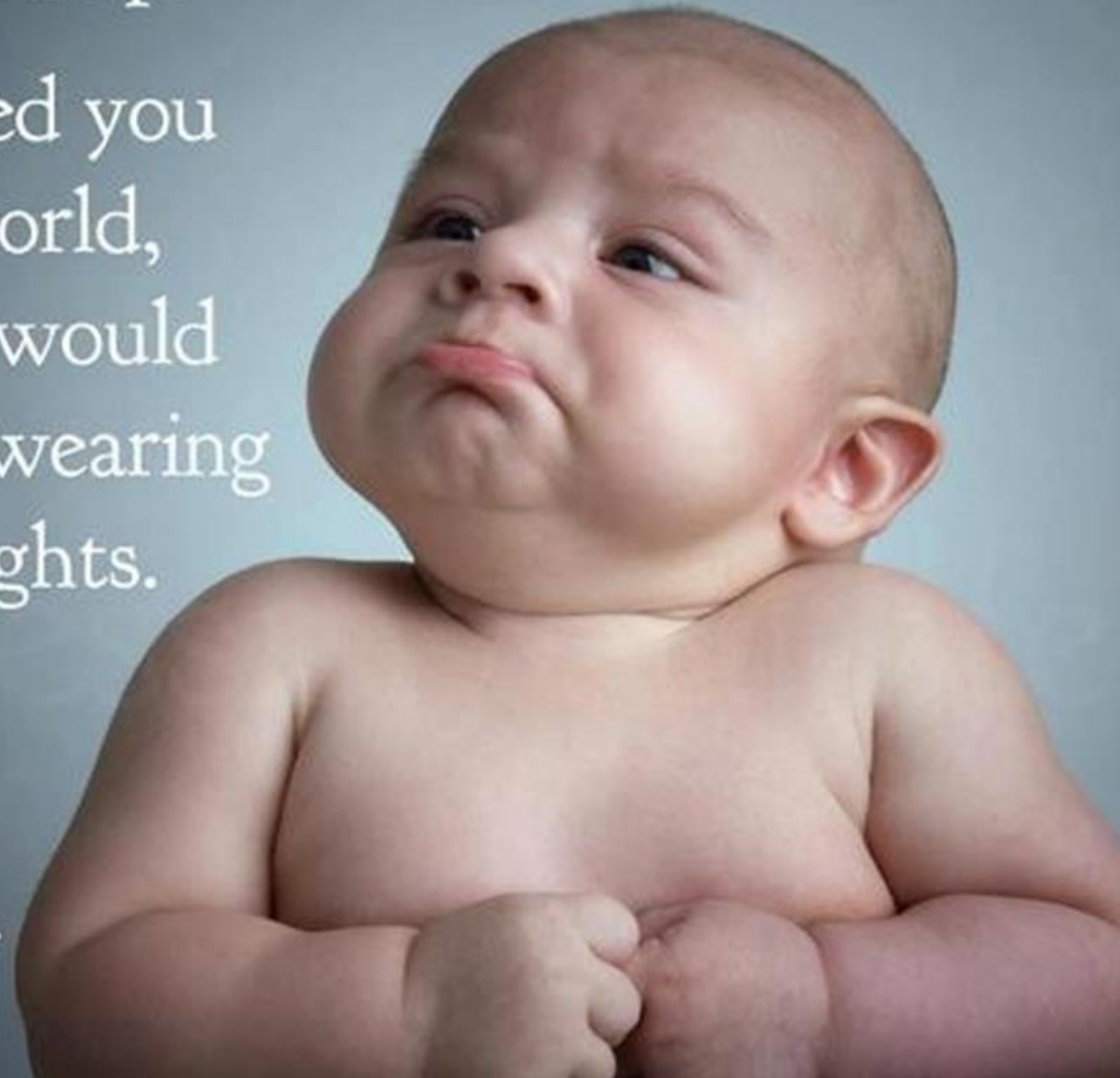


# Conclusion

- Health is not just about physical wellbeing, but also mental and social wellbeing too.
- Chronic stress can damage physical, mental and social health.
- But we can take proactive steps to promote better coping strategies and optimal emotional wellbeing....for ourselves, our colleagues and families.
- If you need help for emotional problems, go for it and do not waste time.
- Let´s promote an emotionally healthy work environment where everyone is comfortable to put in their best
- Physician Help Thyself.....Or Not

Keep your chin up.  
No one expected you  
to save the world,  
otherwise you would  
have been born wearing  
a cape and tights.

Just do  
the best you can.





# Reference

- Doing What Matters Most in Times of Stress: An Illustrative Guide, by the World Health Organization (WHO).
- Available for free download from the WHO website via:

[https://www.who.int/publications/i/item/9789240003927?gclid=Cj0KCQjw4omaBhDqARIsADXULuV90RIyFS0o00\\_MHuNgXYmXvpMtJWJ69qewD7ZlaiLTZ3pOc1UYnzMaAoy4EALw\\_wcB](https://www.who.int/publications/i/item/9789240003927?gclid=Cj0KCQjw4omaBhDqARIsADXULuV90RIyFS0o00_MHuNgXYmXvpMtJWJ69qewD7ZlaiLTZ3pOc1UYnzMaAoy4EALw_wcB)

