

Leading Your Self Successfully - Stress Management

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Topics for our Workshops



Managing your own
well-being and stress



Own programming and
relationships at work



Time management

Course structure



6 x 45 min learning
modules



Sharing, learning
and exercises



Some homework
between sessions

Three agreements



Let's create an atmosphere of trust - Let's share openly and keep things private



Let's be present in the moment and avoid multitasking



Cameras on

Our goal today
is to

- ▶ Get to know each other
- ▶ Understand stress reaction
- ▶ Learn one tool to reduce stress
- ▶ The topic is serious but let's take it easy!

Career



Mercuri Urval

It's All About People

Sampo Pankki







www.miihuiti.fi

The Back Seat
of Our Car 2011

Career



Mercuri Urval

It's All About People

Sampo Pankki



- ▶ Stress Management Certification (2014)
- ▶ Stress Medicine Studies, University of Turku (2016)
- ▶ The Happiness Practice Sherpa (2019)
- ▶ Founder of Happiness Research Association Finland (2020)

Please let us
know

- ▶ Your expectations
- ▶ Your reason for increasing your resilience and well-being





Why do we need to lead ourselves better?

- ▶ Requirements in work life today
- ▶ Increase in information
- ▶ Requirements for increased productivity and high quality
- ▶ Requirements for being more innovative, efficient and profitable
- ▶ Interruptions
- ▶ Constant hurry
- ▶ Constant change
- ▶ Need for constant self development

Future Skills at Work 2025

Top 10 skills of 2025

Type of skill

-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development



Analytical thinking and innovation



Active learning and learning strategies



Complex problem-solving



Critical thinking and analysis



Creativity, originality and initiative



Leadership and social influence



Technology use, monitoring and control



Technology design and programming



Resilience, stress tolerance and flexibility



Reasoning, problem-solving and ideation

Source: Future of Jobs Report 2020, World Economic Forum.

Self- leadership consists of



Your professional skills – Time management, setting and achieving your goals, professional development



Co-operation skills – Co-operation with work mates and clients, sharing knowledge, supporting a good work atmosphere, working as a part of the system



Well-being skills – Mental, physical and social well-being

Leading your self as a professional

- ▶ Becoming aware of your own resources and one self
- ▶ Becoming aware of your beliefs, thoughts and emotions that guide our actions.
- ▶ Goal-orientedness in every day life
- ▶ Understanding your time management, ways of working and reacting.
- ▶ Managing stress and change
- ▶ Willingness for change if needed





How would you rate your
stress level on a scale of
1-5?



What burdens you most?

What happens in a Stress Reaction?



- ▶ Stress is an autonomous and automatic reaction to a threatening situation.
- ▶ Our brain sends a message to the sympathetic nervous system that activates and to the adrenal gland. Due to that our body starts developing stress hormones (cortisol and adrenalin)
- ▶ The result is arousal: heart rate speeds up, you get swetty, your muscles get tense. Your attention gets narrower and you concentrate only on survival.
- ▶ You are in a fight or flight -mode

Continuous Stress Affects on Many Levels

Emotional: tension, anger, depression, short temper, increase in conflicts in relationships, decrease in work satisfaction. Risk for burnout!

Cognitive: hampers decision making, causes helplessness, memory problems ja learning problems, cynicism, blaming

Physical: weakening of the immune system, accidents at work increase, sick leaves and even work inability, sleep disturbances

Continuous
stress
affects on
many levels

Motivational: lack of enthusiasm, inability to take action, indifference, lack of work motivation

Behavioral: life style deterioration, separation from human contact, decrease in performance

Continuos overload

May lead to burnout

May lead to depression

Breathing

- ▶ **Breathing** is the simplest way to relax and helps you recover immediately
- ▶ Stress breathing is fast and topical. When relaxed you breathe deeply and slowly.
- ▶ Slow breathing activates your vagus nerve that is connected to your heart, lungs and digestion.
- ▶ **Slows down our sympathetic nervous system and relieves the Fight of Flight - reaction**

Tool #1

Breathe in counting for 4
Breathe out counting for 8



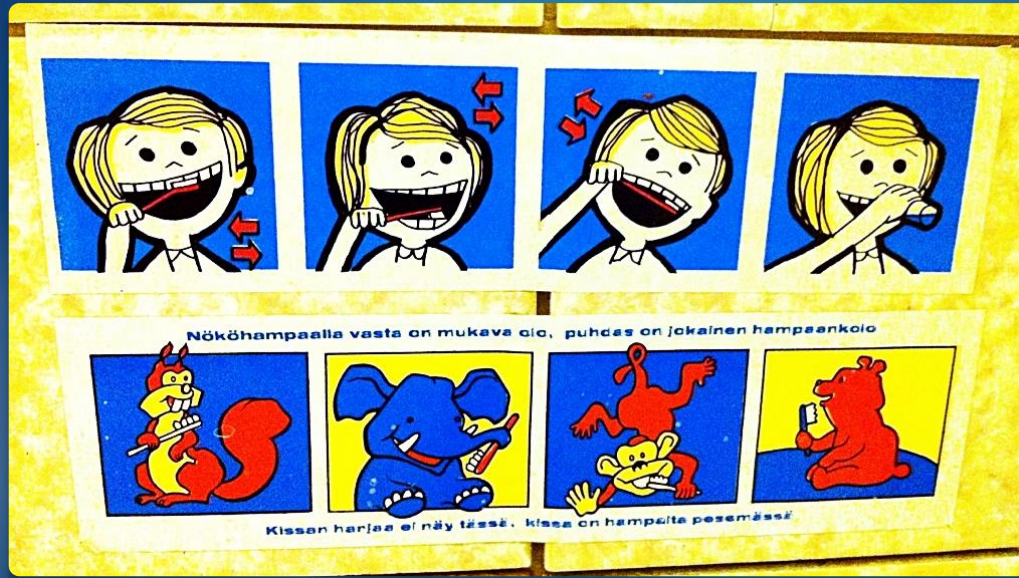
Lengthened exhale slows down the heart rate



Used regularly normalises the level of stress hormones, helps recover from stress and increases your energy.



Used by professional soldiers and top athletes to enhance performance



Take care of
your stress the
way you take
care of your
teeth!

Leading Yourself Successfully

Continuous learning

Do it even if you don't
need it now

Self compassion is the
key

Schedule

- ▶ One thing that you do to relieve your stress daily from now on.
- ▶ Stress is contagious but so is your good mood, too!

Books that I recommend



David Eagleman: The Brain



Emma Seppälä: The
Happiness Track



Shawn Achor: The Happiness
Advantage



Aki Hintsa: Voittamisen
anatomia (in Finnish only)

Summary and links

- ▶ Summary and links will be delivered to you per e-mail.