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The American Institute of Stress

This is to certify that

Sophie Clement

Having expressed the interest and dedication to support the

Institute's mission, has been accepted as a

Member of the American Institute of Stress

and is entitled to all of the benefits deriving therefrom



Member Number: 3058
Expires: 7/30/2019

Daniel L. Kinich

Daniel L. Kinich, PhD, DABFM, FAIS
President



How Stress can Catalyze Your Company's Growth & Generate High Performance



WHAT IS STRESS?

Stress

\ 'stres \ noun

1. Chemical reaction created by the human body to provide the necessary energy to respond to challenges.
2. It is what arises when something you care about is at stake.
3. Energy.



60% to 80% of workplace accidents result from stress



20% of turnover is related to stress



1 Million employees miss work each day because of stress in the US.



INFLUENCES



WORKPLACE BEHAVIOR



“More than three fourth of the workers say that stress is carried over to their personal life.
(men 83%, women 72%)”

Gallup

CONTROL



“I can’t change the direction of the wind, but I can adjust my sails to always reach my destination.”

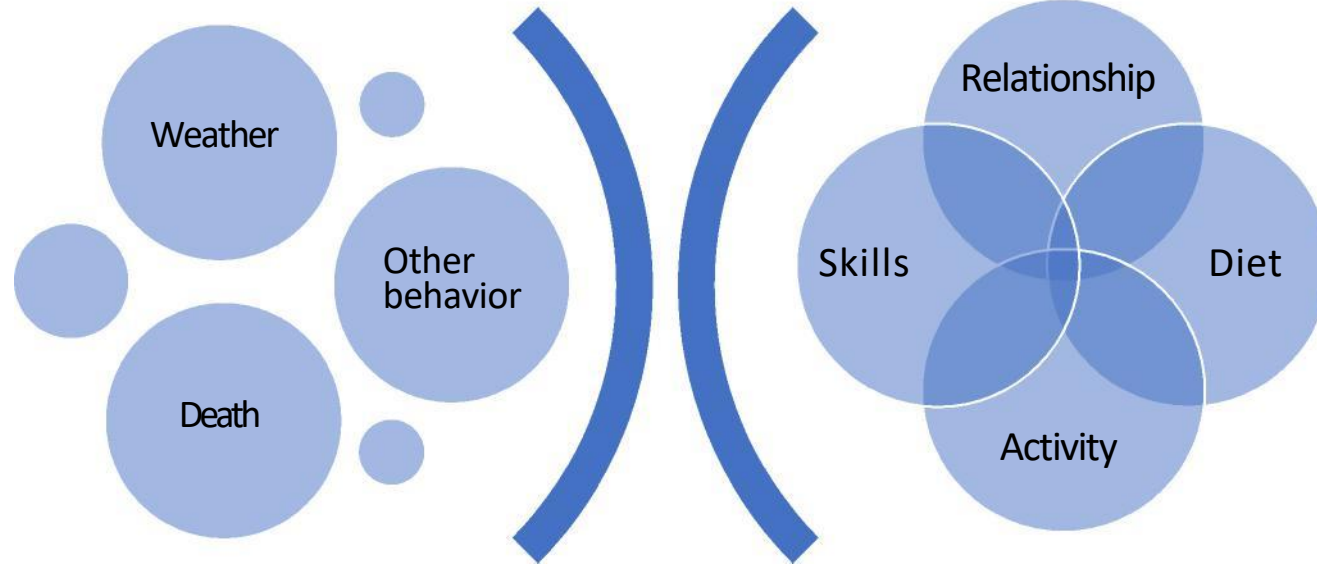
Jimmy Dean

CONTROL

- ✓ Move on
- ✓ Accept
- ✓ Adapt/Adjust
- ✓ Get ready

CAN NOT
CONTROL CAN CONTROL

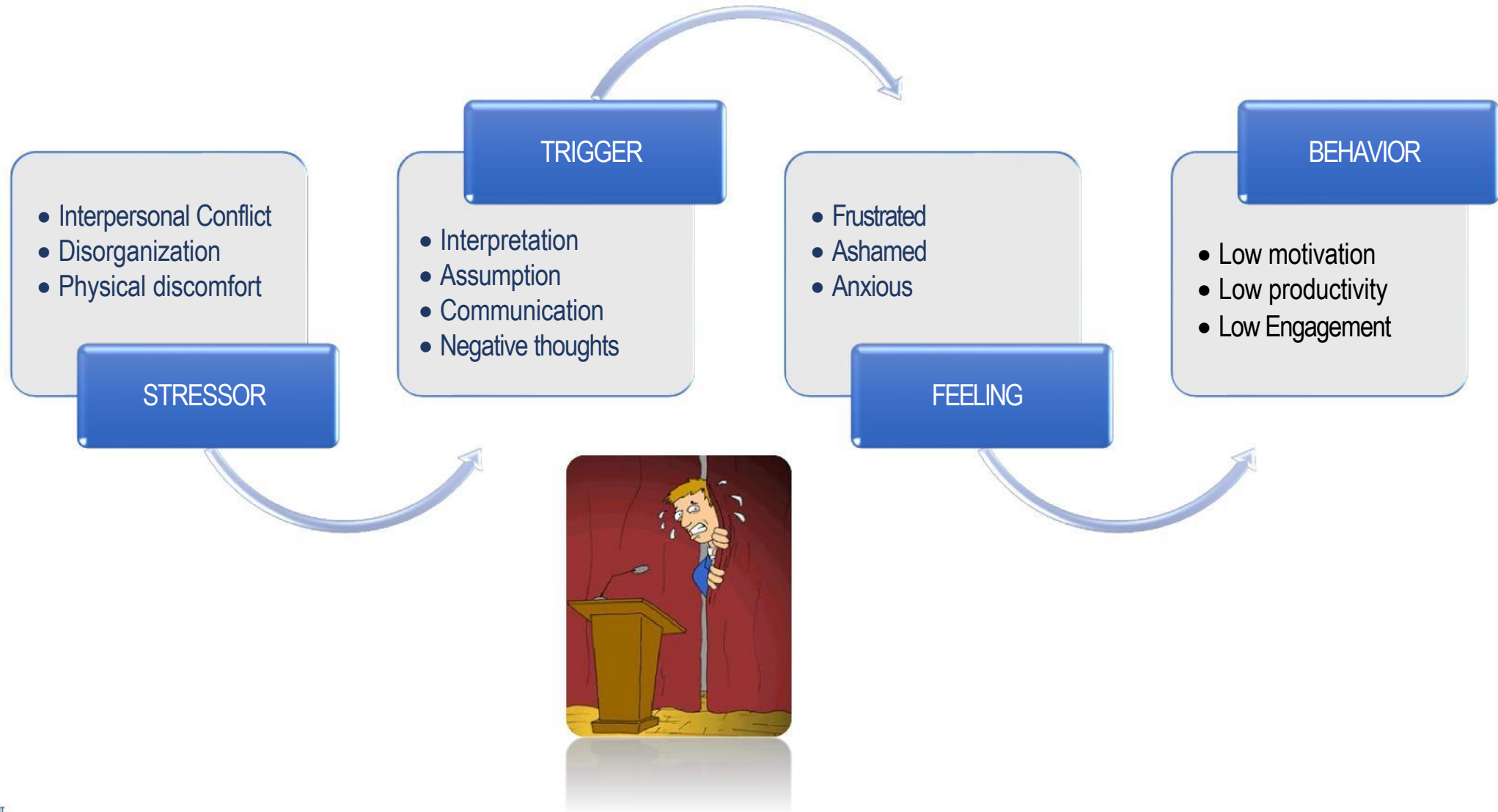
- ✓ Use tools
- ✓ Work on self-development and willpower



Acceptation

Active Response

STRESS IDENTIFICATION PROCESS



Negative Thoughts

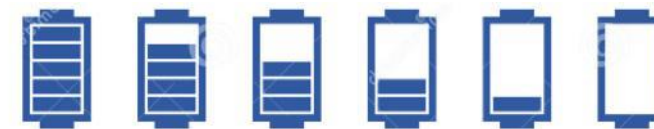
Feelings

Energy

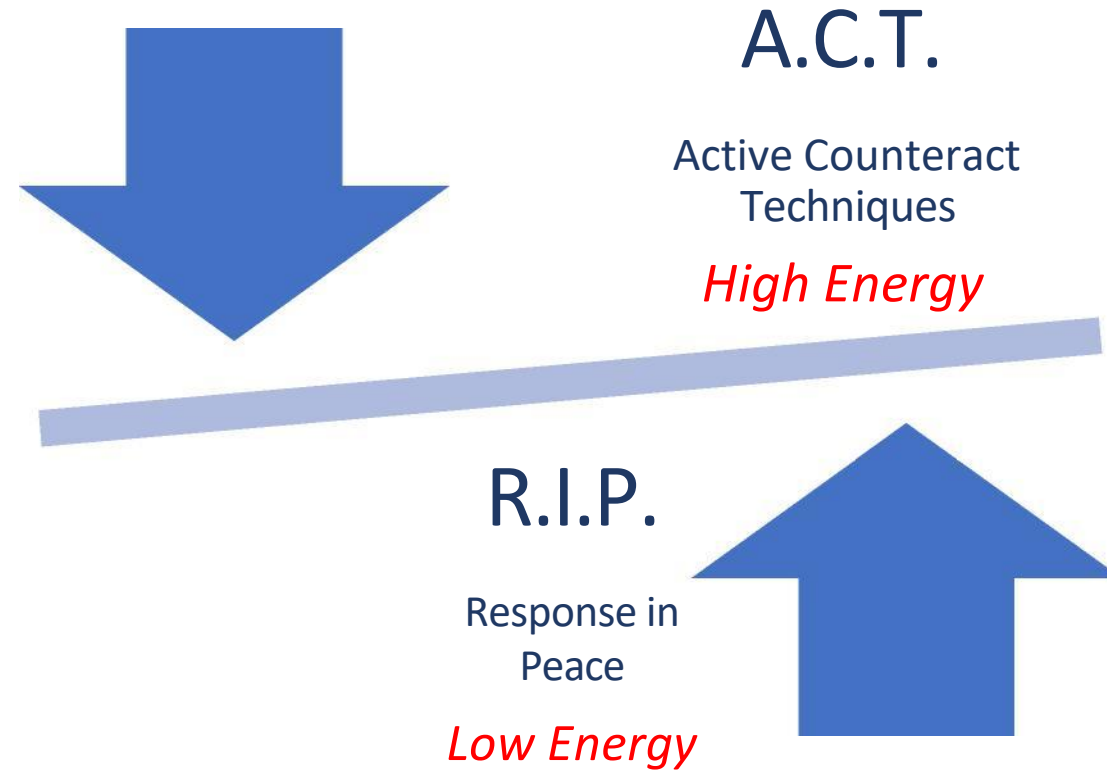


Positive Thoughts

Feelings



ENERGY MANAGEMENT



RESPONSE IN PEACE (R.I.P.)

Purpose:

Relax, rest,
recover from stressful event,
repair

Tools

Relaxation



Mindfulness

Meditation



Massage



Resting



ACTIVE COUNTERACT TECHNIQUES (A.C.T.)

Purpose:

Energy, focus, productivity,
performance, success

Tools

Planning

3 STEPS

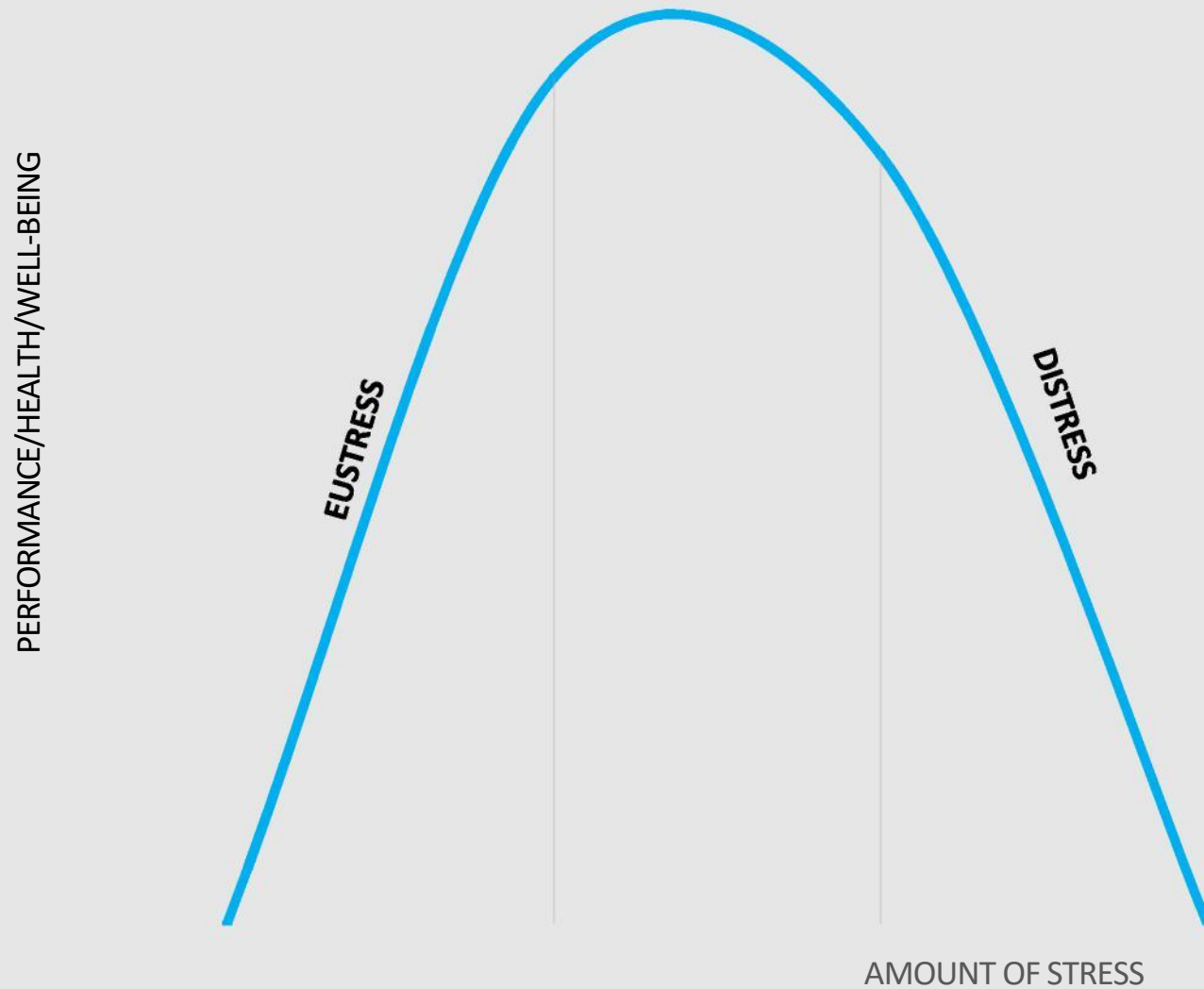
Goals
setting

Skills

Mindset



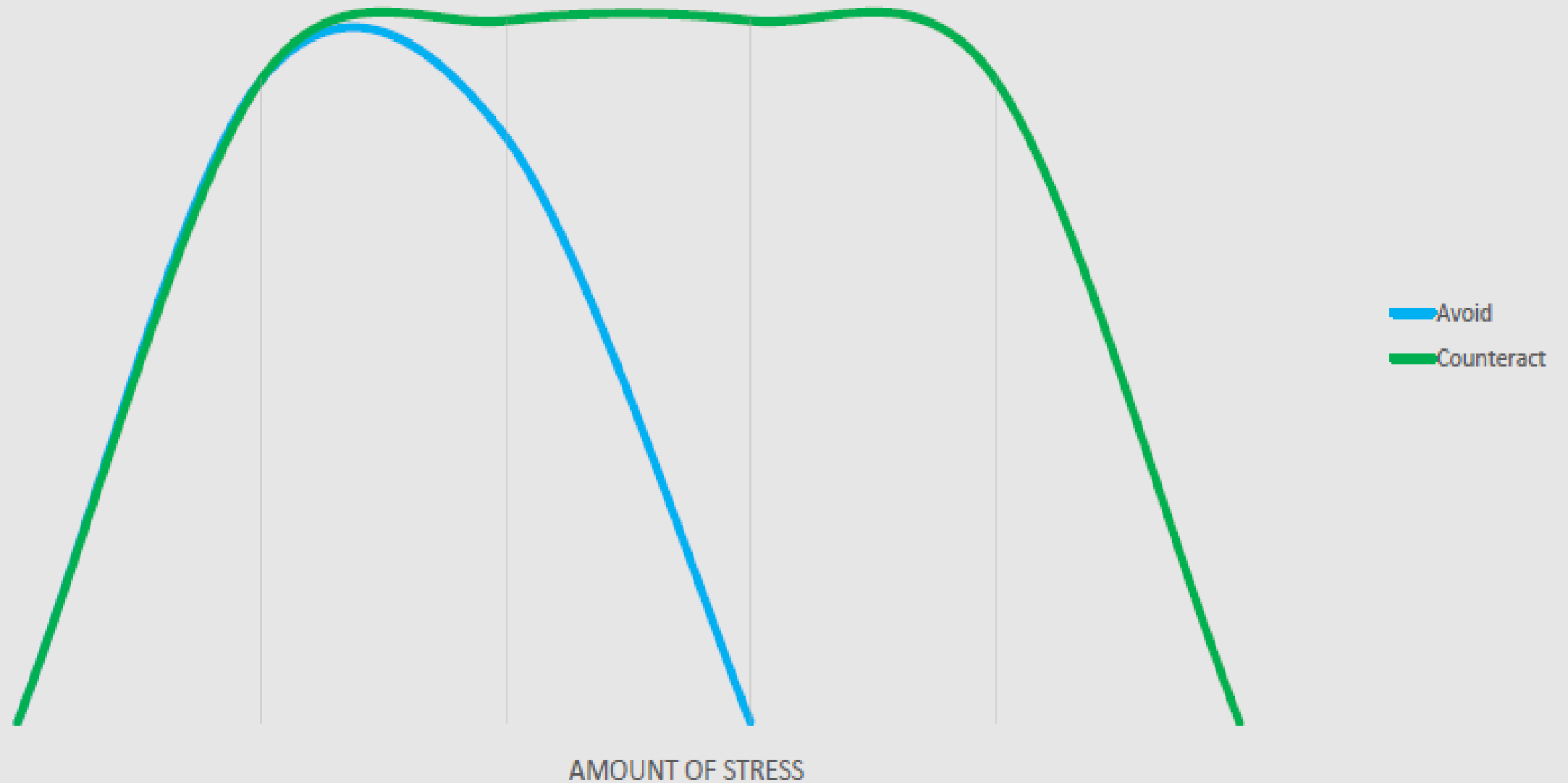
Transforming the stress curve: the power of mindset



Using R.I.P.

Transforming the stress curve: the power of mindset

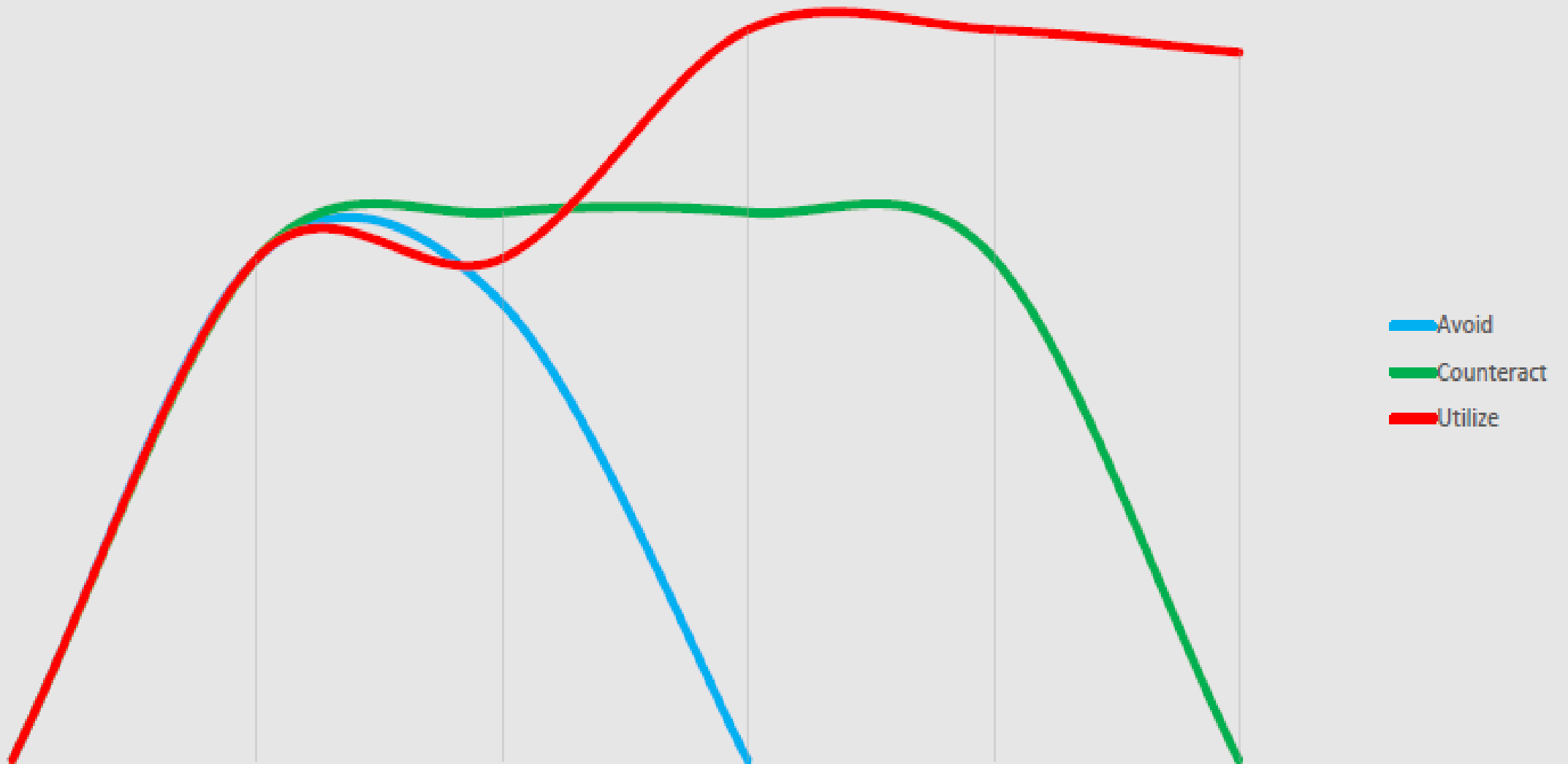
PERFORMANCE/HEALTH/WEALTH



Using 3 STEPS

Transforming the stress curve: the power of mindset

PERFORMANCE/HEALTH/WEALTH



AMOUNT OF STRESS

3 STEPS TO EFFECTIVE STRESS

1. Acknowledge the stress



2. Welcome the stress



3. Transform the stress



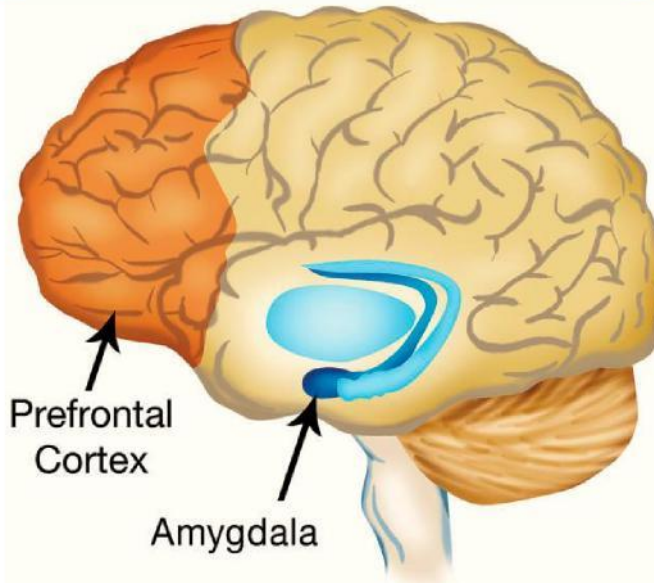
Crum, Achor, Rothstein, & Salovey 2014, Yale University

ACKNOWLEDGE STRESS

ACKNOWLEDGE

The stimuli are processed in the **amygdala** (related to flight or fight). The amygdala is responsible for emotions, moods, and other functions related to depression and anxiety.

= REACTIVE



The stimuli are processed in the **pre-frontal cortex** (related to conscious thinking, problem solving, memory, language, judgement, control, decision making, planning...)

= PROACTIVE

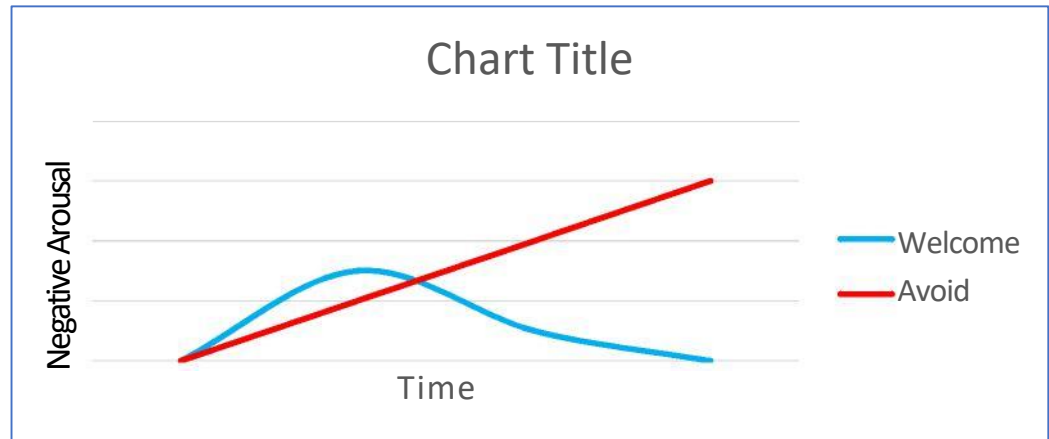
**Think Clearly
Act Deliberately**

WELCOME STRESS

Welcome stress by writing about it, helps...

- ✓ Reducing anxiety
- ✓ Improving health overtime
- ✓ Increasing control
- ✓ Increasing positive energy

✓ **Connect you to the underlying reason why you care.**



(Pennebaker, 1997)

TRANSFORM STRESS

How can you direct or make use of the energy available in the stress response?

Re-write your positive message:

I will use the energy, stress is giving me to

_____ because I care for _____

PRACTICE 3 STEPS



TRIGGER



ANCHOR



STRESS-BUDDY

WHAT CAN YOU DO?



EDUCATE & EMPOWER

- What is stress
- Stress Identification Process
- R.I.P. vs A.C.T.
- 3 STEPS To Efficient Stress



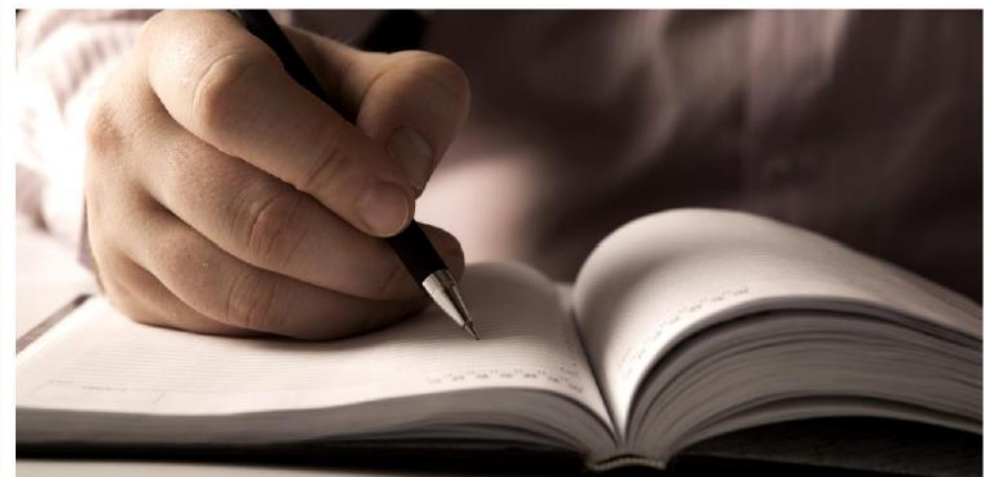
SUPPORT & LISTEN

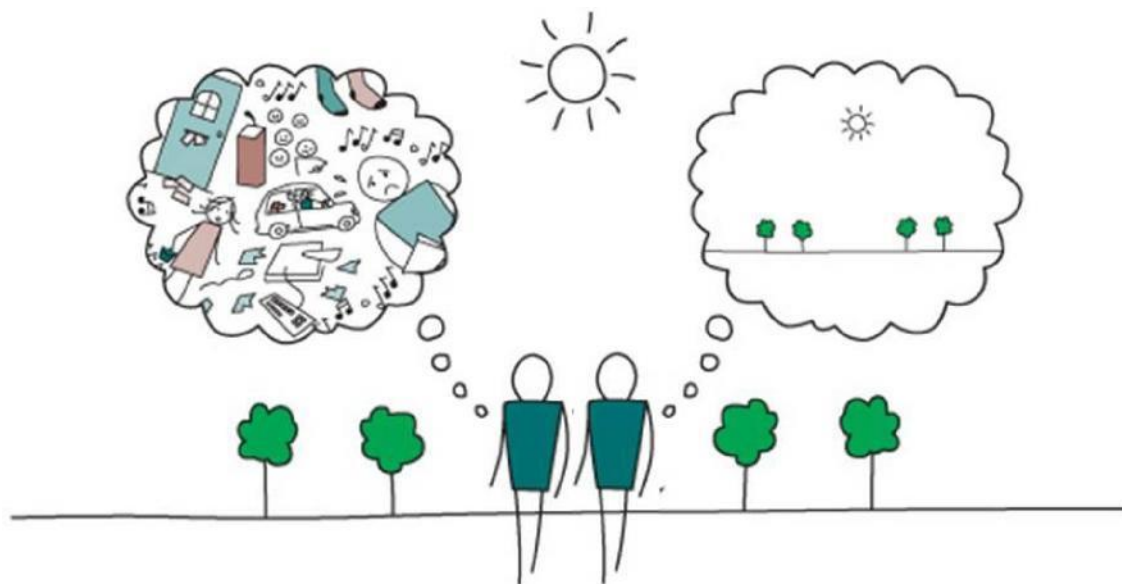
- Identification of workplace stressors
- How can you ease the stressful environment at work?



OFFER OPTIONS

- Healthy Workplace Choices (Fitness Membership, Healthy Snacks...)
- Wellness and Personnel Development Programs
- Coaching





Mind Full, or Mindful?

Mindfulness

- Helps to handle stress and control anxiety
- Decreases depressive symptoms
- Improves general health
- Removes the feeling of worrying
- Increase the feeling of happiness and satisfaction
- Clarifies our mind
- Provides support and boost resilience
- Decreases burnout and turnover



*Thank
you*





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