

Performance & Stress Management

- PM refers to the processes to ensure the organization connects mission with the work of employees
- Involves two related activities
- Evaluating the performance of employee
- Helping them develop action plans to improve
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- Goal Framework
- Define your main objectives

Multiple purposes

- Strategic business objectives
- Onboarding process
- Decision making
- Communication device
- Feedback
- Workforce planning
- Coaching
- Relationships

- Stress the reaction people have to excessive pressures or other types of demand placed upon them. It arises when they worry that they can't cope
- Definition
- $S = P > R$

Symptoms

- Worry
- Tense
- Tired
- Frightened
- Elated
- Depressed
- Anxious
- Anger

Negative Self Talk

- Pessimistic Thinking
- Self criticism
- Over analyzing

Mind Traps

- Unrealistic Expectations
- Taking things personally
- All or thinking nothing
- Exaggeration
- Rigid Thinking

- Flight – **Fight** Response
- ABC strategy
- A Awareness what causes you stress
- B Balance there is fine line between positive and negative stress
- How much can you cope with before it becomes negative
- C Control
- What can you do to help yourself combat the negative effects of stress

- Reframing
- It's a technique to the way you look at the things in order to feel better about them
- Positive thinking

Techniques

- Laughter
- Relaxation
- Mediation
- Yoga
- Deep breathing
- Hobby
- Organize yourself

- <https://www.youtube.com/watch?v=grfXR6FAsI8>