

# FIND *balance*





*balance?*





balance?



BUSY

BUSY

BUSY

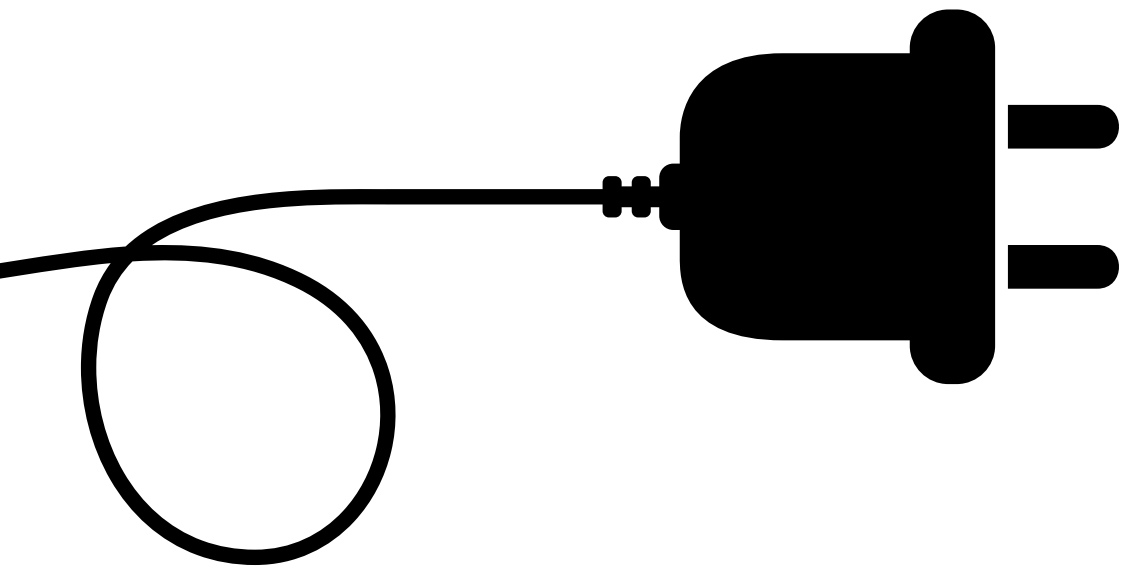


# THE STRESS *paradox*



## *Why* DO WE NEED TO FIND BALANCE?

About our finances



## *What* IMPACTS OUR BALANCE?

About the balance snapshot

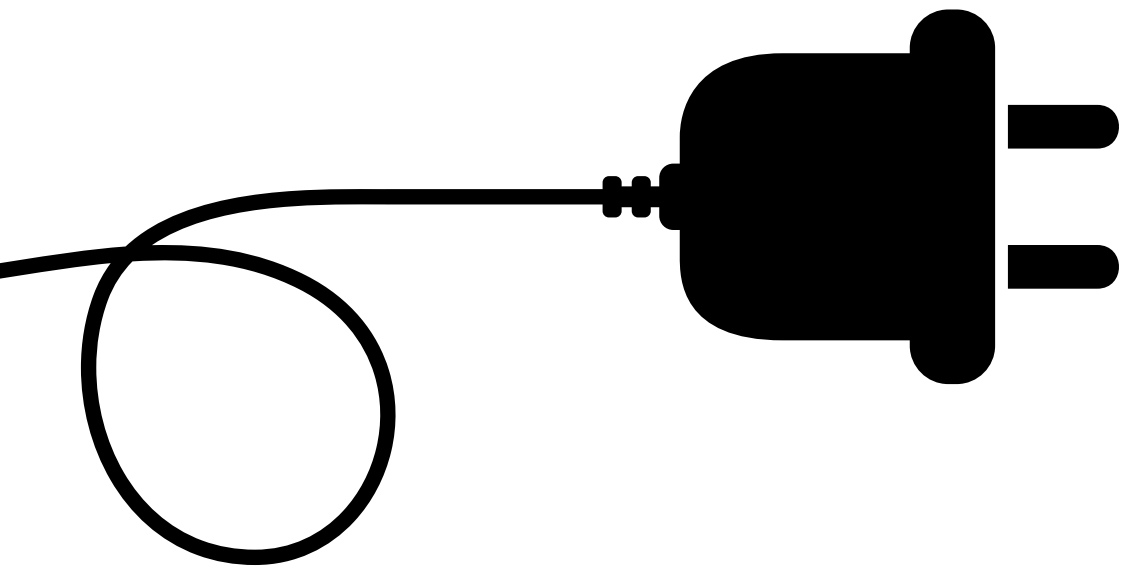
## *How* CAN WE CREATE MORE BALANCE?

About recovery, the bridge and 50 shades...



## *Why* DO WE NEED TO FIND BALANCE?

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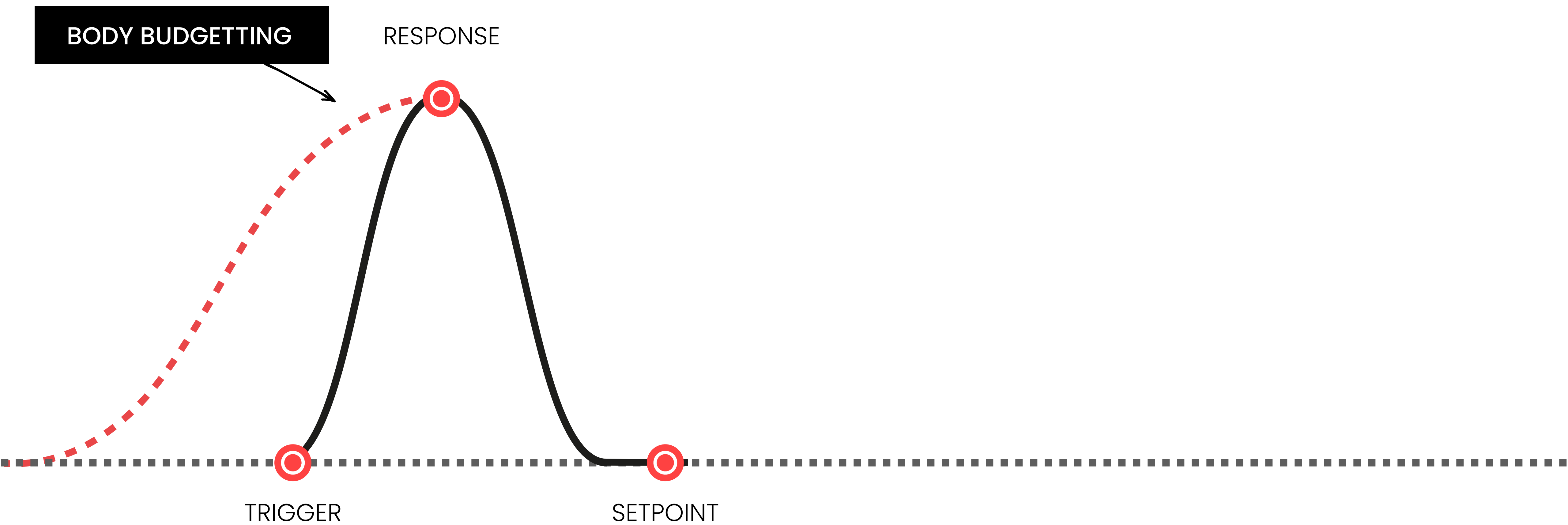
WHEN DOES  
**STRESS** BECOME  
A PROBLEM?



HOW'S  
WORK?

# BODY BUDGETTING



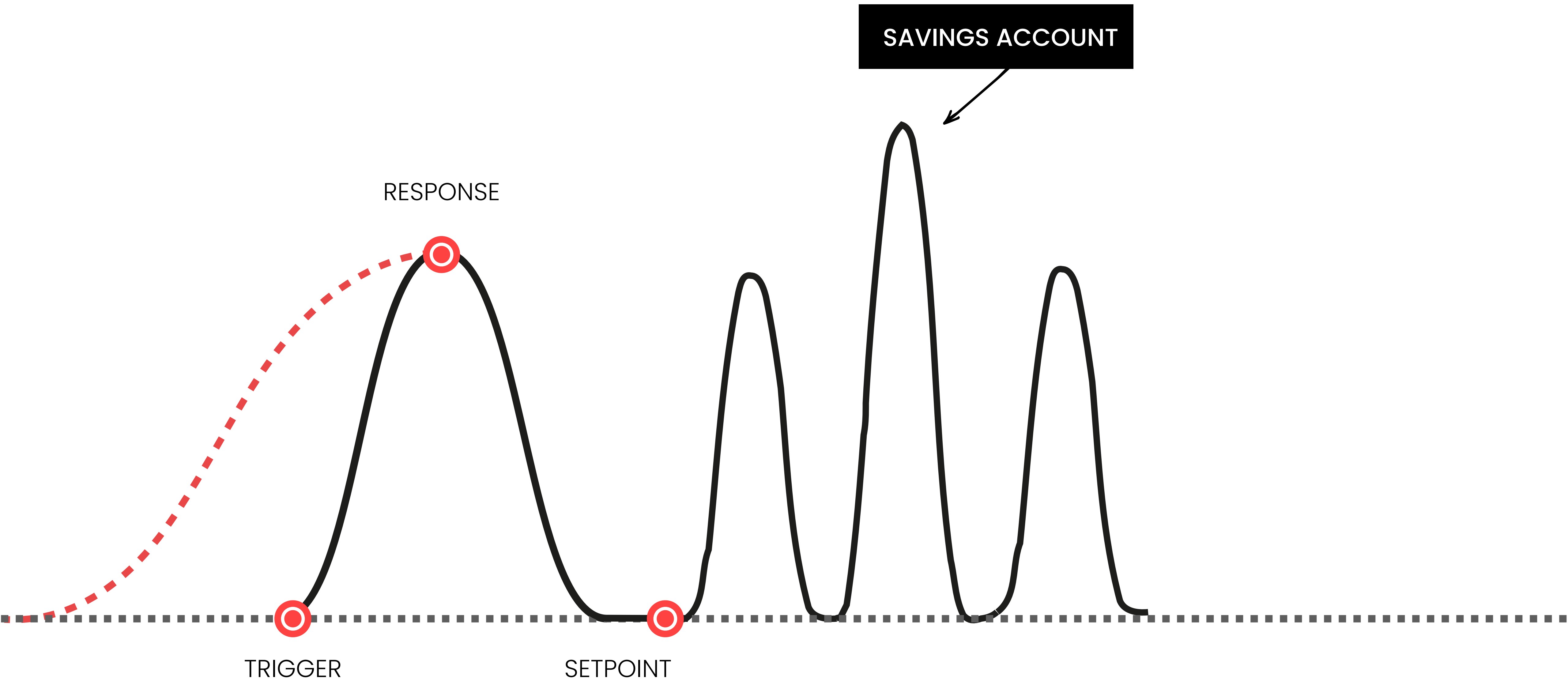




HOW'S  
WORK?

WEAR &  
TEAR



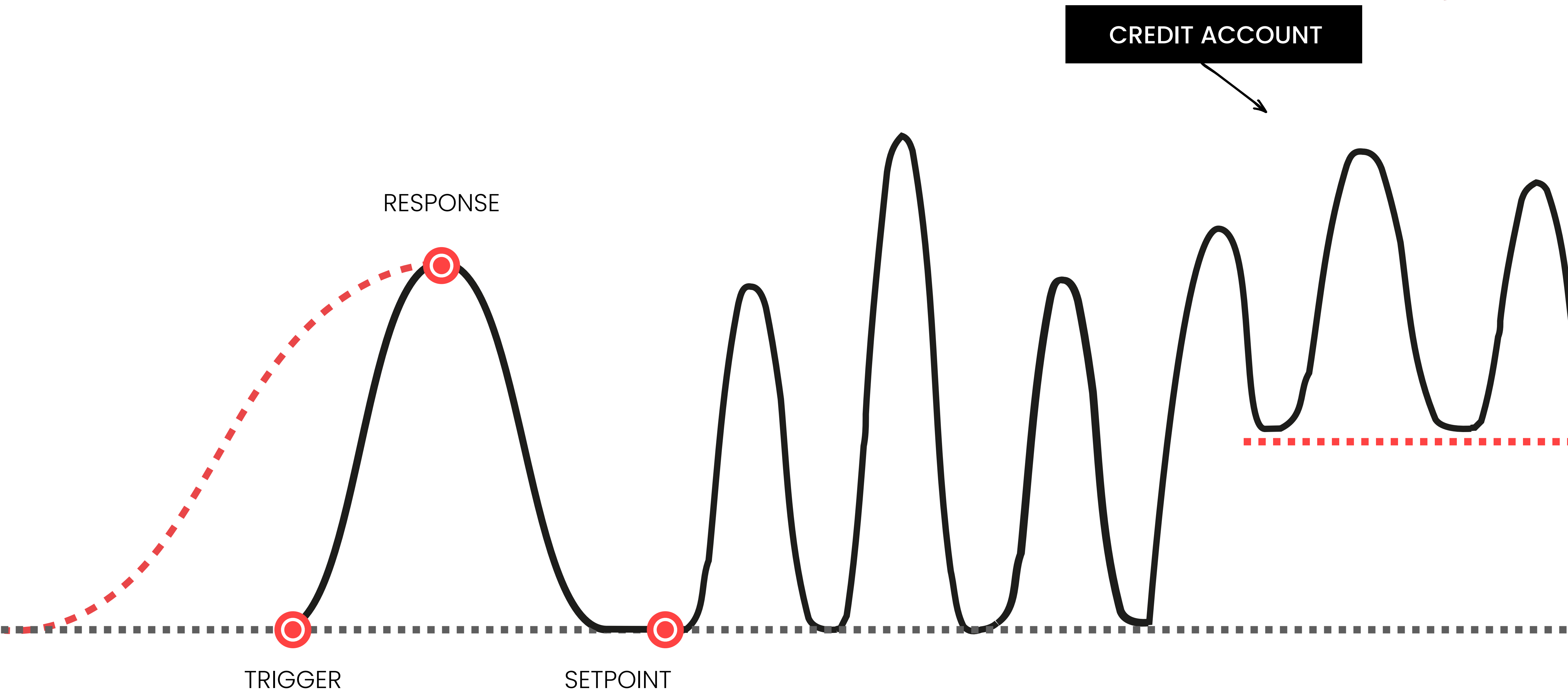




HOW'S  
WORK?









BANK ACCOUNT

SAVINGS ACCOUNT

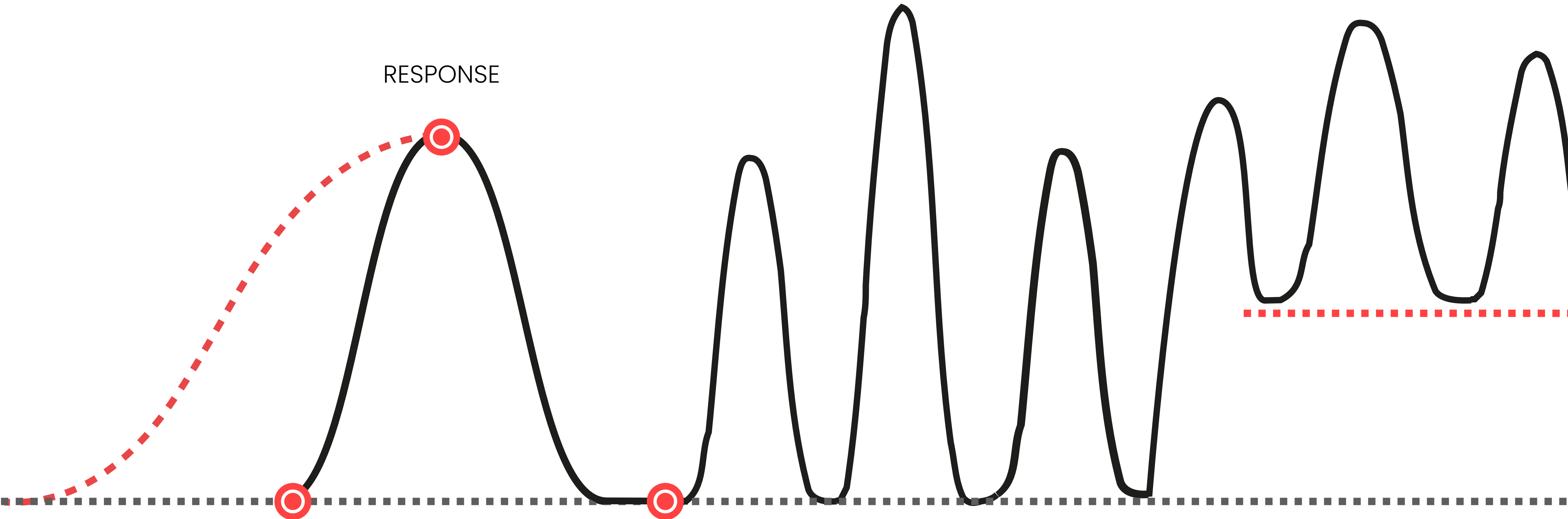
CREDIT

RESPONSE

TRIGGER

SETPOINT

Source: McEwen, B. S. (2005).





# RECOGNIZING *stress signals*





# Signals of stress

## BODY BUDGETTING

With this exercise, we reflect on our stress signals and how they manifest in our **bodies**, **thoughts or feelings** and **behaviours**. By discussing these stress signals, it becomes easier to know the difference between healthy and unhealthy work stress. After all, everyone reacts differently to stress. On the next page, write down how stress affects your body, thoughts or feelings and behaviour. You can use the list below to do this, but feel free to add your own specific stress signals.

### » BODY

- ☐ Accelerated heart rate
- ☐ Fatigue
- ☐ Muscle pain
- ☐ Headache
- ☐ Abdominal pain
- ☐ Less/more appetite
- ☐ Difficulty sleeping
- ☐ Sweating
- ☐ Dry mouth
- ☐ Lots of energy/ little energy
- ☐

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### » THOUGHTS/ FEELINGS

- ☐ Frustration
- ☐ Anxious
- ☐ Gloomy
- ☐ Feeling alone
- ☐ (Low) self-confidence
- ☐ Indecisiveness
- ☐ Rumination
- ☐ Forgetful
- ☐ Lack of concentration
- ☐ Shame
- ☐

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### » BEHAVIOUR

- ☐ Hot-tempered
- ☐ Irritable
- ☐ Agitated
- ☐ Sighing
- ☐ Isolating
- ☐ Complaining
- ☐ Making mistakes/ hurry
- ☐ Drinking/ smoking
- ☐ Gnashing teeth/ nail biting
- ☐ Avoiding/ seeking conflict
- ☐

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# Signals of stress



What effect does stress have on your body, your thoughts/ feelings and your behaviour? Write down below which signals you get both when you are under healthy stress (the bank account), when you are living on reserves (the savings account) and when you are under unhealthy stress (the credit account).

*How can you notice the signals in yourself more quickly in the future? How can others help you in this?*

|                      | » BANK ACCOUNT<br>ACUTE STRESS           | » SAVINGS ACCOUNT<br>RESERVES          | » CREDIT ACCOUNT<br>CHRONIC STRESS |
|----------------------|------------------------------------------|----------------------------------------|------------------------------------|
| BODY                 | Ex. Energy to perform, not very hungry   | Ex. Headache, fatigue, neckpain        | Ex. Poor sleep, hypervigilance     |
| THOUGHTS<br>FEELINGS | Ex. Motivated, ruminate about tasks      | Ex. Forgetful, less focus, dream@night | Ex. Low self confidence, shame     |
| BEHAVIOUR            | Ex. Nail biting, less social but focused | Ex. Agitated, making mistakes          | Ex. Isolating                      |



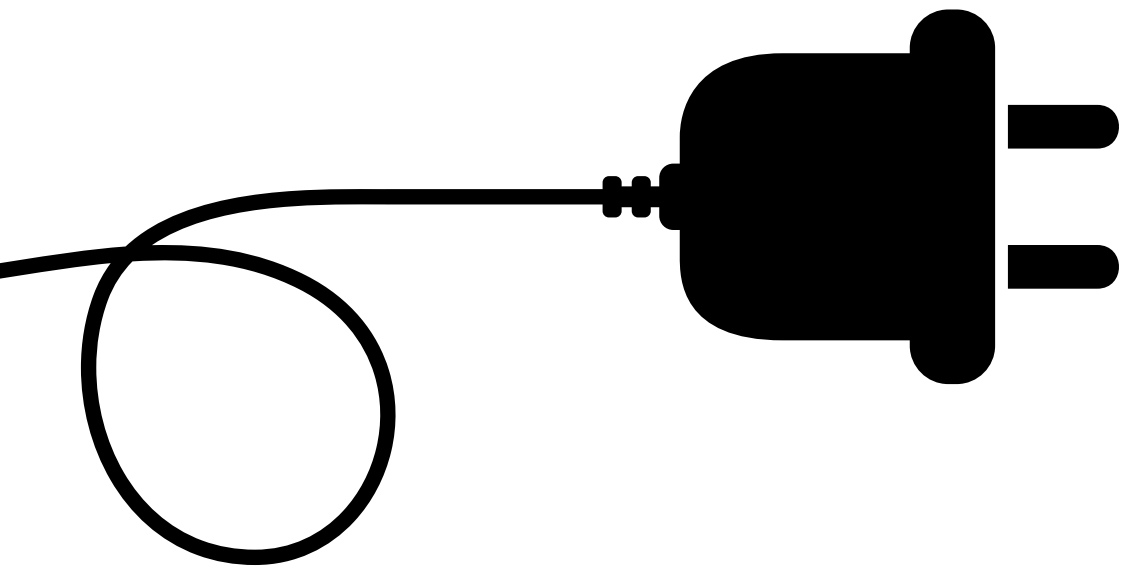
# INTERO *ception*





## *Why* DO WE NEED TO FIND BALANCE?

About our finances



## *What* IMPACTS OUR BALANCE?

About the balance snapshot

## *How* CAN WE CREATE MORE BALANCE?

About recovery, the bridge and 50 shades...



DEMANDS

RESOURCES





# SPILL *over*





# DEMAND & *resources*



- ☐ Support from colleagues
- ☐ Work-life balance
- ☐ Control over goals
- ☐ Control over deadlines
- ☐ Control over work pace
- ☐ Task variety
- ☐ Clearly visible contribution
- ☐ Pleasant atmosphere
- ☐ Meaningful relationships
- ☐ Doing what you love
- ☐ Visibility of the end product/service
- ☐ Appreciation for contribution
- ☐ Free from annoying side tasks
- ☐ Appreciation for what you do
- ☐ Management that expresses positive feelings
- ☐ Challenging goals
- ☐ Meaningful tasks
- ☐ Opportunities to develop talents
- ☐ Responsibility
- ☐ Growth opportunities
- ☐ Role clarity
- ☐ Stimulating leadership
- ☐ Visible progress



# The balance

## WORK DEMANDS

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## PRIVATE DEMANDS

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## WORK RESOURCES

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## PRIVATE RESOURCES

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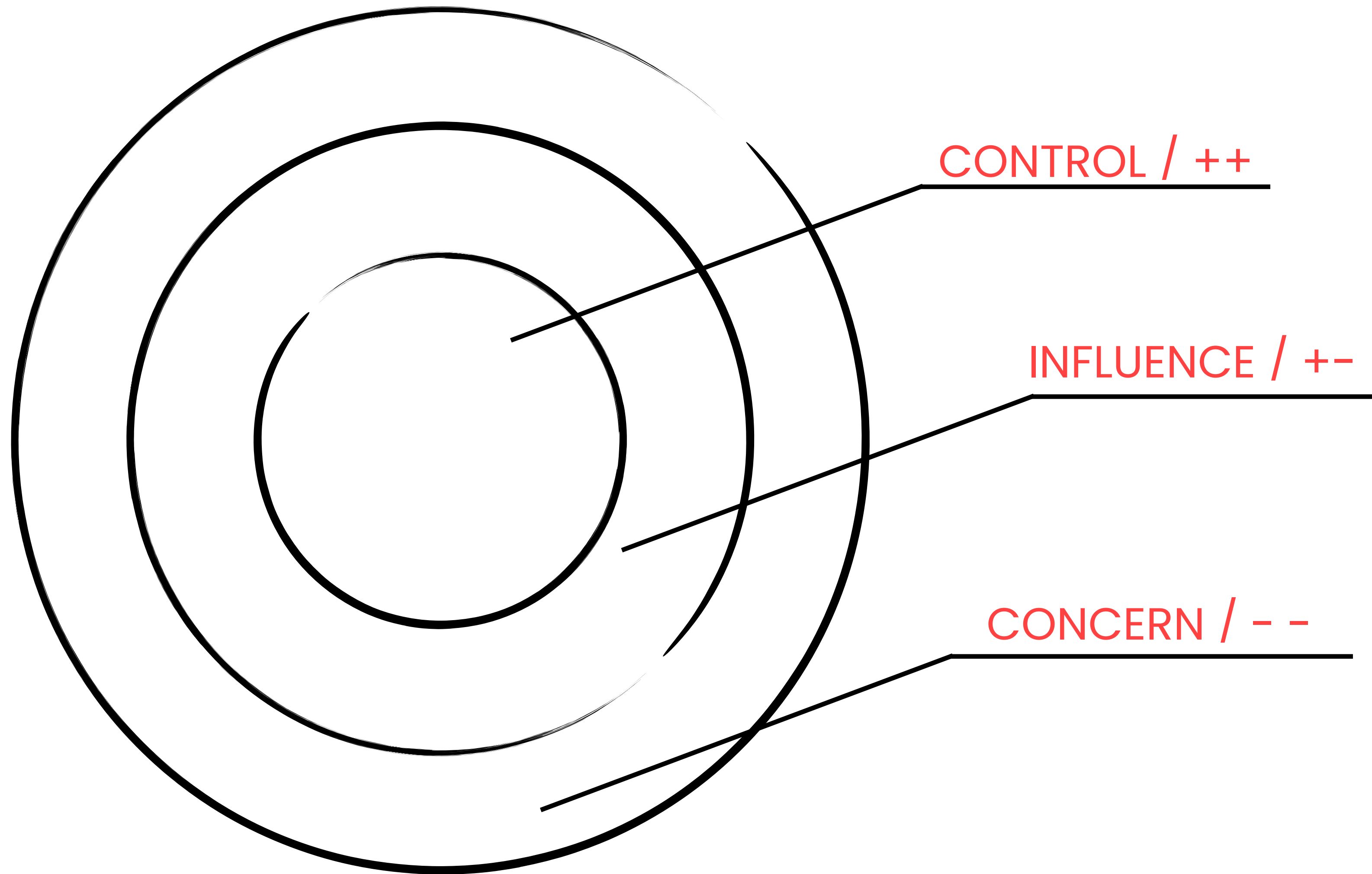
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# Circles OF *balance*

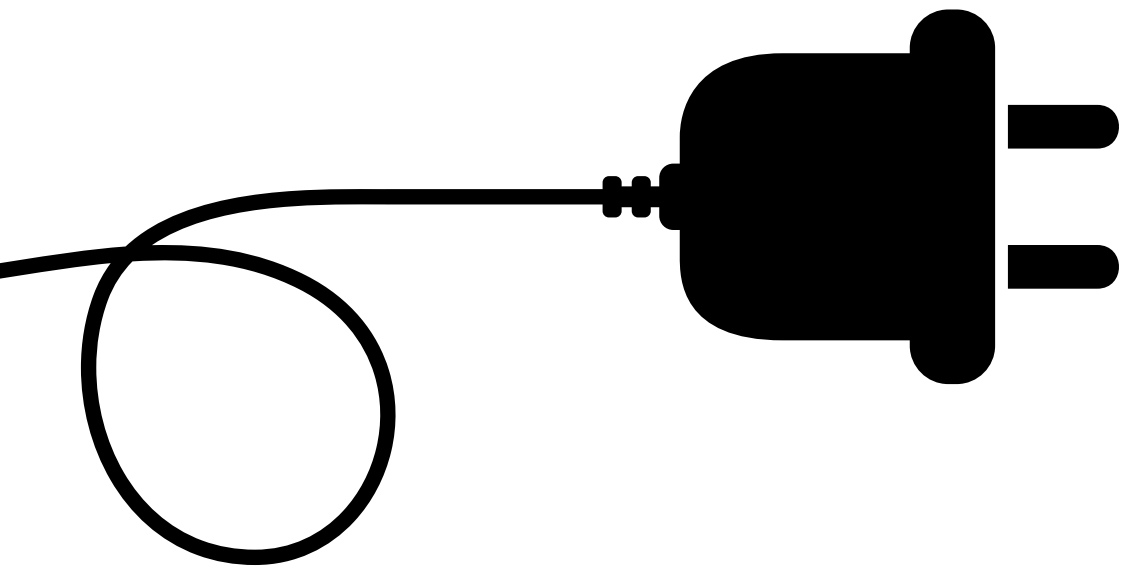
HOW'S  
WORK?





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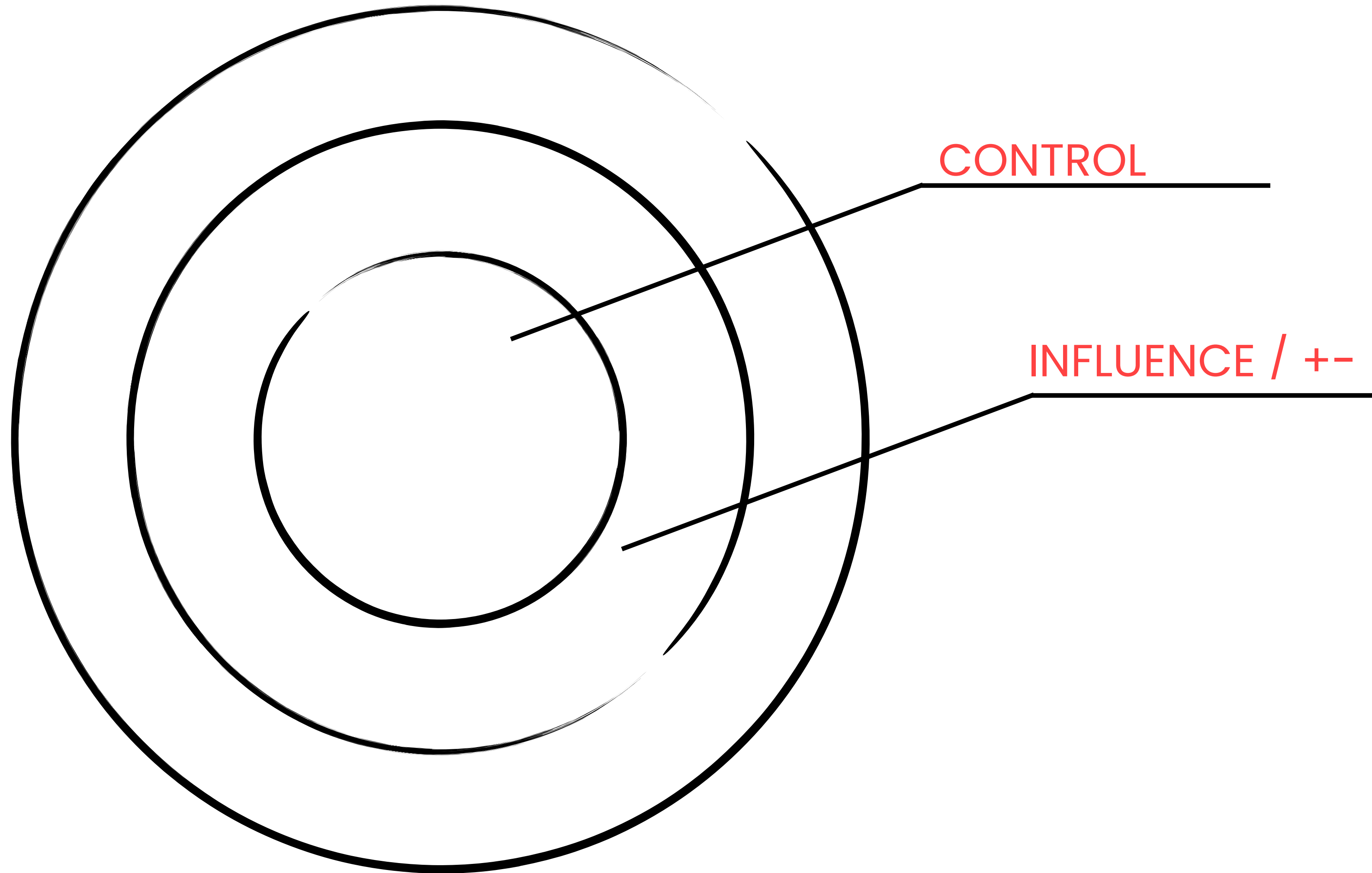
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# Circles OF *balance*

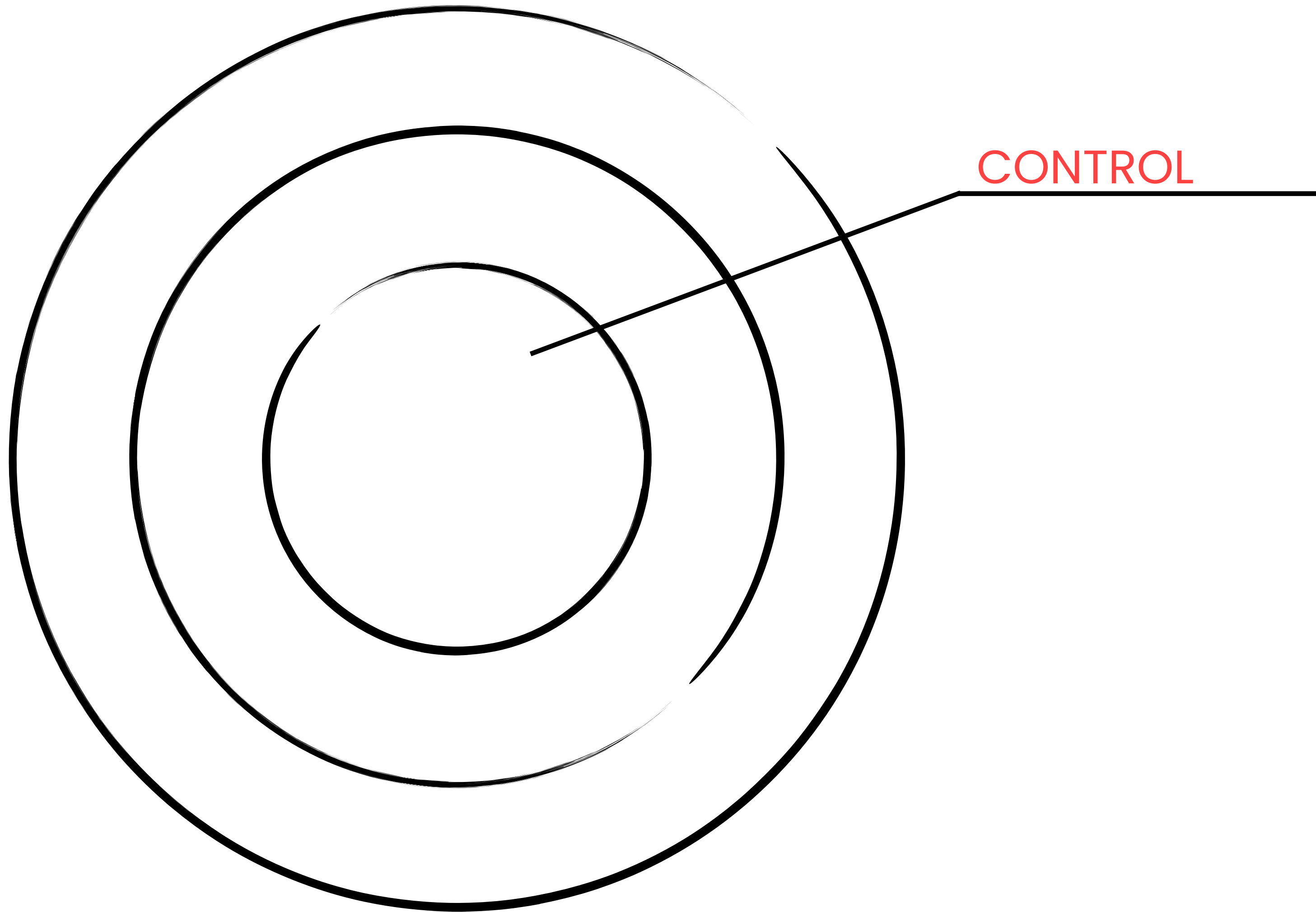
HOW'S  
WORK?





# Circles OF *balance*

HOW'S  
WORK?



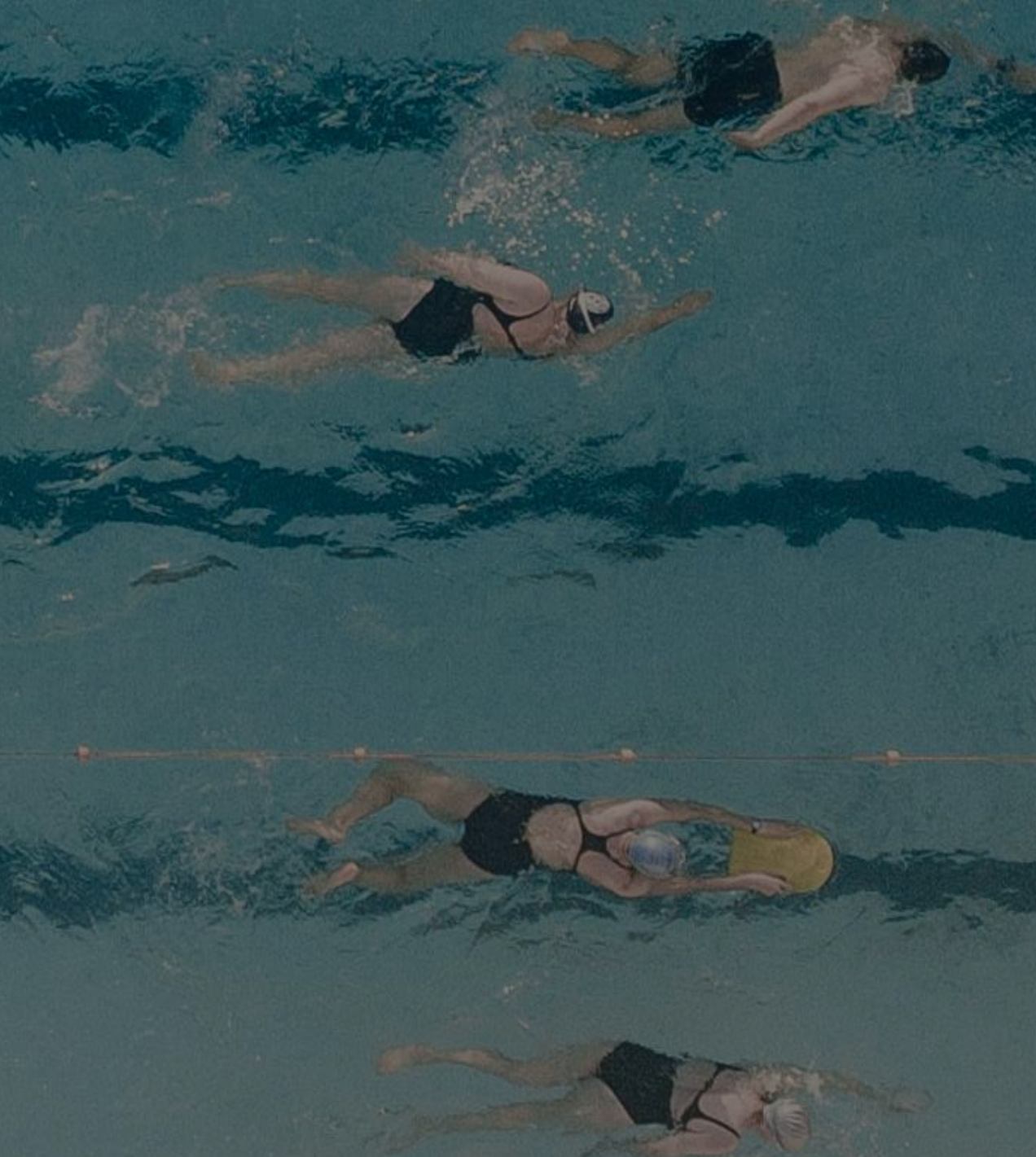


# RECOVERY





# *Physical* VERSUS *Mental* RECOVERY

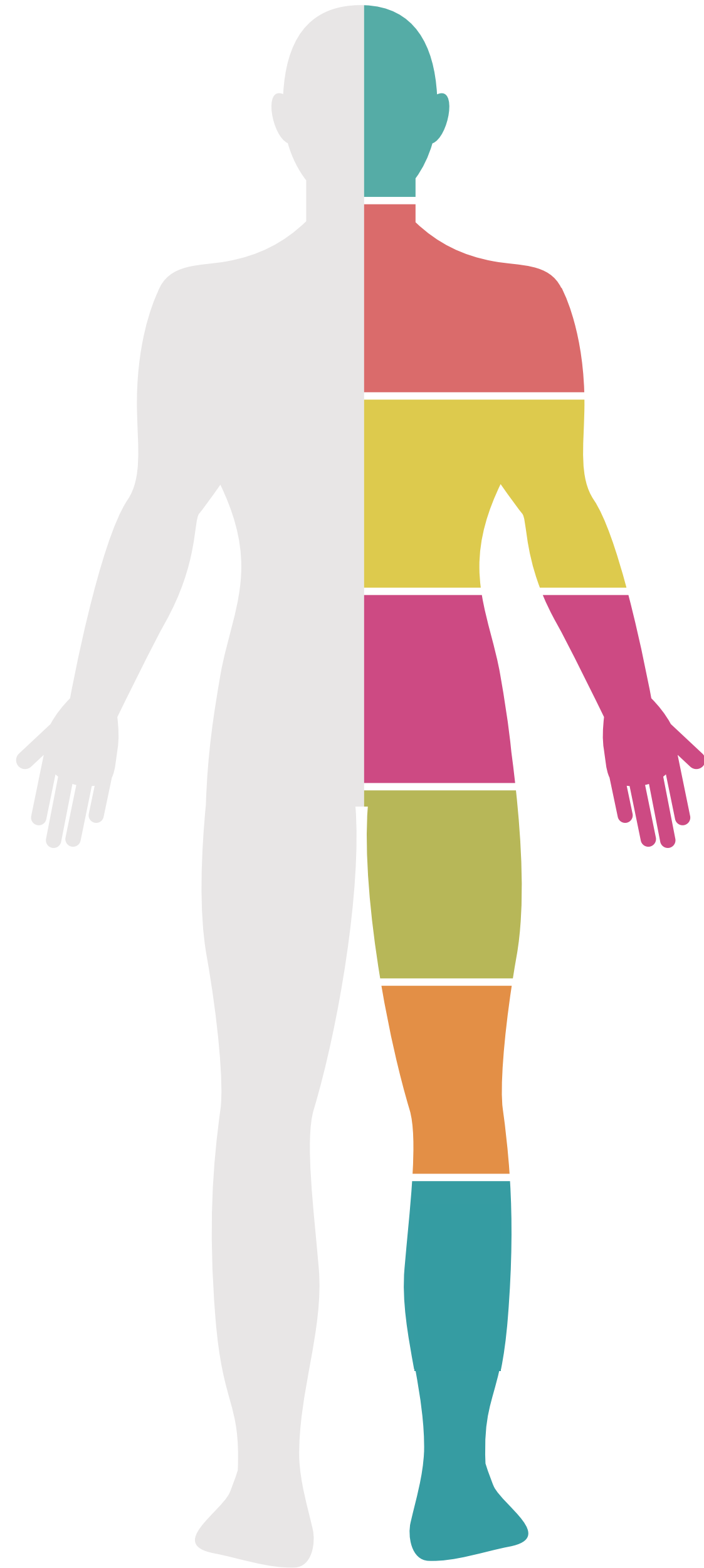




# RECOVERY

1. PASSIVE
2. ENGAGING





● MENTAL

● SOCIAL

● SENSORIC

● CONTROL

● CREATIVE

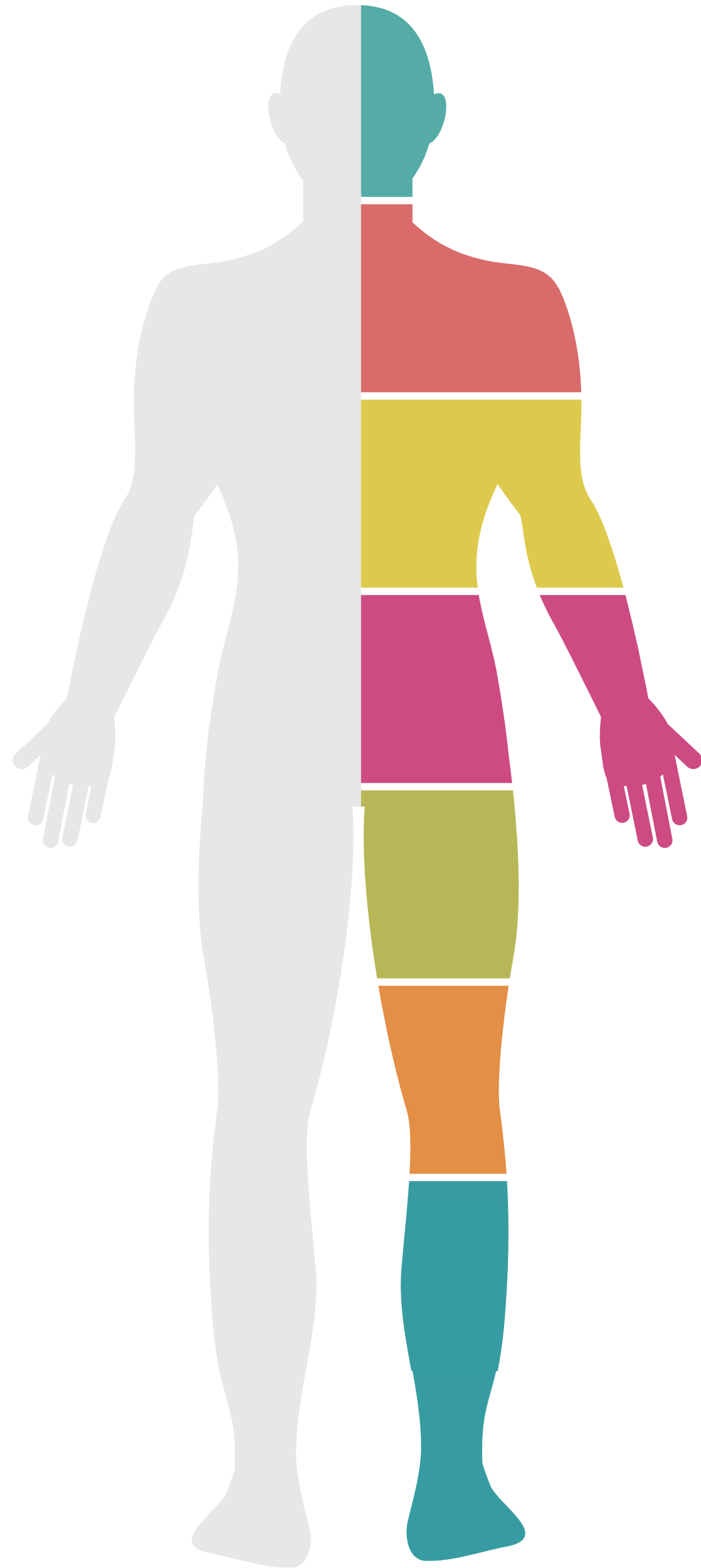
● SPIRITUAL

● PHYSICAL



WHAT *type(s) of rest* ARE  
YOU CURRENTLY MISSING?





● MENTAL

● SOCIAL

● SENSORIC

● CONTROL

● CREATIVE

● SPIRITUAL

● PHYSICAL



WHAT TYPES OF REST DO  
YOU WANT TO *prioritise*  
MOVING FORWARD?



# *How* CAN WE CREATE MORE BALANCE?

HOW'S  
WORK?



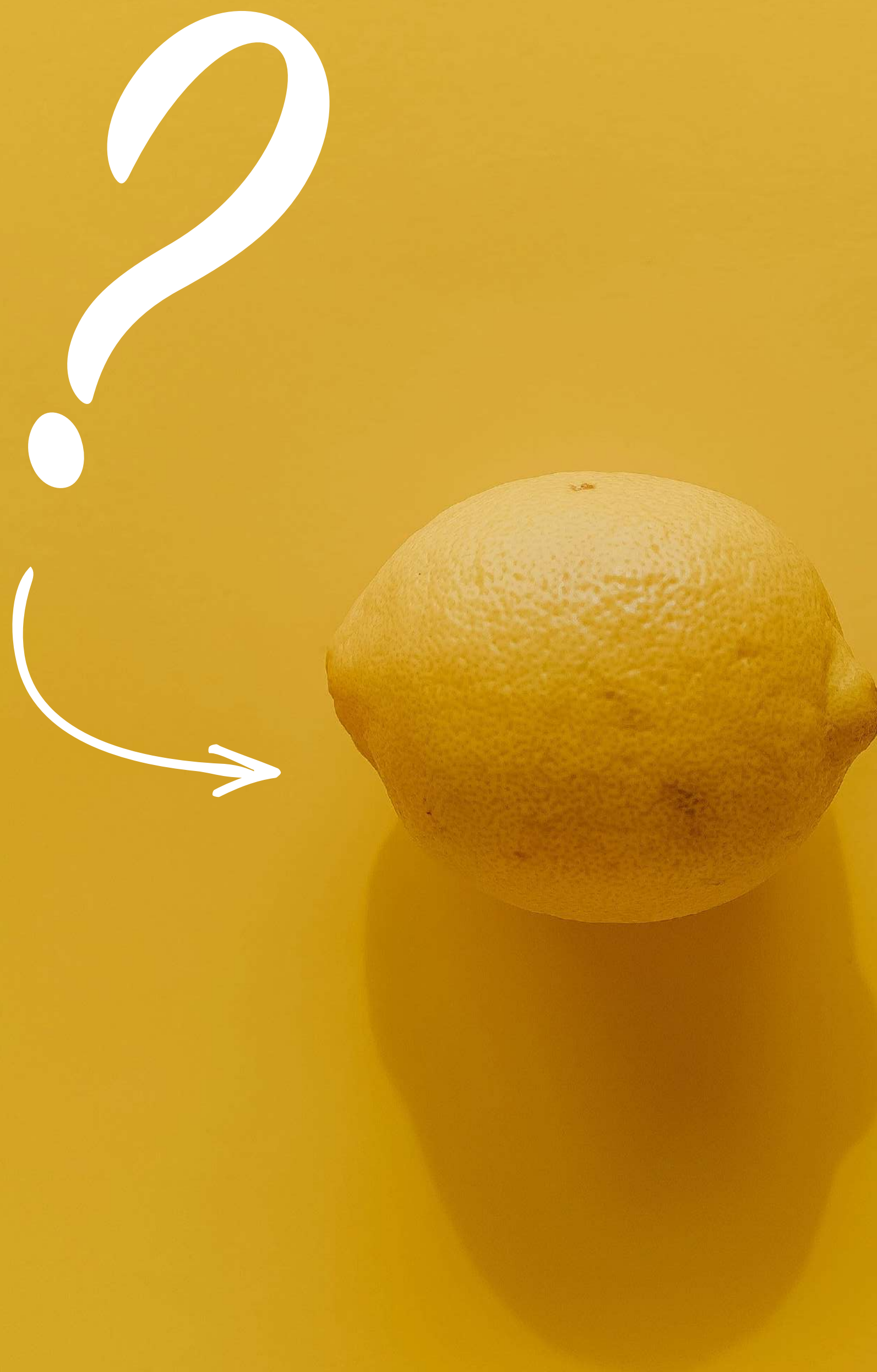
↓  
*7 types of rest*



# THE RECOVERY *paradox*







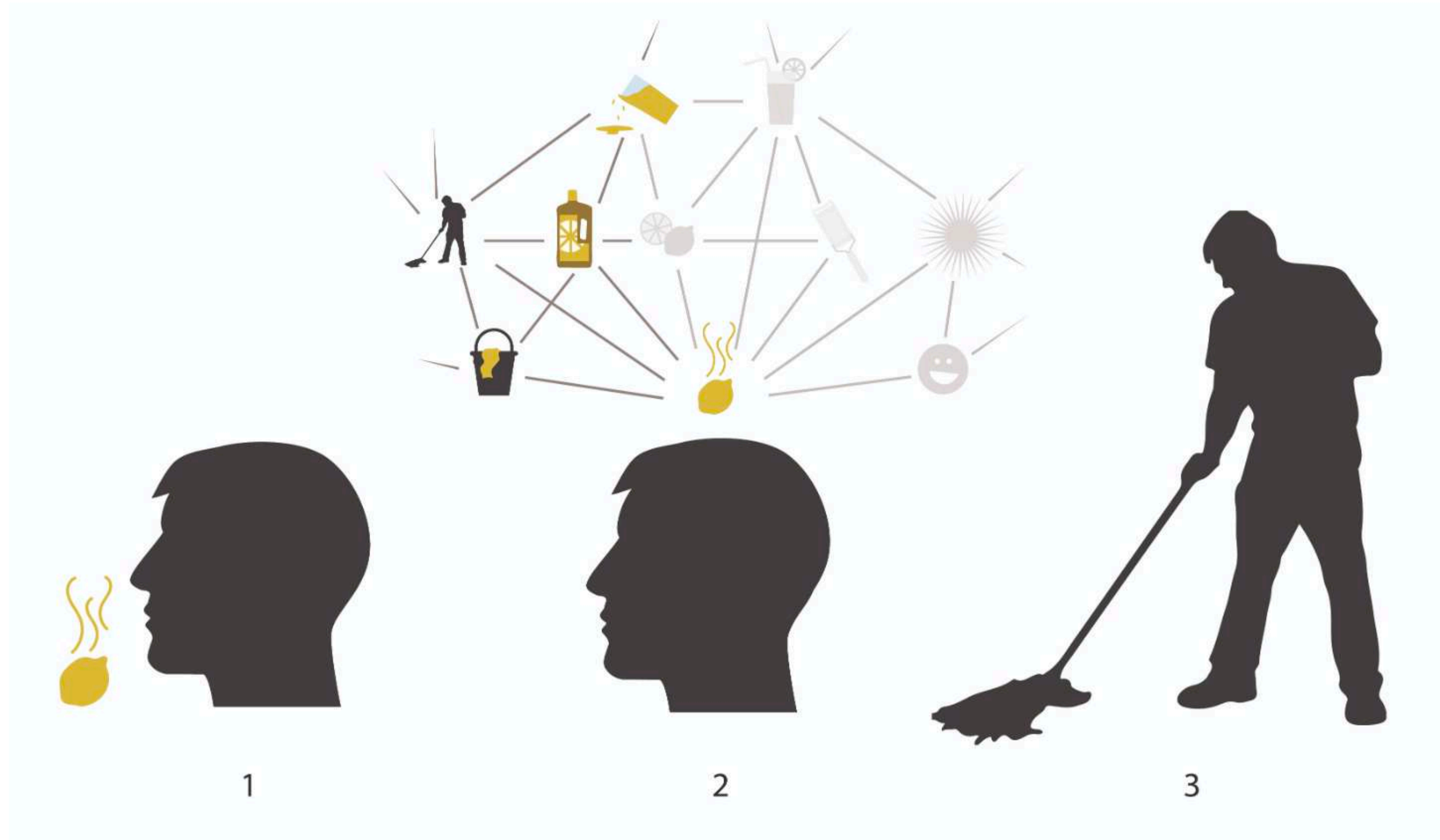


>> FIND BALANCE

HOW'S  
WORK?









# THE *bridge*







THE END-OF-DAY RITUAL

THE COMMUTE RITUAL

THE HOME RITUAL



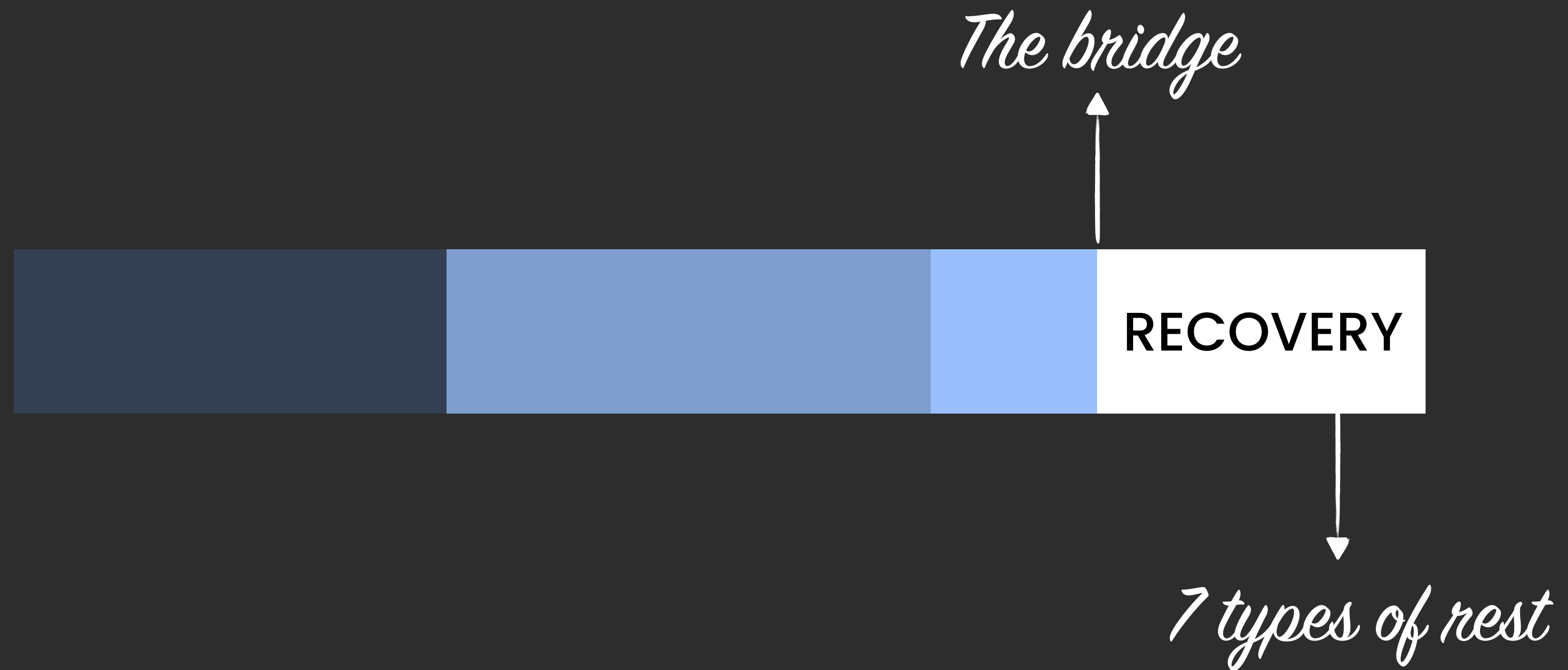
MAKE  
IT *Small*





# *How* CAN WE CREATE MORE BALANCE?

HOW'S  
WORK?



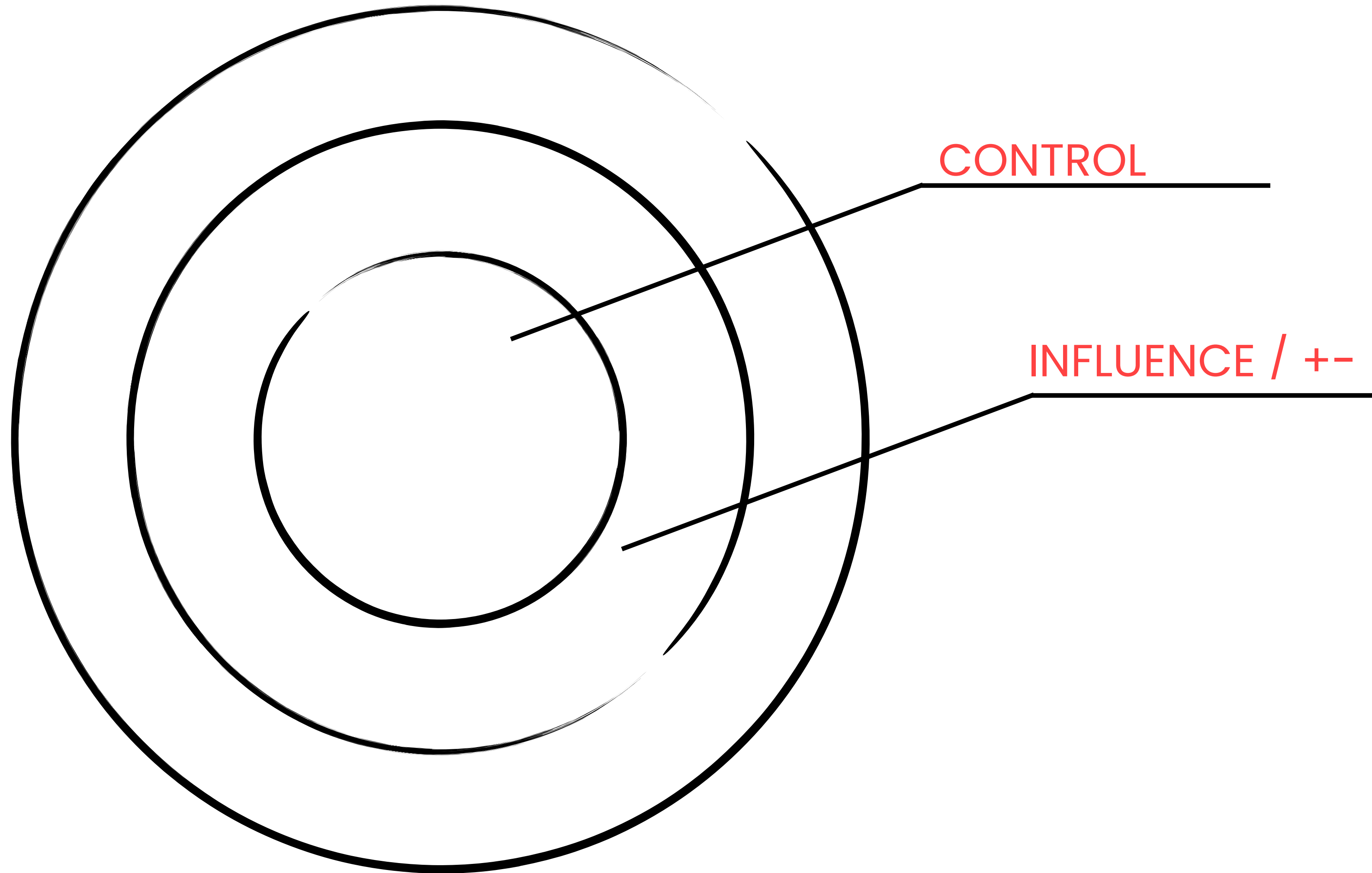


“Yes,  
I can do that.”





# Circles OF *balance*





# *50 shades* BETWEEN NO AND YES



SHOULD I DO THIS NOW?



# 50 shades

BETWEEN NO AND YES



SHOULD I DO THIS NOW?

*Am I the right person to handle this task?*



# 50 shades

BETWEEN NO AND YES



SHOULD I DO **THIS** NOW?

*Is there a simpler or more efficient way to get this done?*



# 50 shades

BETWEEN NO AND YES



SHOULD I DO THIS NOW?

*Is it an actual priority?*



Make a **top 3** of your  
most important goals/ tasks  
and do them first.



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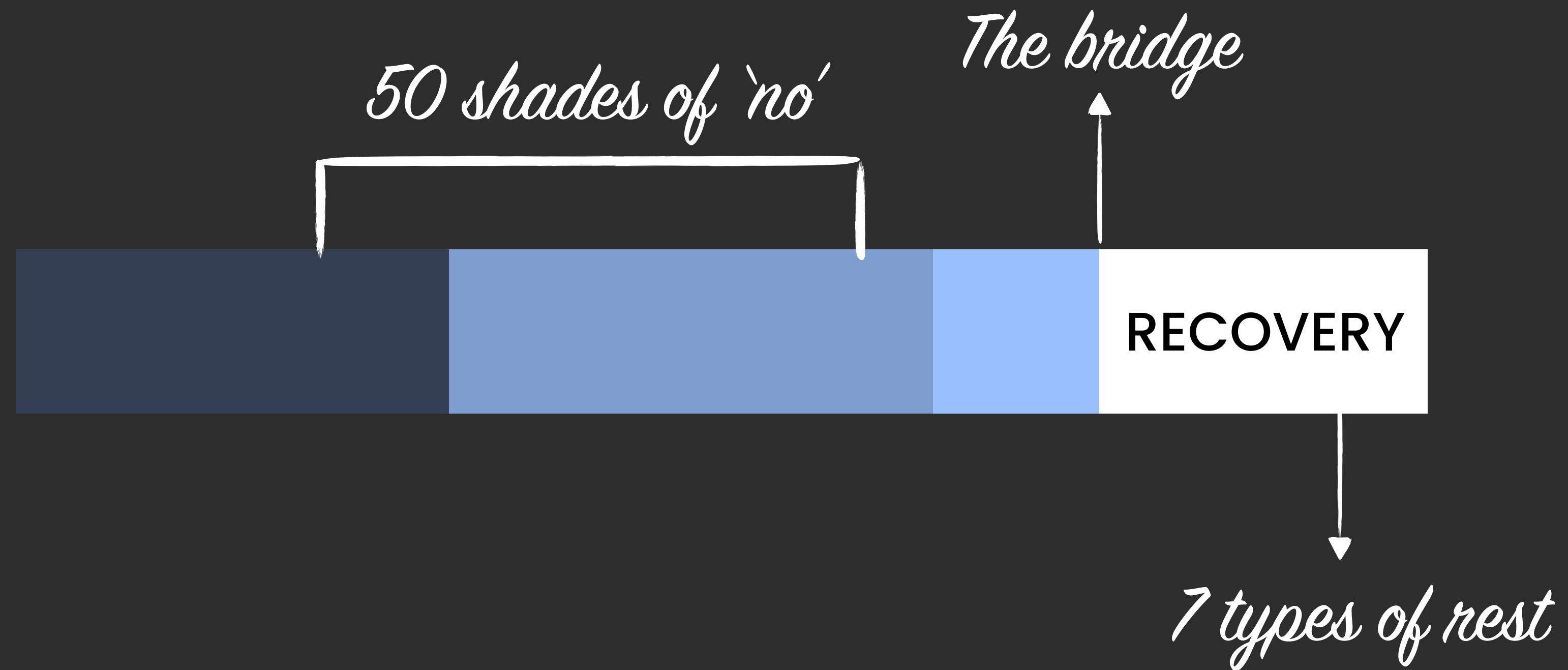


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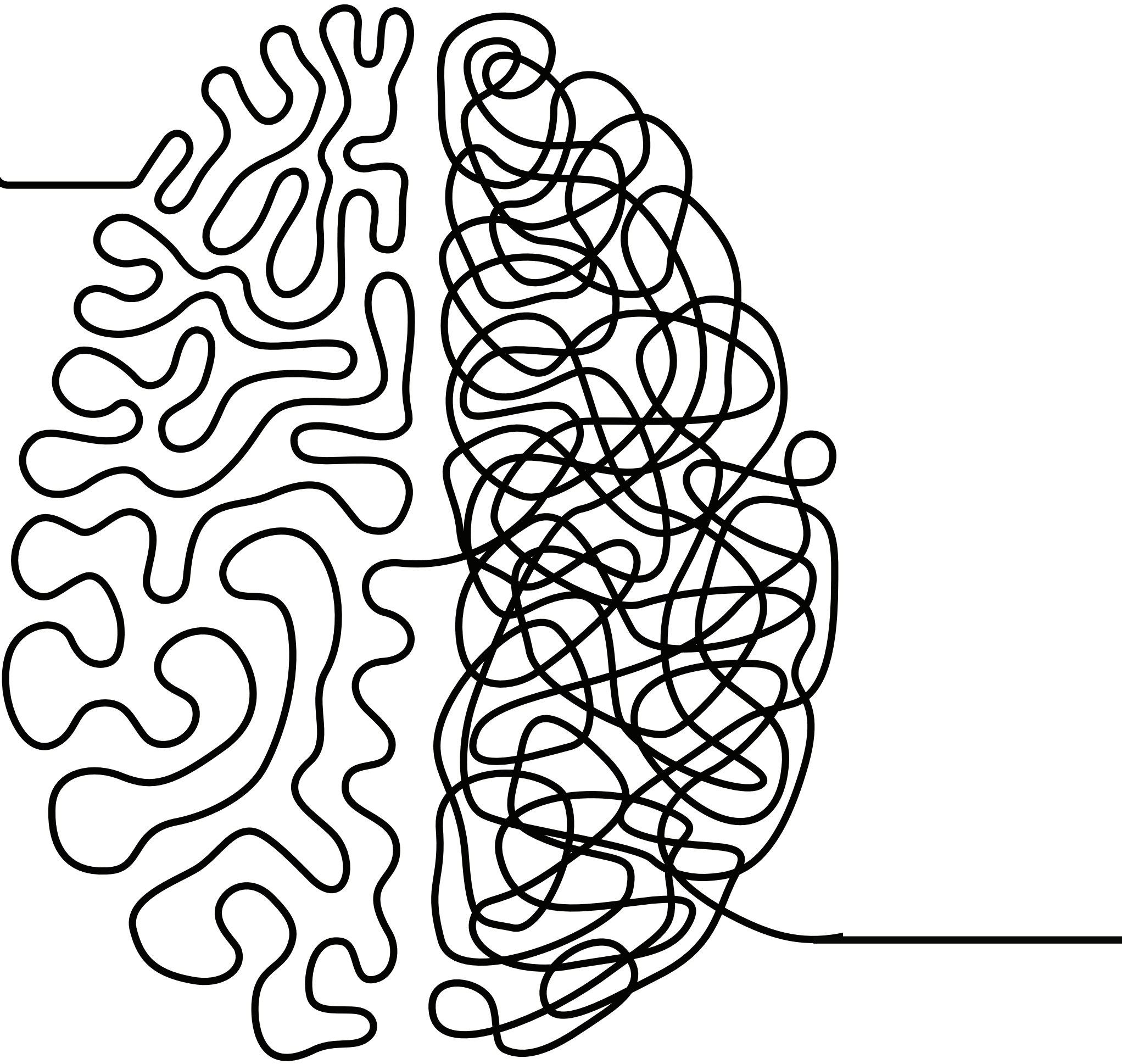


# *How* CAN WE CREATE MORE BALANCE?

HOW'S  
WORK?







YOUR TAKE-AWAY?



# THANK YOU!

