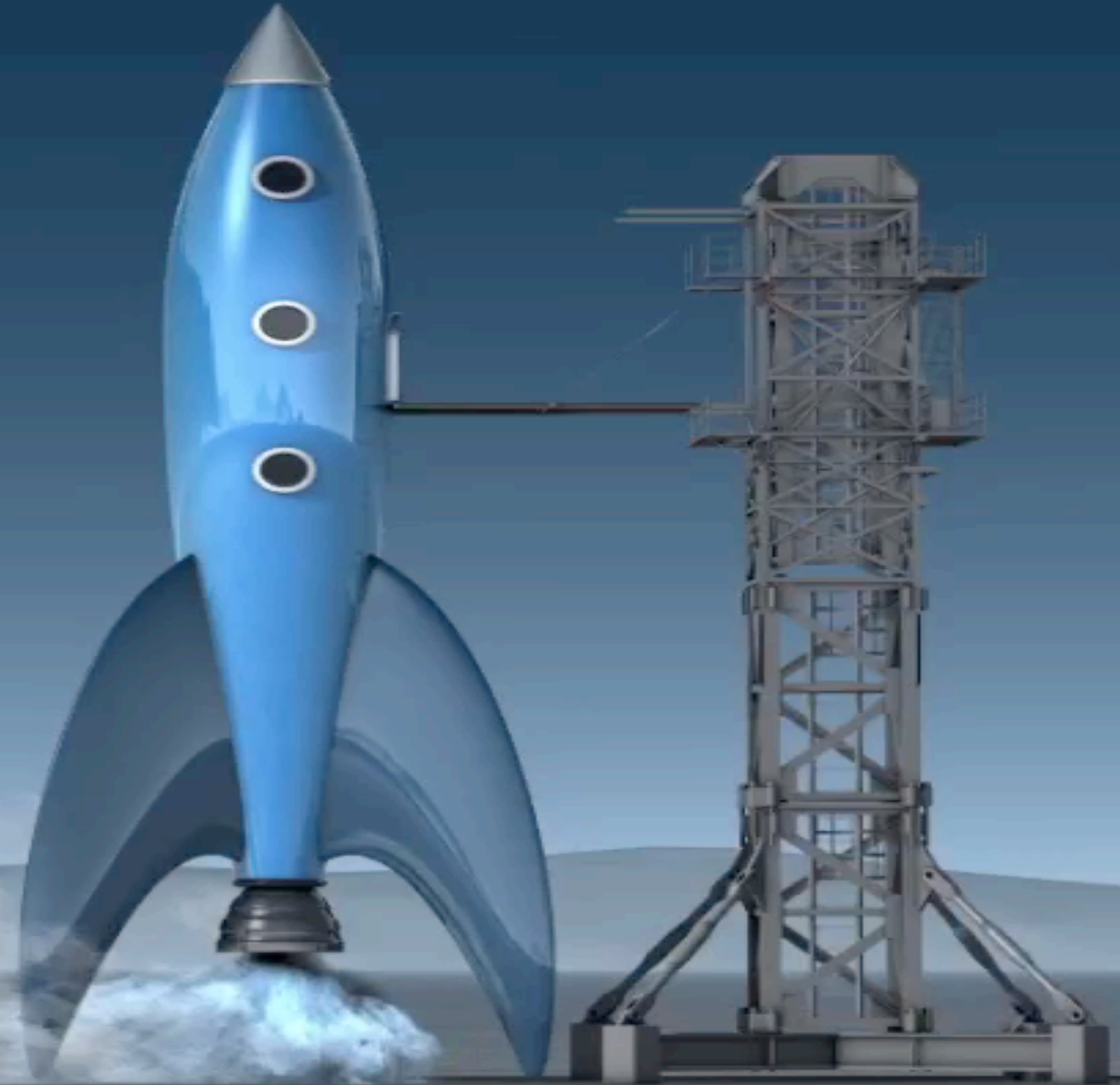


# Stress Strategies

Michael Comyn - The Fearless Organisation

## STARTING SHORTLY



Medical Model

Behavioural Model



What direction?

## Where we are

- 25 years ago Firth-Cozens reported that among doctors in their first year of graduating 50% were estimated to have emotional disturbances and 28% fulfilled criteria for depression. BMJ 1987; 295:533-6
- Doctors do not make good patients - they consult late.
- There is an Immunity to Change the situation.





- Doctors are showing above threshold levels of stress at 28% as against 18% in the general population.
- Increased rate of psychological morbidity, depression, anxiety and substance abuse amongst doctors.
- Junior doctors and female doctors especially at risk.

Prof. Jenny Firth-Cozens BMJ 2003

# DEFINITIONS OF STRESS

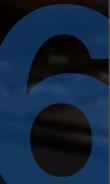
- Survival Stress - You may have heard the phrase "fight or flight" before. This is a common response to danger in all people and animals. When you are afraid that someone or something may physically hurt you, your body naturally responds with a burst of energy so that you will be better able to survive the dangerous situation (fight) or escape it all together (flight). This is survival stress.
- Stress results from an imbalance between demands and resources or as occurring when pressure exceeds one's perceived ability to cope.

Lazarus & Folkman Springer 1984

# The Research

- ◉ 50% of workers take their work home (double the figure from 1990)
- ◉ 83% check work emails from home
- ◉ 59% check voice mail after hours
- ◉ 83% keep cell phones on at all times even overnight.

Scott Schieman, Sociology professor at the University of Toronto





# Letting go . . . .

- 79% of people take work related devices on vacation.
- 34% admit to hiding from friends or family to check emails while on holiday.
- Half of those surveyed admitted to traveling up to 10 miles to get a WiFi signal.
- More than one-third of respondents admit to checking mobile email even during such vacation activities as skiing, horseback riding and biking.

## Strange but true?

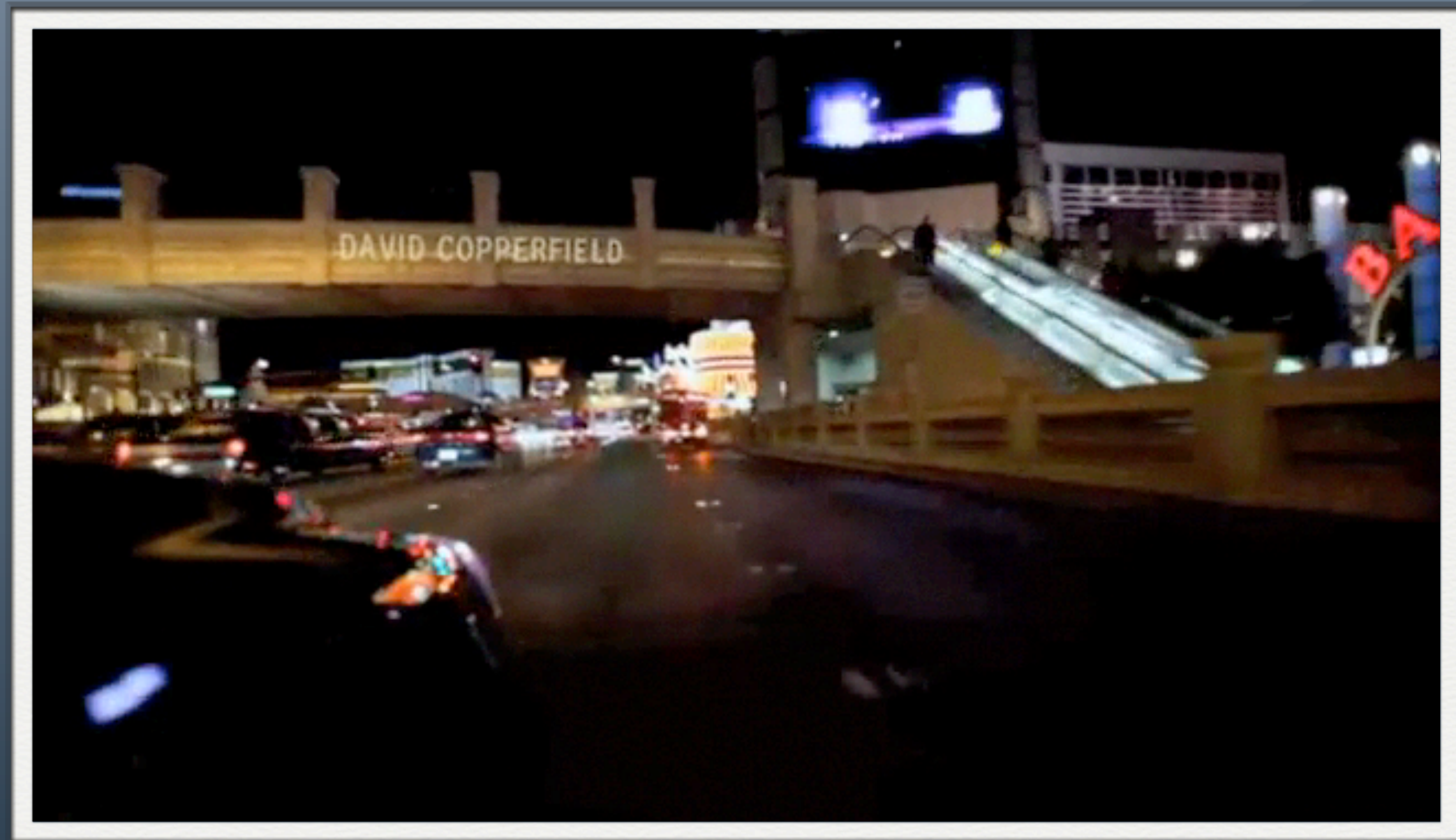
- More than 50 percent of users reported sending emails during a meal.
- There are some things that are still sacred, though. The number of users who admitted to emailing during a romantic moment has decreased from 11 percent in 2009 to a mere 2 percent in 2011.

### The Osterman study





# Multitasking Myth

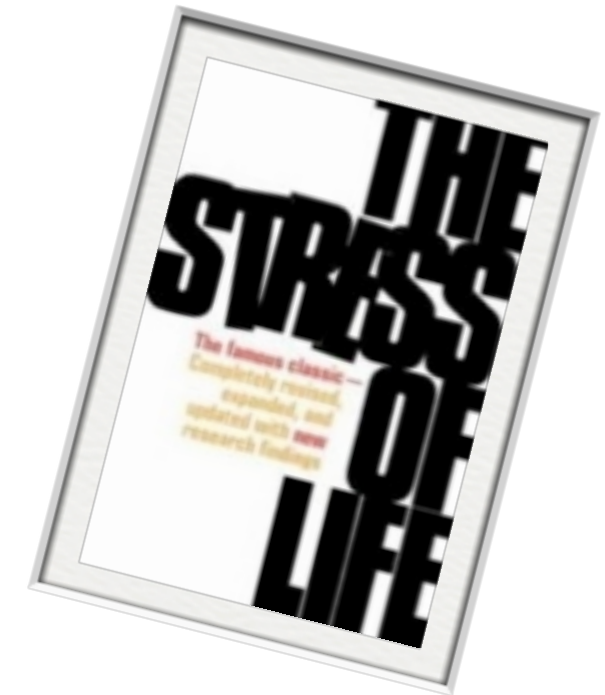


# 125,000 YEARS AGO FIGHT OR FLIGHT

- Walter Cannon defined Flight or Flight in 1929 and the caveman theory
- But there are two problems with this Neanderthal model. First, the riskiest animals our predecessors had to confront were rabbits and deer, not elephants and tigers.
- In fact, our hairy forefathers spent most of their time collecting berries and roots with their children, aunties and pals. Just like us, the caveman never stood alone in front of wild animals - unless there had been some kind of terrible mistake.







# The Stress of Life

Hans Selye - Canadian Institute of Stress

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Robert M.Sapolsky



# STRESS IN MEDICINE

- Nearly 80% of US physicians reported a personal crisis in the past year, most said they would not seek support from health services or colleagues.
- 90% reported stress from lack of time.
- 70% reported fear of lack of confidentiality
- 50% feared legal consequences

Source American Medical News 2012

# Women & Stress

UCLA Professor, **Dr. Shelley Taylor**, and her colleagues have proposed that females may be less likely to respond to stress with a strong fight or flight response.

While all females are capable of showing the fight-or-flight response in certain circumstances, females may be more likely to respond with what Taylor and colleagues call the “tend-and-befriend” response.

**Females, under stress, are more likely to turn to other females for support and defend each other from perceived threats.**

Social support helps females manage their response to stress.

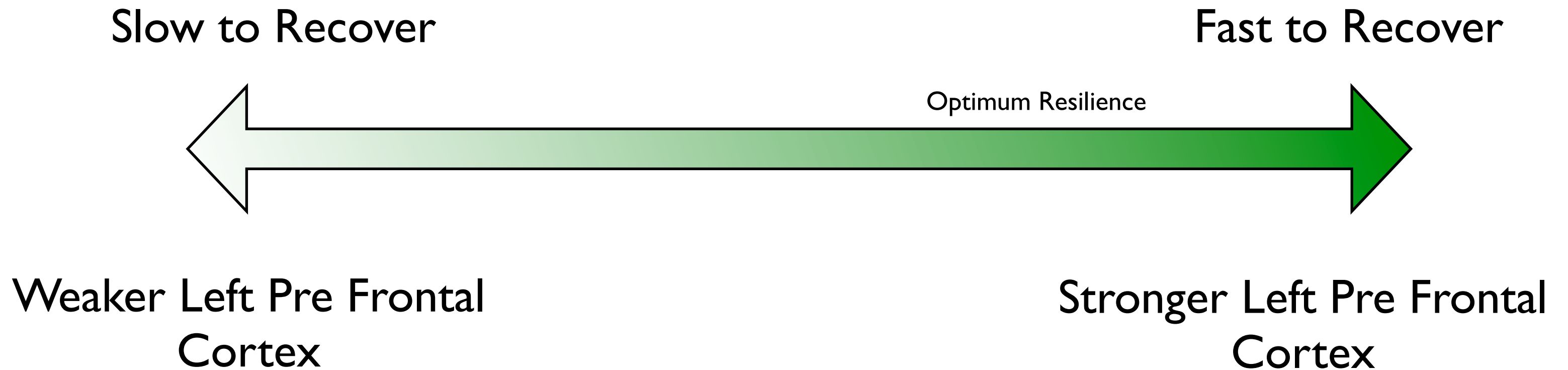




# THE DANGER SIGNS

- You work longer hours than anybody else.
- You resent colleagues who work fewer hours than you do.
- You are often irritable, headachy or exhausted.
- You are often ill on holiday.
- You are furious if the car in front of you doesn't move away from traffic lights quickly enough.

# Spectrum of Resilience



# Spectrum of Resilience

Slow to Recover

Fast to Recover

Optimum Resilience



Depression Victimhood

Challenge to Empathy

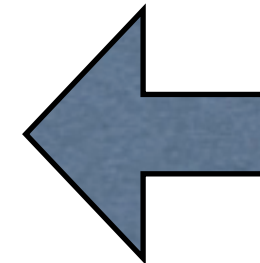
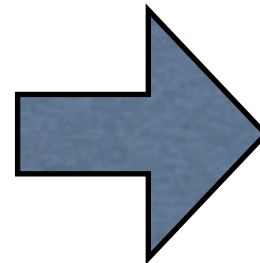
# Spectrum of Resilience

Slow to Recover

Fast to Recover

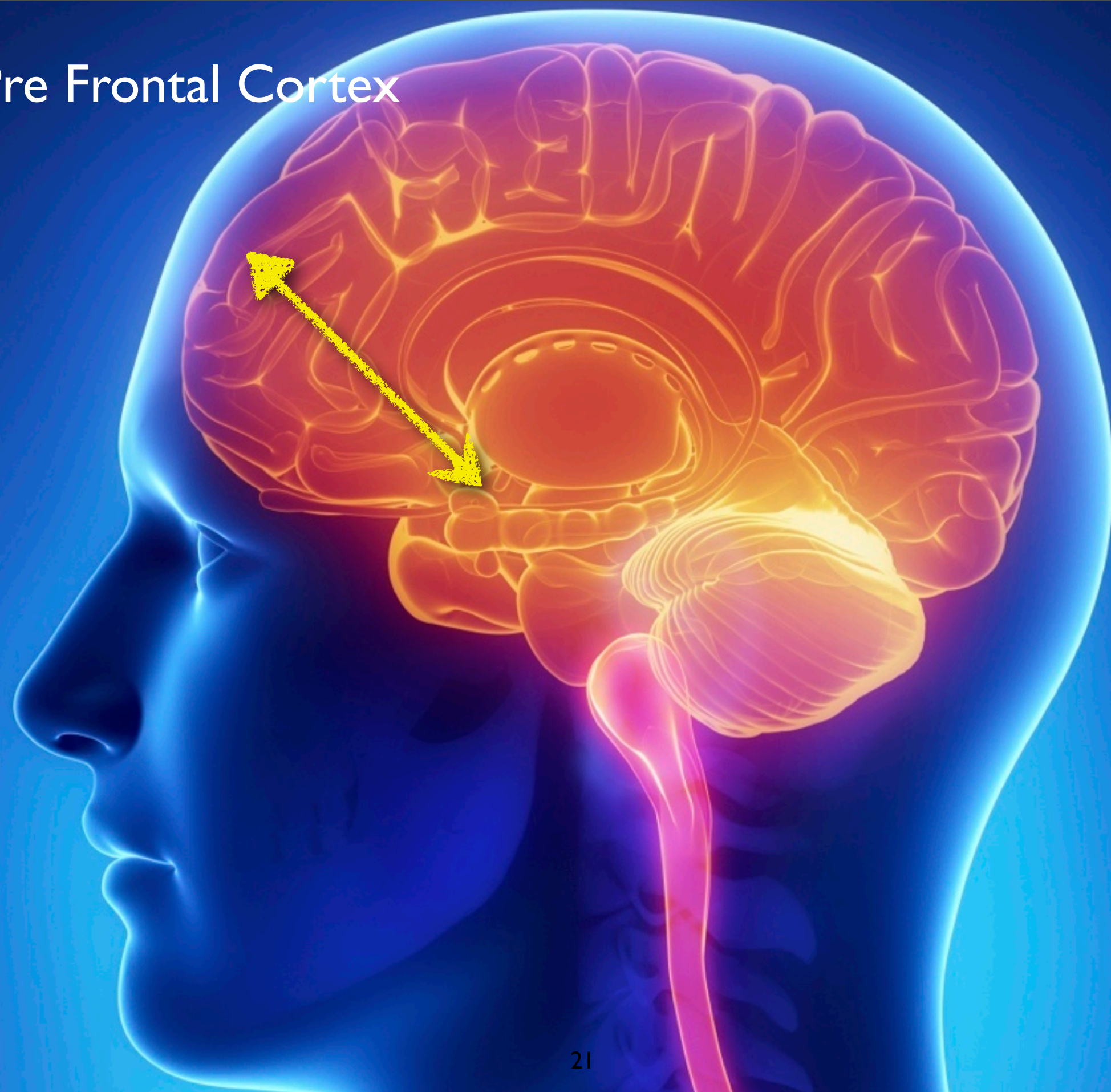


Mindfulness



Unexplored

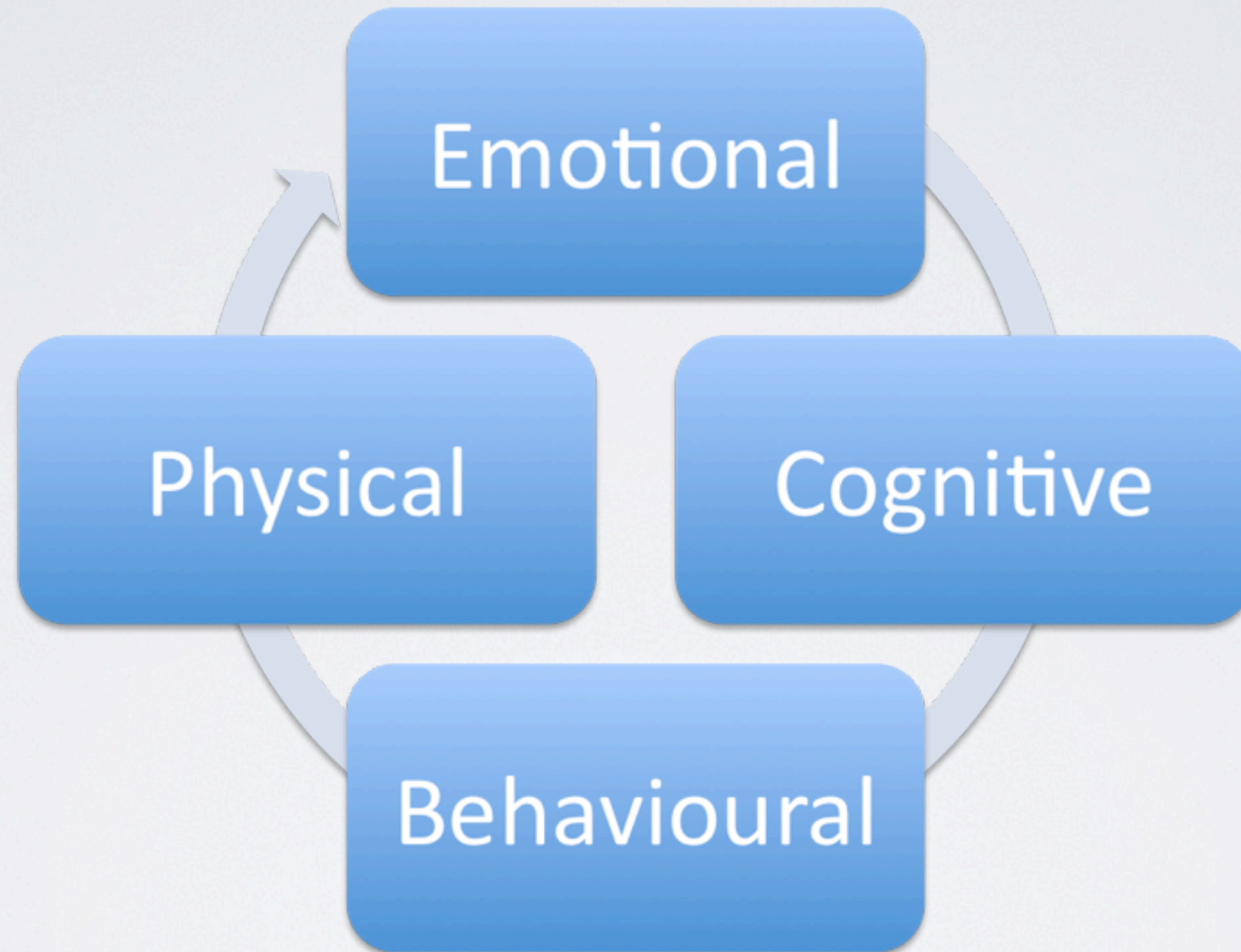
# Left Pre Frontal Cortex



# Top 5 Amygdala Triggers

- **Condescension and lack of respect**
- **Being Treated Unfairly**
- **Being Unappreciated**
- **Feeling you're not listened to or heard**
- **Being held to unrealistic deadlines.**

# SYMPTOMS OF STRESS



# SYMPTOMS OF STRESS

- Cognitive
  - Rigidity / resistance to change
  - Suspicion / mistrust
  - Stereotyping
  - Objectification / distancing
  - Rumination on leaving , revenge etc.



# SYMPTOMS OF STRESS

- Behavioural
  - Work avoidance
  - Diminished personal conduct with patients and colleagues
  - Inflexible behaviour
  - Habitual lateness
  - Acting out Alcohol / drugs/ affairs / shopping

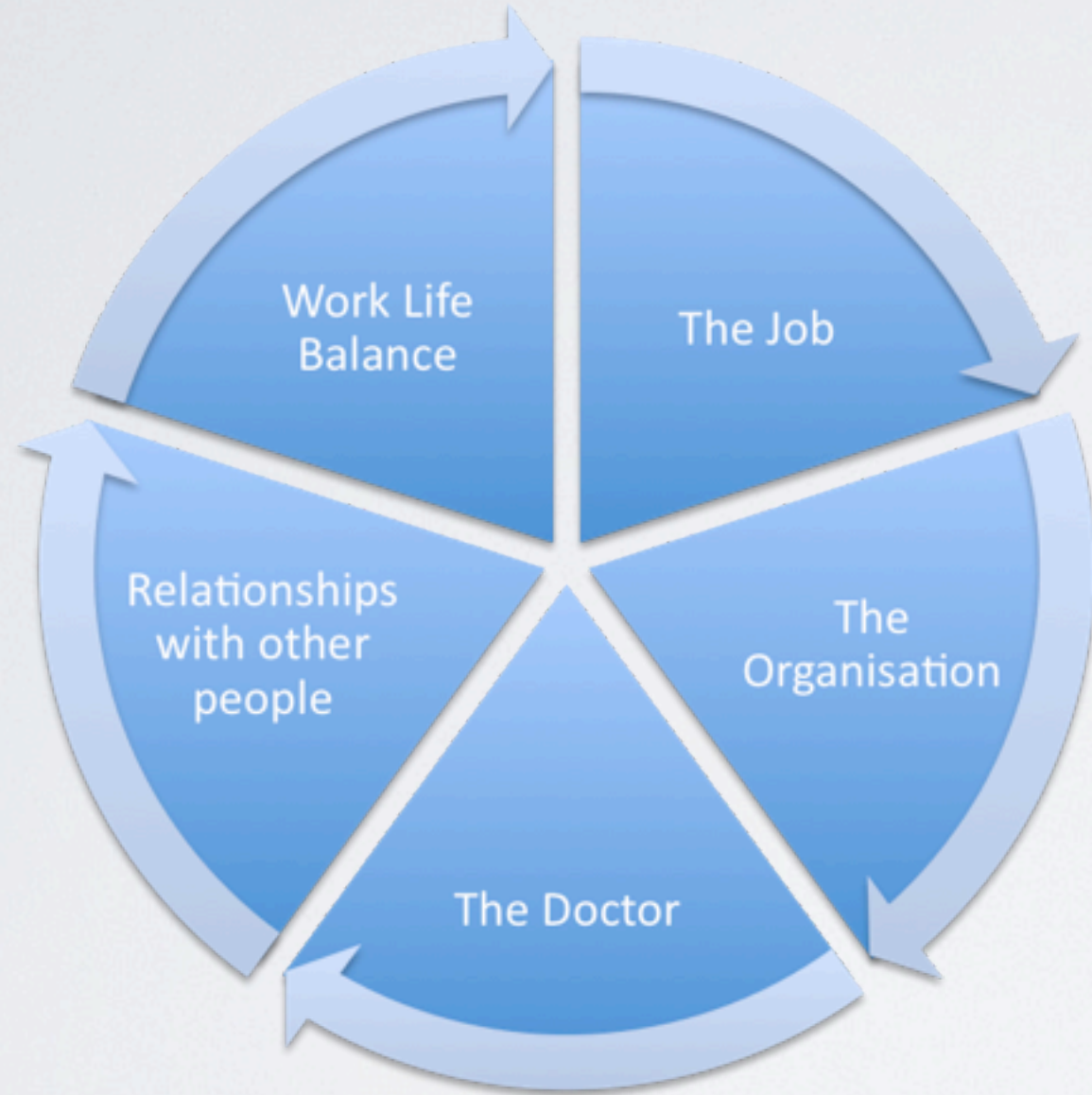
# SYMPTOMS OF STRESS

- Physical
  - Tiredness / Lethargy
  - Sleep disorders
  - Increased minor illnesses headache backache etc

# SOURCES OF STRESS

- **Type of medical practice**
  - Private Vs Public
  - Hospital Vs Community based
  - Specialty
- **Mismatch in training**
  - Focus on patho-physiology diagnosis and treatment
  - Communication skills, law and ethics
- **Stress comes from:**
  - Administrative and financial management demands

# SOURCES OF STRESS



Workload  
Time Pressures  
Administration  
No regular meals  
Threats of legal action  
Career Structure  
Inadequate resources  
Personality Type  
Professional Isolation  
Lack of free time  
Lack of Sleep  
Disruptions to social life

# DEFINITION OF RESILIENCE FOR THIS SESSION

- Your ability to absorb high levels of disruptive change, bounce back and even excel in times of change and uncertainty, without acting in **dysfunctional ways.**

# RESILIENCE DISCUSSION

- Do I optimise my health and well-being on a daily basis?
- Have I enhanced my reality testing skills?
- Have I robust self-esteem, self-confidence and self-concept?
- Have I developed and applied deliberate personal resiliency skills?
- Have I room for serendipity, spontaneity and serenity in my life?

# Audit your sleep

<http://www.bbc.co.uk/science/humanbody/sleep/profiler/>



# How it was... Sleep like a cave dweller



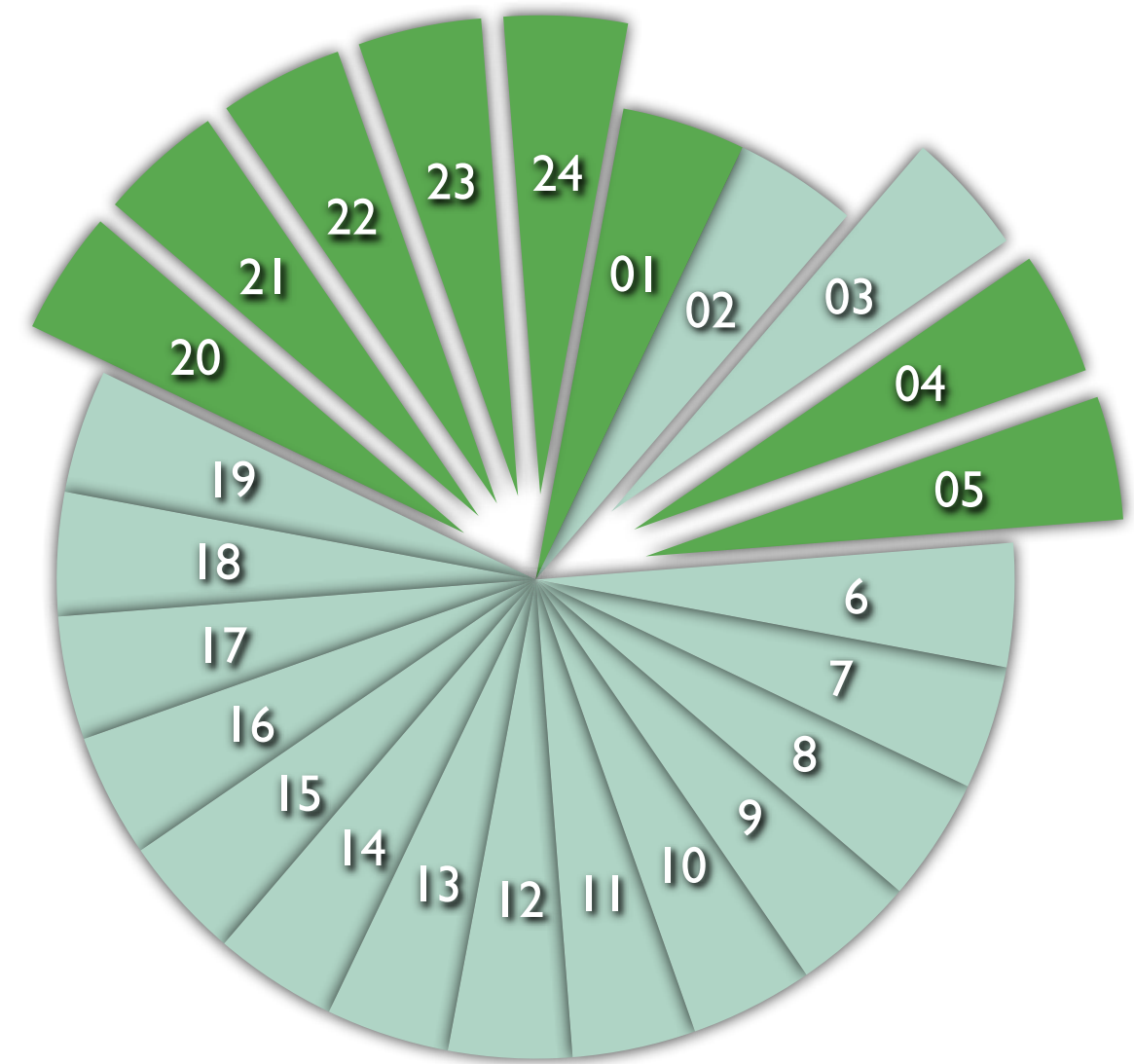
Jessa Gamble is an award-winning writer from Oxford, who lives in the Canadian Subarctic. Now that humanity has spread right to the Earth's poles and adopted a 24-hour business day, Gamble argues that our internal clocks struggle against our urban schedules. Her work documents the rituals surrounding daily rhythms, which along with local languages and beliefs are losing their rich global diversity and succumbing to a kind of circadian imperialism.

A dynamic new voice in popular science, Gamble was awarded a 2007 Science in Society journalism award from the Canadian Science Writers Association for her first-person account of daily life at the Eureka High Arctic Weather Station. She is the author of *The Siesta* and [\*The Midnight Sun: How We Measure and Experience Time\*](#)



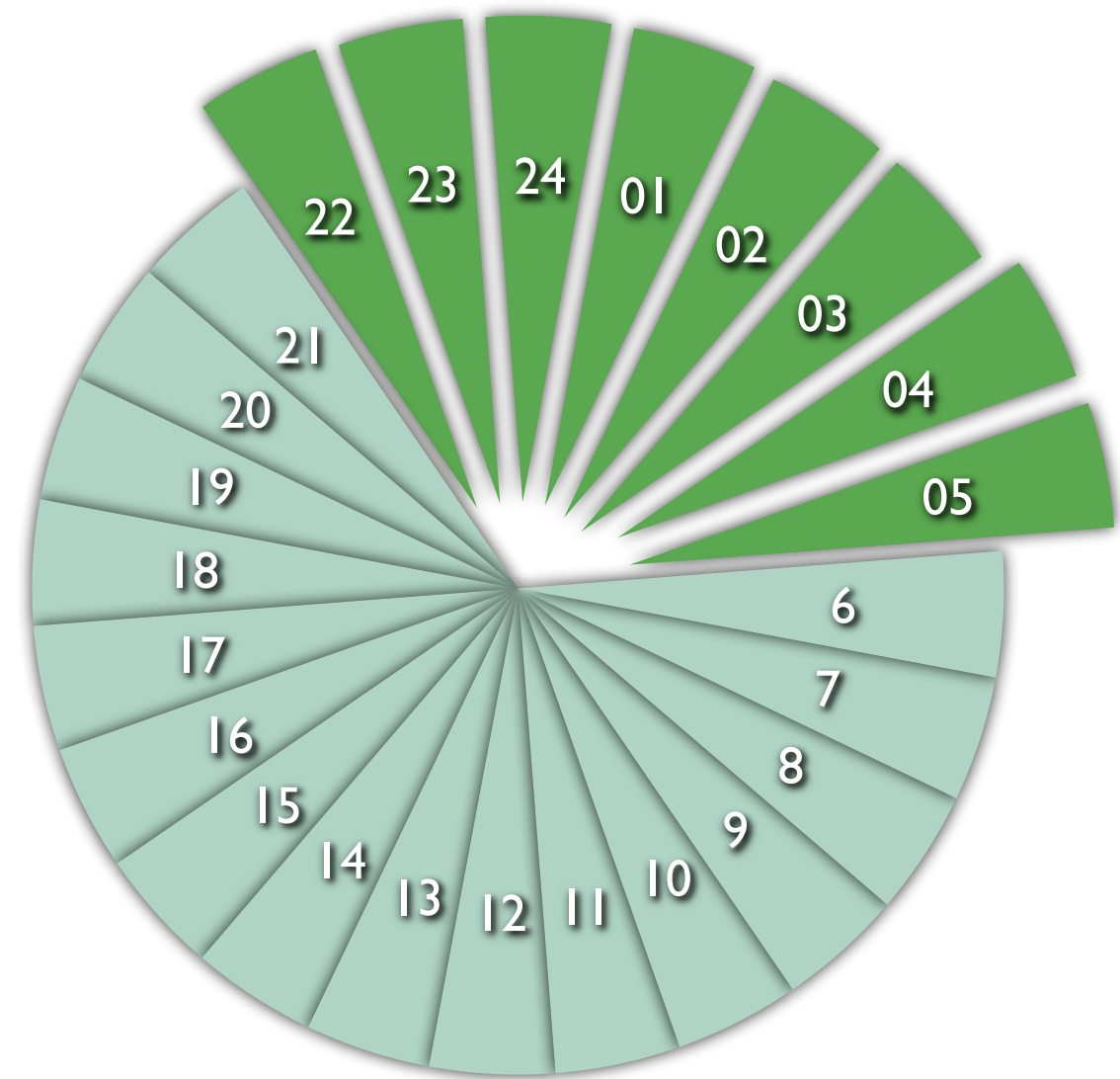
# Segmented Sleep

Prior to around 1859 people tended to sleep from 8.00pm to midnight woke till 03:00am, tended their fires, read, even visited neighbours, then went back to sleep till 06:00am. The first sleep was for fatigue, the second was for mental health.



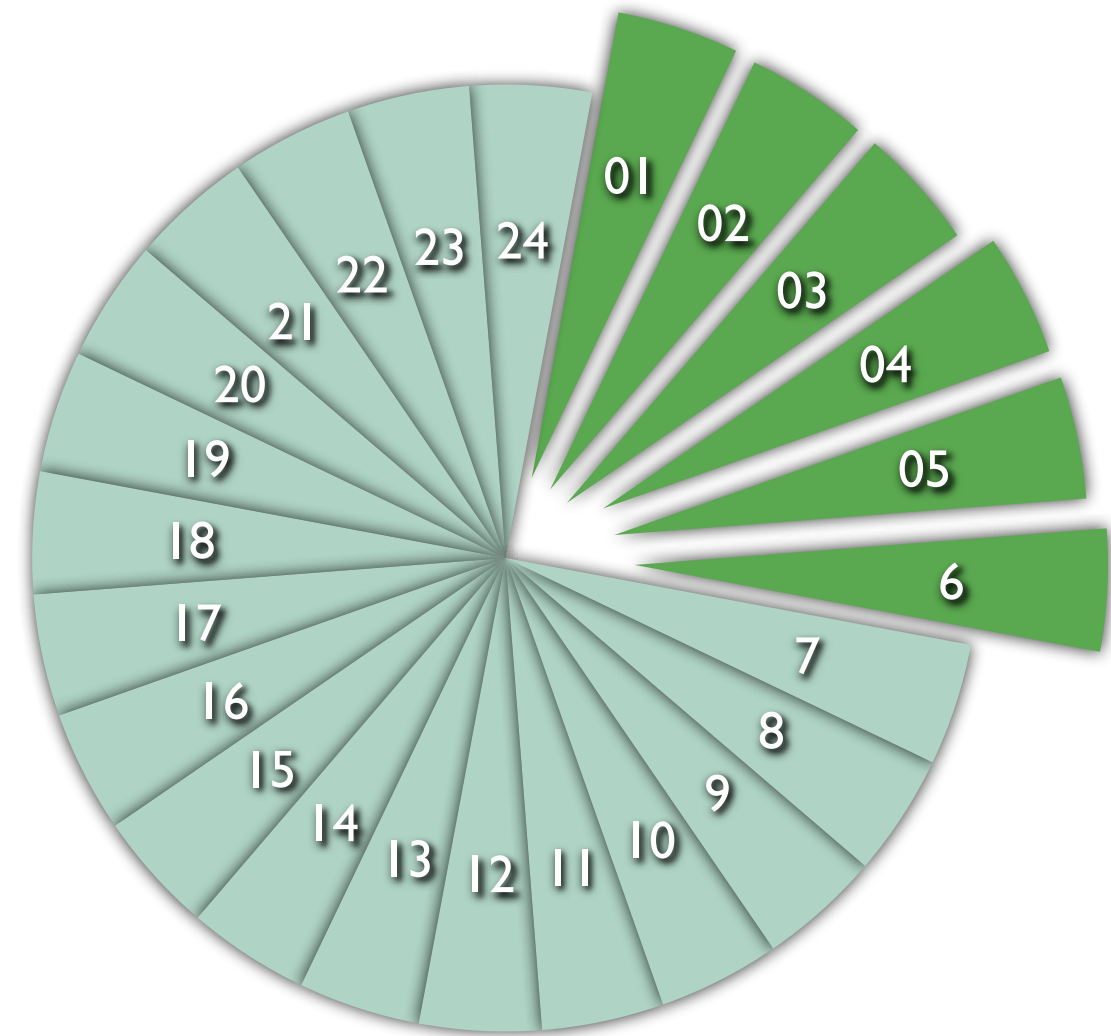
# Non Segmented Sleep

Changes in social behaviour towards “night people” and a growing middle class using artificial light saw a change towards non segmented sleep

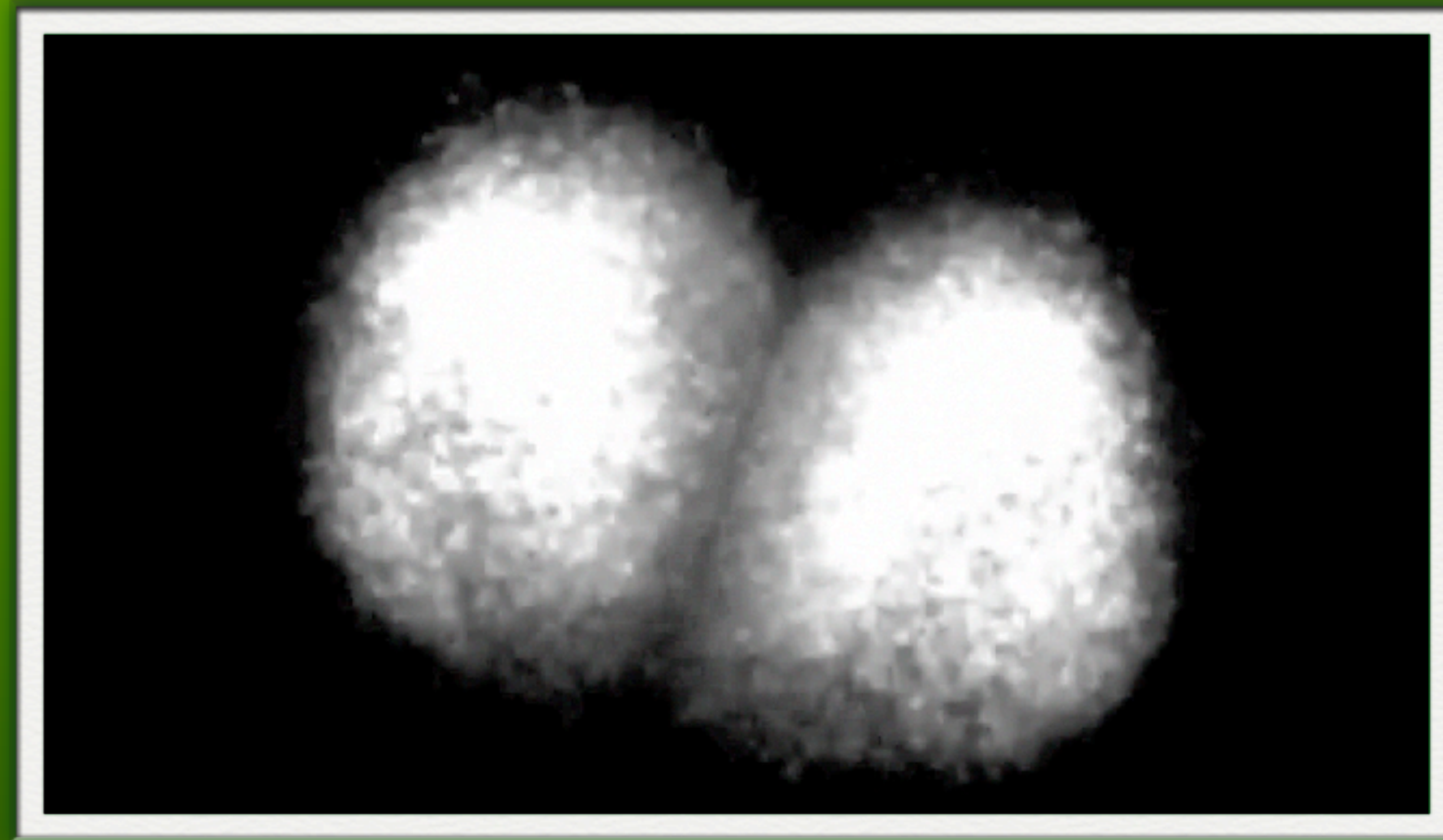


### Short Sleeping

The cortisol awakening response (CAR) is an increase of about 50% in cortisol levels occurring 20–30 minutes after awakening in the morning in some people. This rise is superimposed upon the late-night rise in cortisol which occurs before 1 hour before awakening. The CAR is higher if we are not looking forward to the day ahead.



# The Body Clock

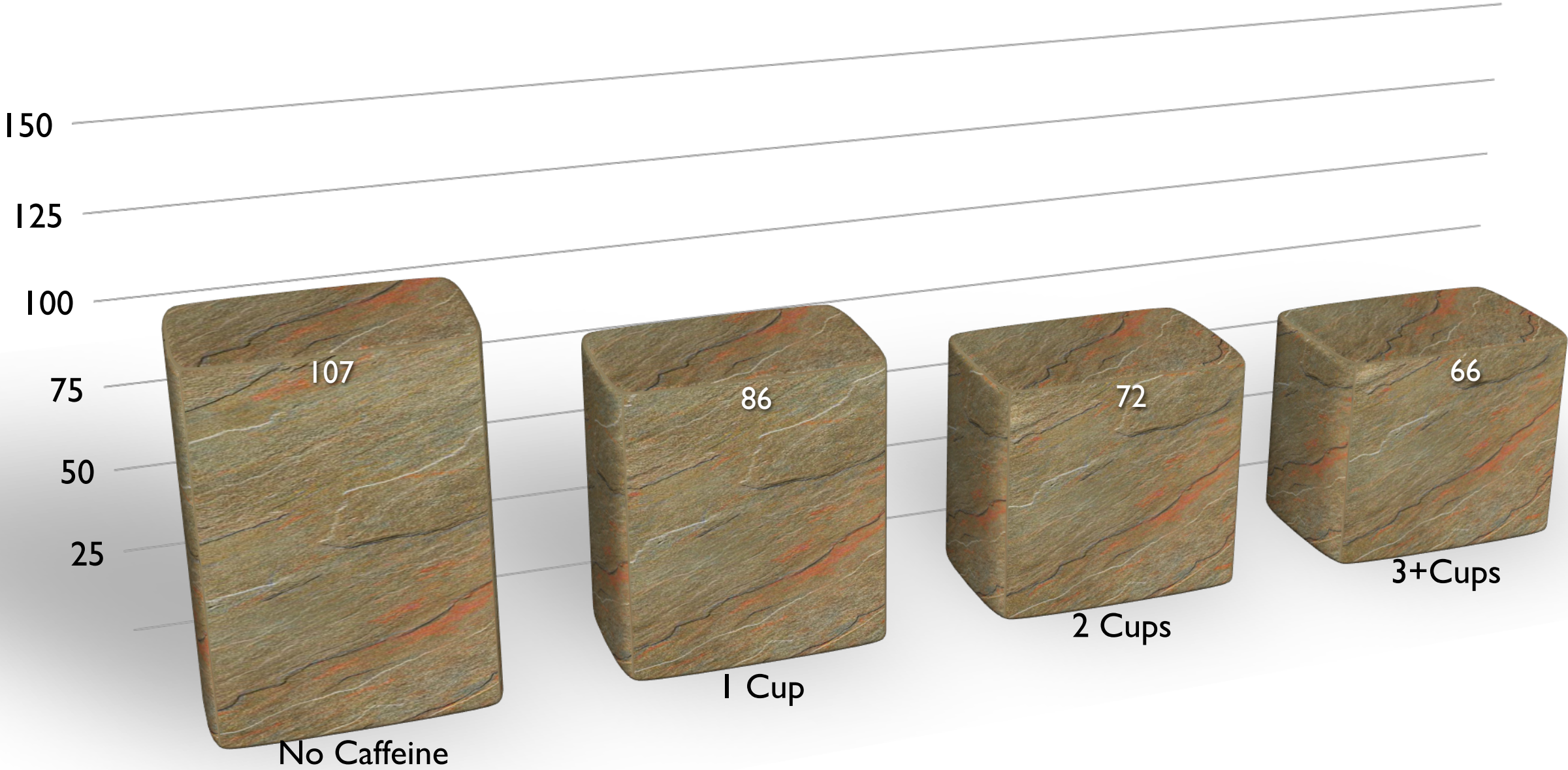


# Useful Consumption of Caffeine

- Low doses of caffeine ranging from 30 to 60 mg can modestly improve response speed and vigilance in normally rested individuals, these low doses have minimal effect as sleep debt increases
- 100 mg of caffeine is effective for reducing afternoon sleepiness for up to 90 minutes in non-sleep deprived persons.

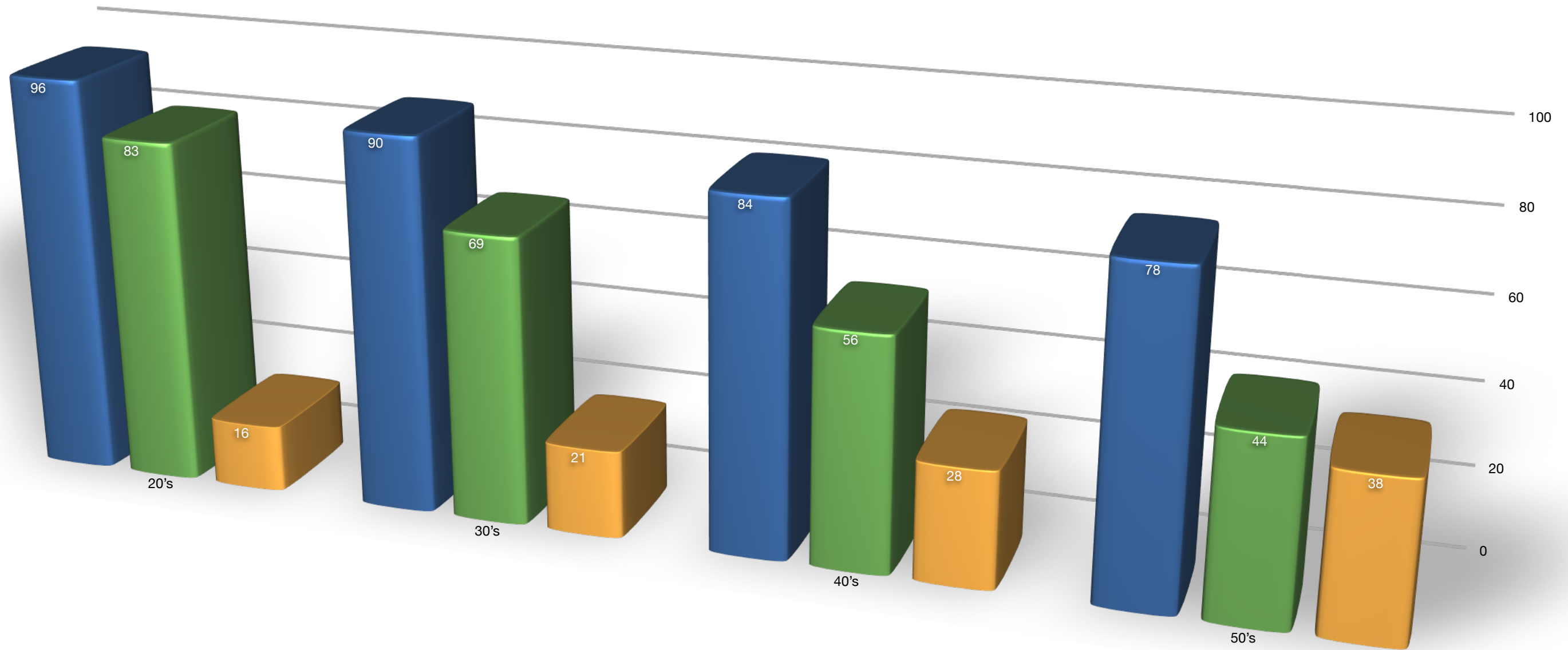


# Caffeine - Minutes of REM Sleep



38

Sleep Patter by Age in Minutes



■ REM

■ Deep

■ Wake



## Meditation Matthieu Ricard





Let's give it a try!

Meditation is easier than you think and can be done anywhere



# SOCIAL SUPPORT FOR RESILIENCE

- Strong role models
- Good Reality Testing Skills
- They have a Chief to call on
- They have a Switchboard operator
- They have contacts outside their work community
- They are hospitable to friends and family
- They deal with direness quickly and openly
- They prize their personal rituals
- They are openly affectionate in their home
- They have a sense of place and connection to that place
- They connect with posterity
- They honour and access the wisdom of their elders

# THE SHORT VERSION OF TODAY

- Use self restraint – don't over extend yourself
- Sit down to breakfast and food in general
- Take time for a reset
- Schedule “down-time”
- Read a non medical journal
- Go for a 10 minute walk
- Get help - don't do it alone

Tips for Coping with Stress and Burnout

A Plan for the future

Physical Space

Identity

Money

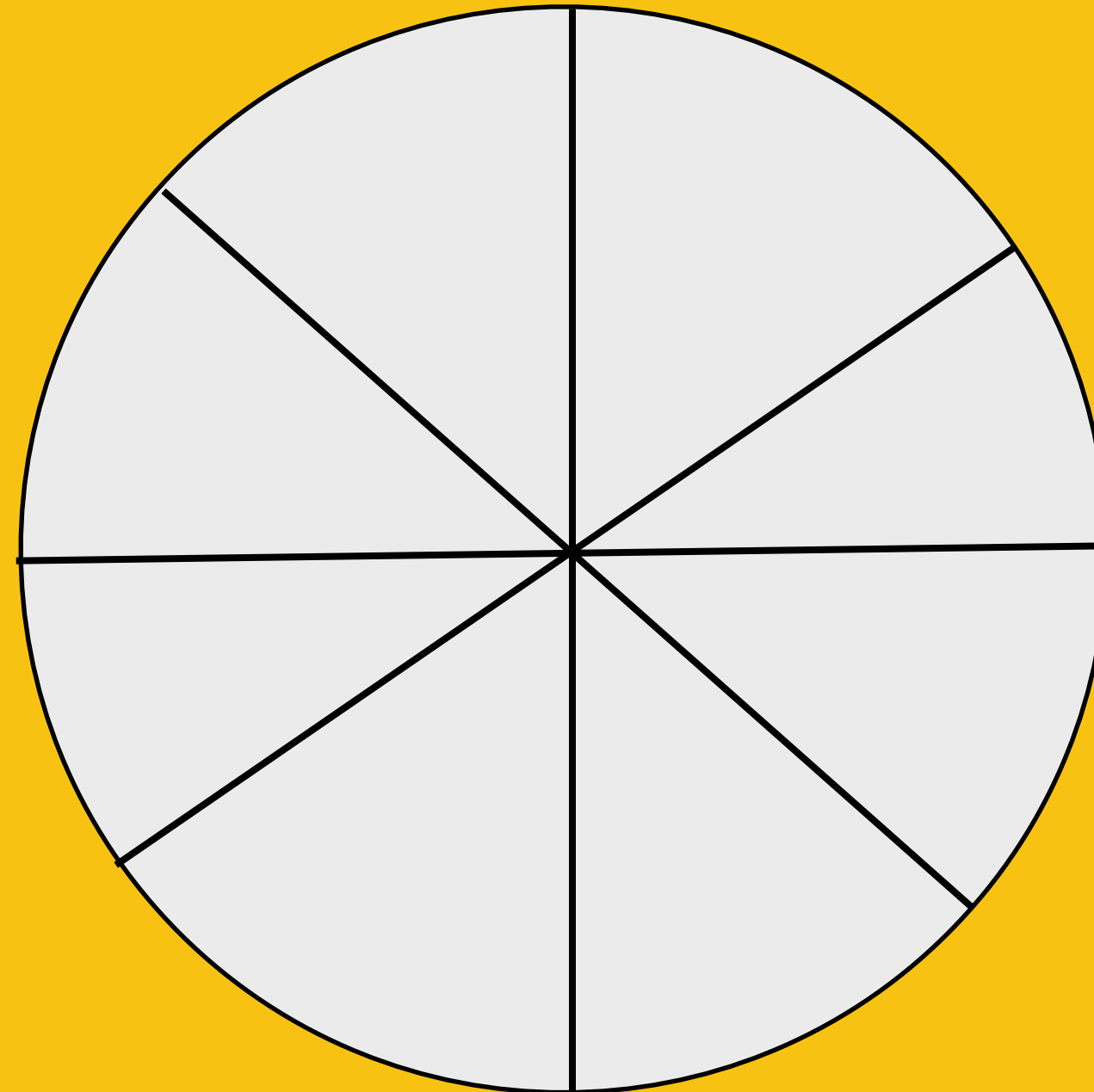
Health & Fitness

Significant Other

Fun & Recreation

Giving Back

Friends & Family



A Plan for the future

Physical Space

Fun & Recreation

Identity

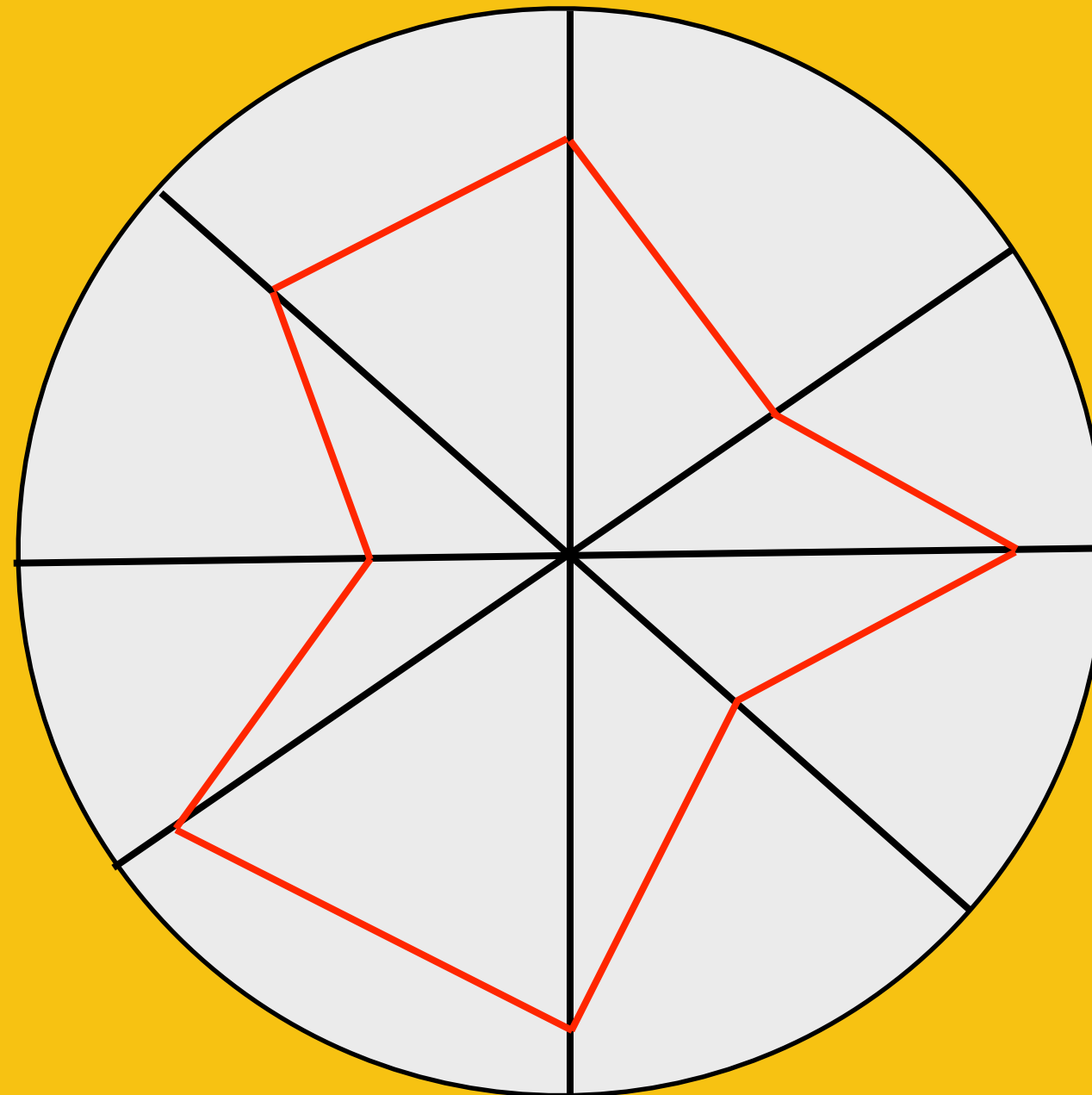
Giving Back

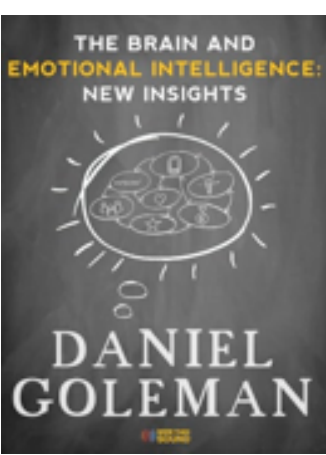
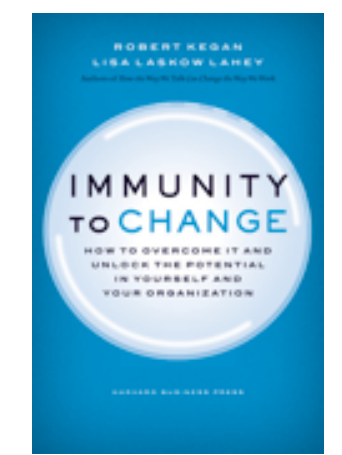
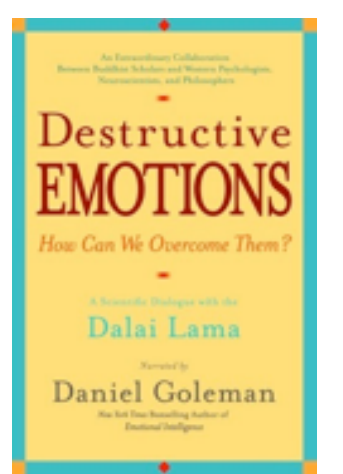
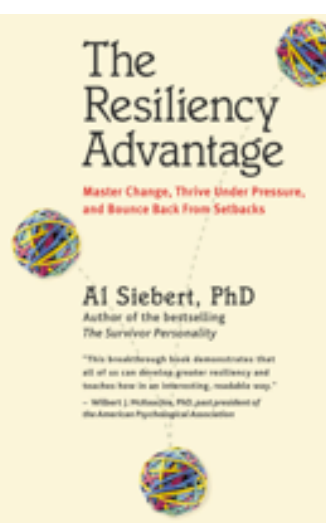
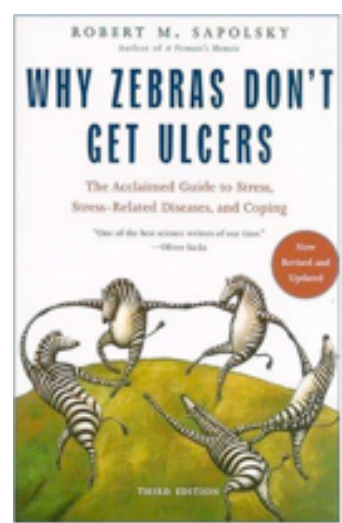
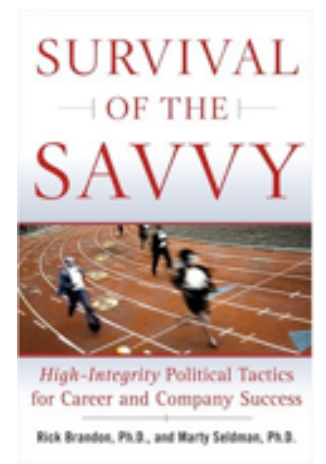
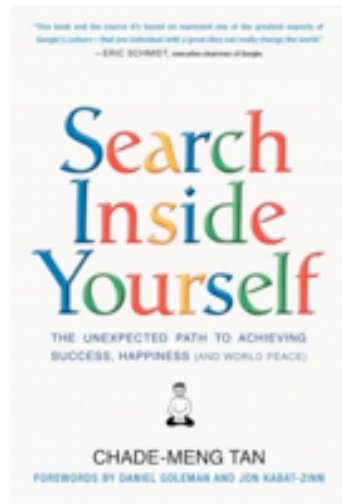
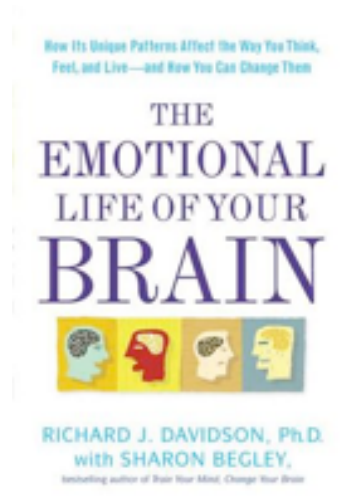
Money

Friends & Family

Health & Fitness

Significant Other





# Reference Texts for this Workshop