WHOLE PERSON WELLNESS

For Leaders

Presented by your Employee Assistance Program
SEMINAR GOALS

• Understand the concept of holistic health and value in prioritizing it
• Discuss stress indicators and sources for leaders
• Explore whole person stress management strategies
• Review ways to become more resilient in the face of stress
• Know the benefits of your Employee Assistance Program (EAP)
LEADING FROM THE INSIDE OUT

• Today’s business environment and demands amp up stress

• Increased pressure often leads to decreased focus on stress management

• Shift perspective to include value of not only doing well but being well

• Dividends of prioritizing personal well-being go beyond health benefits
WHOLE PERSON WELLNESS

BODY
Physically fit, strong and energized
• Self-care norms
• Restorative actions

MIND
Mentally stimulated, fulfilled and engaged
• Purpose and passions
• Connections

EMOTION
Stress-resistant and emotionally balanced
• Stress management
• Resilience building
Stress: the psychological and physical response that results when a person’s (actual or perceived) resources are not sufficient to meet pressures and demand. This imbalance can motivate or overwhelm.

Volume, intensity, or duration of stress may bring it to unhealthy levels. The tipping point is unique for each person.

(Canadian Centre for Occupational Health and Safety, 2018)
RECOGNIZE SIGNS OF UNHEALTHY STRESS

**Behavior, attitudes, emotions**
- Irritability, sensitive to criticism
- Feelings of anger or frustration
- Loss of sense of humor
- Emotional outbursts
- Overly rigid or controlling
- Trouble focusing, prioritizing

**Physical**
- Headache
- Upset stomach
- Muscle tension/aches
- Difficulty sleeping
- Rapid weight gain/loss
- Low energy, exhaustion

**Workplace**
- Apathy or withdrawal
- Drop in performance
- Not taking breaks
- Procrastination
- Conflicts with others
- Dreading Mondays

(Canadian Centre for Occupational Health and Safety, 2018)
REBALANCE: CHANGE YOUR RELATIONSHIP WITH STRESS

• Use self-awareness as a gauge
• Challenge stress-provoking mindsets
• Manage your emotional response
• Proactively pursue holistic health
• Tap into natural resilience
Gain an understanding of your own habits and tendencies:

• Get to know yourself
• Look for patterns of behavior
• Ask “what,” not “why,” to identify your triggers

Allow for vulnerability and embrace your authentic self. Our imperfections, flaws, and insecurities are what make us human.
Recognizing a mindset that creates or compounds stress means you can make choices to shift how you think and act.

- Perfectionism
- Inflexibility
- People-pleasing
MANAGE EMOTIONS

Have go-to strategies
• Recognize your signs
• Shift your focus
• Take a time out
• Open up to others
• Proactively address triggers

Simple techniques can help calm your “hot” emotional response, allowing time for your “cool” rational brain to weigh in.
Modern “threats” tend to be psychological or social in nature. They don’t resolve quickly, leaving us stuck in an ongoing version of a fight / flight / freeze response.

Relaxation response
- Sends an “all clear” signal to the brain
- Initiated by active, not passive, process
- Signals release of calming chemicals

(Bhasin et al., 2013)
Healthy body, healthy leader:
• Sleep resets mind and body
• Physical activity reduces stress hormones
• Food can be friend or foe
• Mind the brain/gut connection

In a study of executive leaders and stress, poor sleep quality was one of the top predictors of those with high stress levels.

Ganesh et al, 2018
Maintain meaningful social connections:
• Can be a safety net
• Stimulates “feel good” hormone
• Makes you a better leader

Senior executives run a higher risk of loneliness:
› 56% report not feeling close to anyone
› 70% feel that “no one knows them well”

Loneliness impacts the workplace:
› 5x as likely to miss a day of work due to stress
› Report lower productivity and lower quality of work
Beyond the boardroom

• Purposeful activities protect against life’s stressors

• Invest in your passions, strengths, dreams

• Gratitude through challenges helps rewire the brain
BUILD NATURAL RESILIENCE

Support your natural inner strength
• Practice new perspectives
• Surround yourself with positive influences
• Revitalize to find meaning in your work
• Embrace a mindful viewpoint
• Take care of yourself

- Yasmin Mogahed
ADD POWER OF WELL-BEING TO YOUR LEADERSHIP TOOLBOX

“Health is a state of body. Wellness is a state of being.”

- J. Stanford

(Elevation Wellness, n.d.)
BENEFITS OF THE EAP

Benefits vary by employer. Please check with your HR for your specific EAP benefits.

• Face-to-face sessions
• Confidential
• Prepaid
• Unlimited telephonic consultation
• Available 24 hours a day, 7 days a week
• Household benefit
• Work/life support such as elder care, child care and pet care
• Convenience services
• Financial services
• Legal services
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REFERENCES


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