

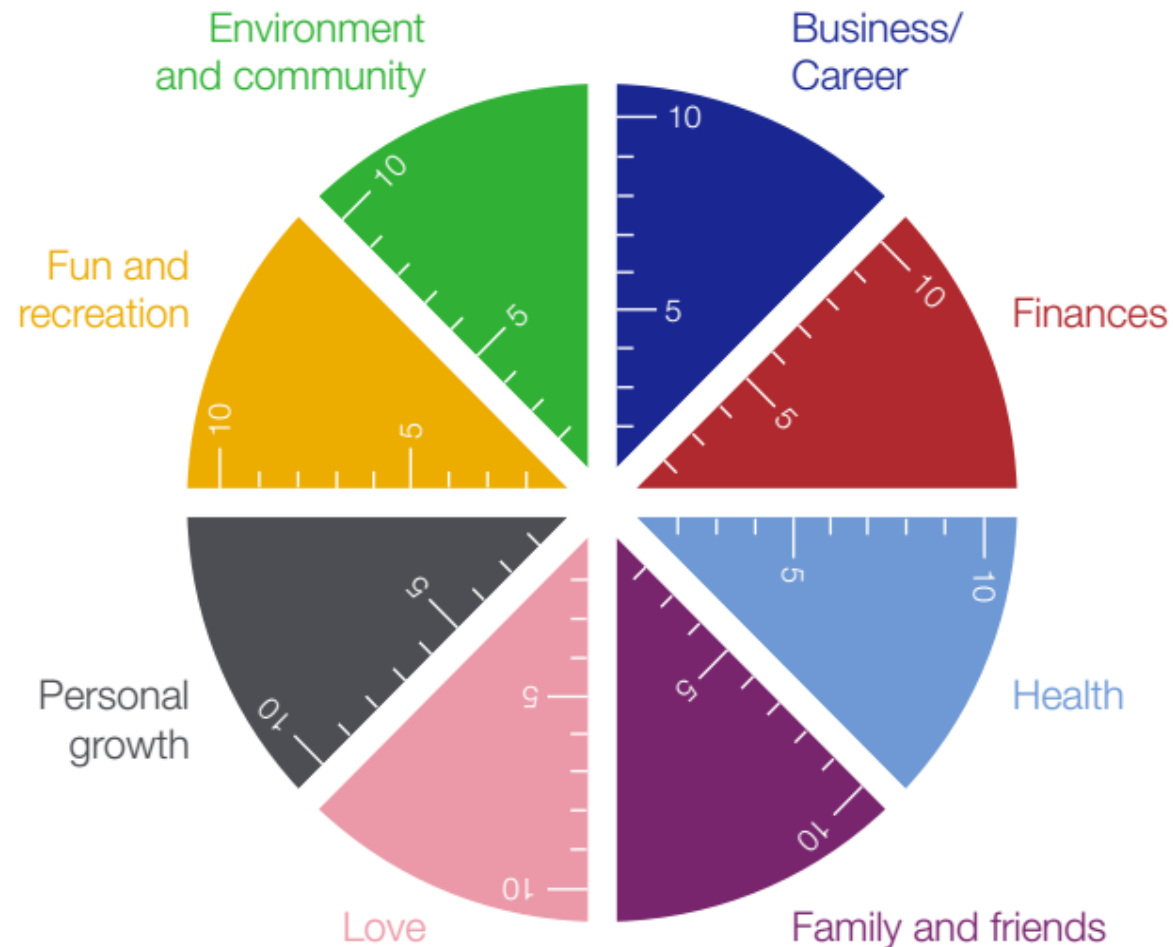


HÄLSA
wellbeing

From Stressed to Supported

Welcome

Simple ways to feel more in control.....



Session Aim

- ✓ Understanding stress and its impact
- ✓ Moving from stress to support

Our bodies

Work

Our mind

**Help and support
options**



What Stress actually is



- ✓ Reaction we have to excessive demands/pressure
- ✓ Mind and Body response

Can be:

Life events, living conditions, work, home, family, lack of, self demands, enjoyable events!

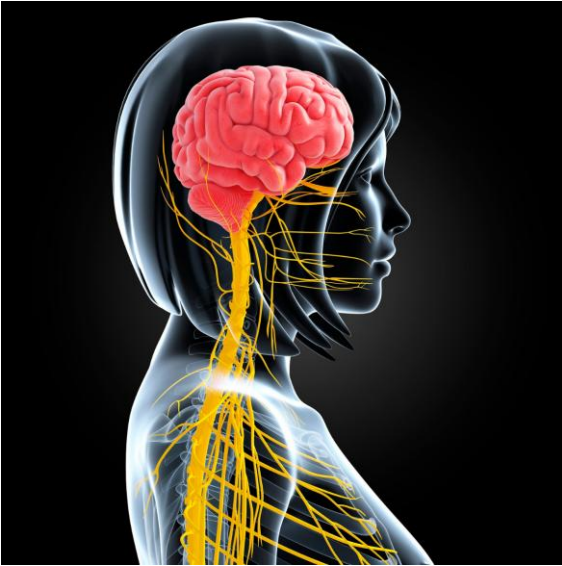
Thoughts:

- ✓ This is too much – I can't cope!
- ✓ It's unfair – someone should be helping me
 - ✓ I haven't got enough time
 - ✓ I'll never finish

Emotions:

- ✓ Irritable, bad tempered
 - ✓ Anxious
 - ✓ Impatient
 - ✓ Angry
- ✓ Depressed, hopeless

What Stress actually is



Physically:

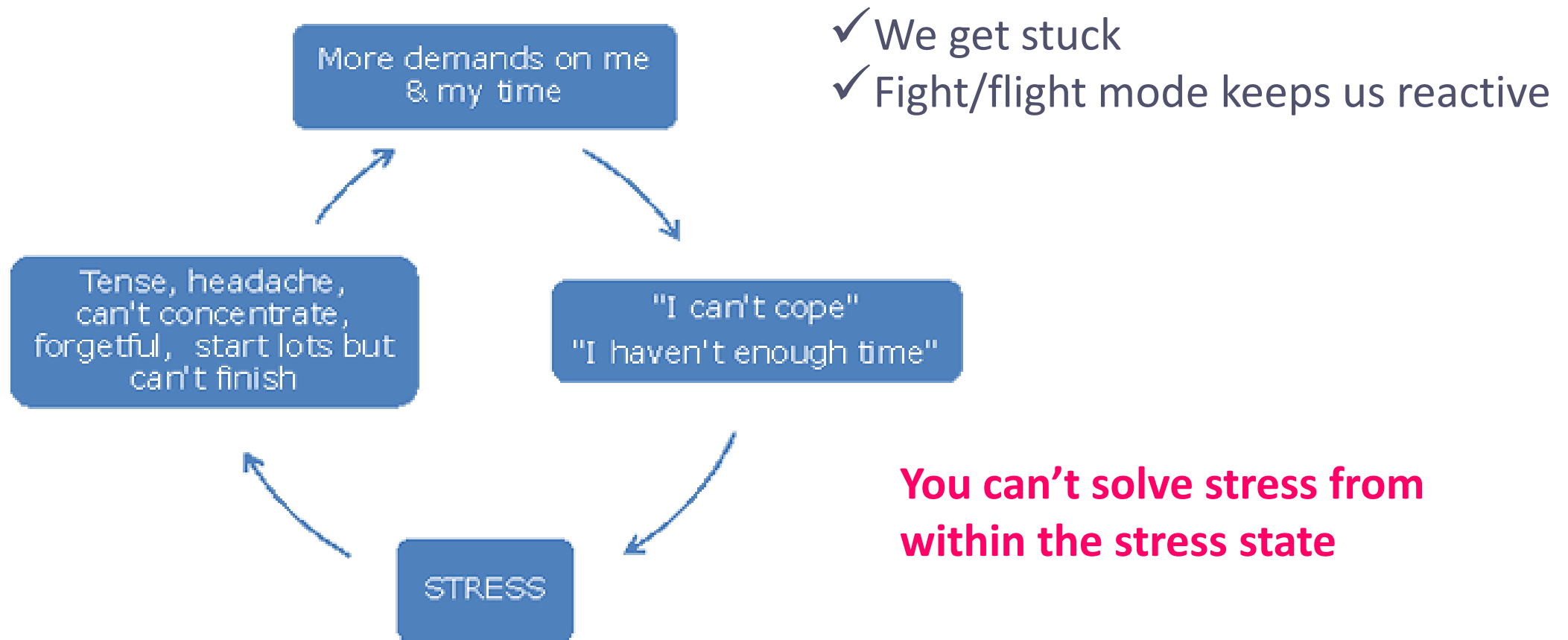
- Heart racing
- Breathing faster
- Tense muscles
 - Hot, sweaty
 - Headache
- Concentration issues
 - Forgetful
 - Agitated
- Bladder or bowel issues

Unmanaged stress:

- ✓ Anxiety and depression
- ✓ Increased absence at work
- ✓ Mistakes and accidents
- ✓ Reduced productivity
- ✓ Workplace conflict

Why we stay stuck in stress

Viscous Stress Circle



Identifying your Stress

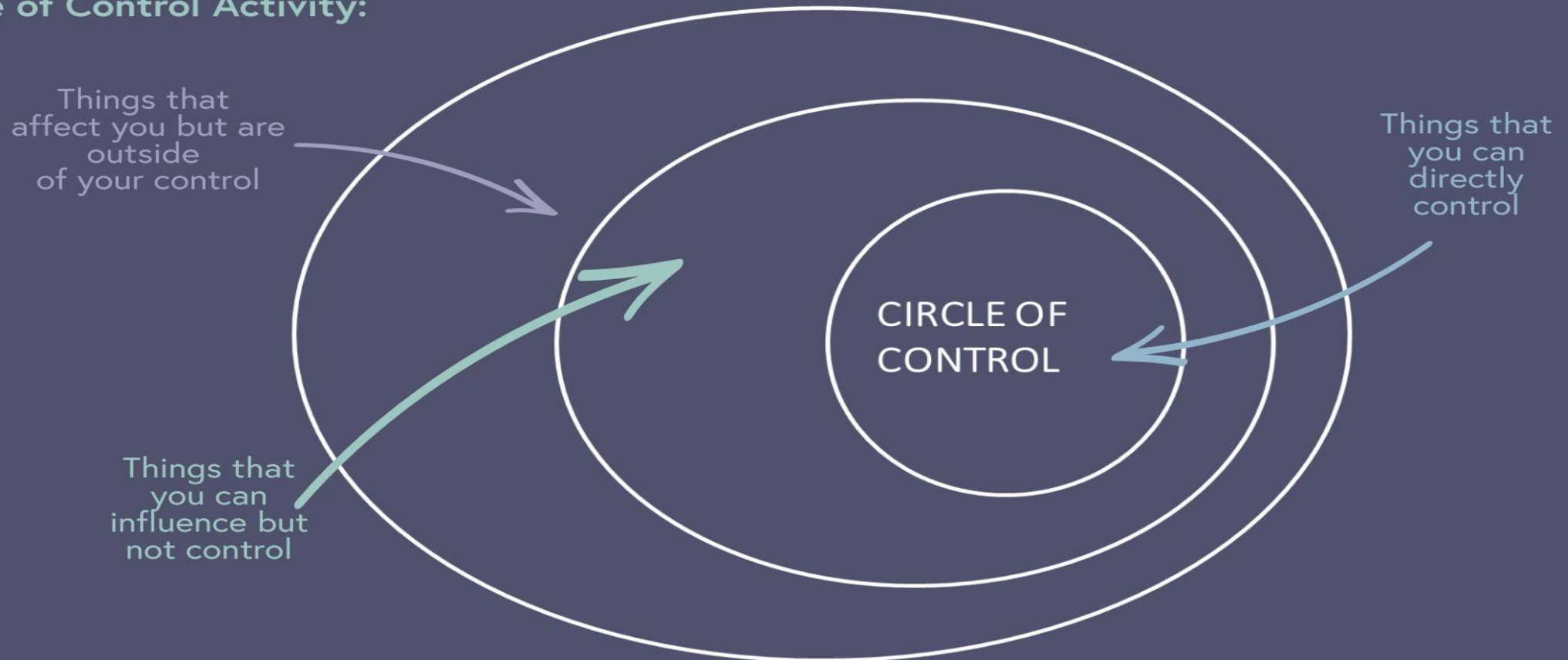


Stress Awareness Month #BeTheChange 2026



Week 1: Develop your self-efficacy: focus on what you can control

The Circle of Control Activity:

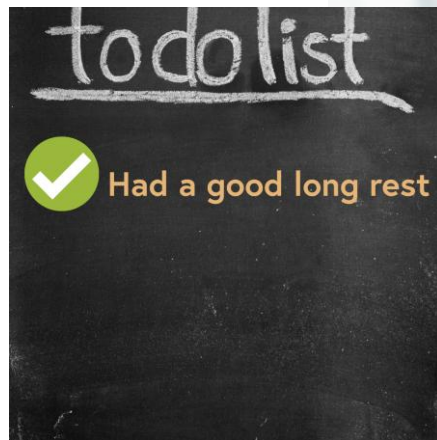
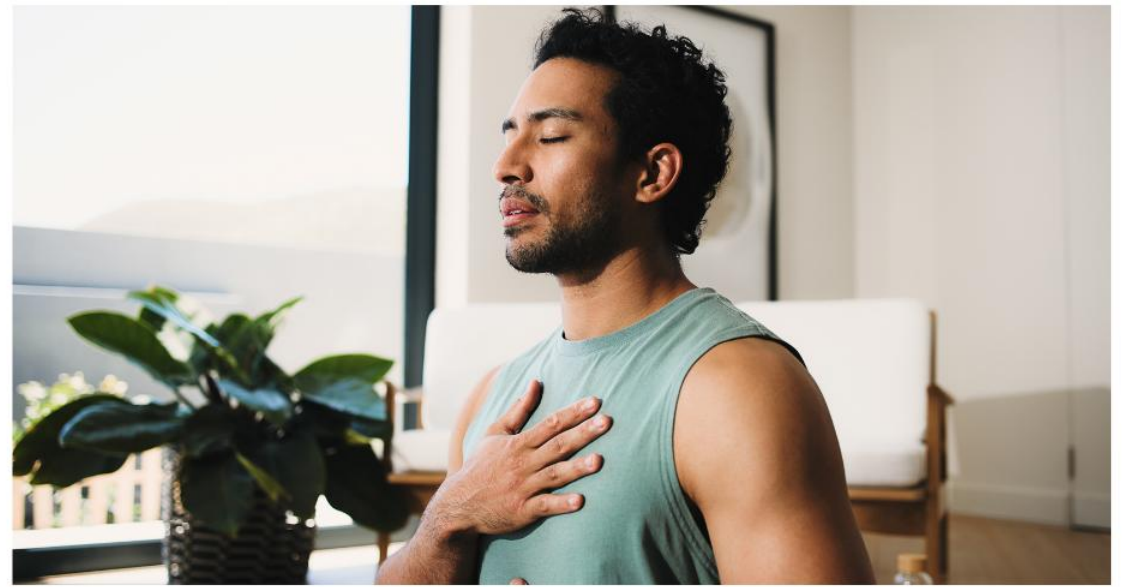


Solutions

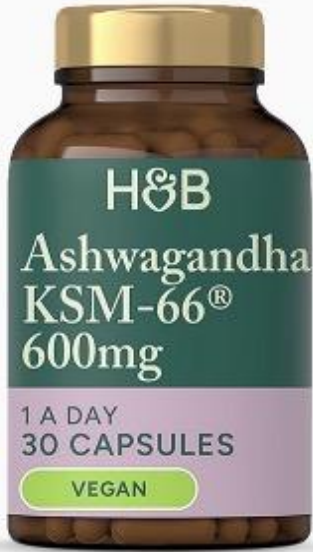
1

Bodies

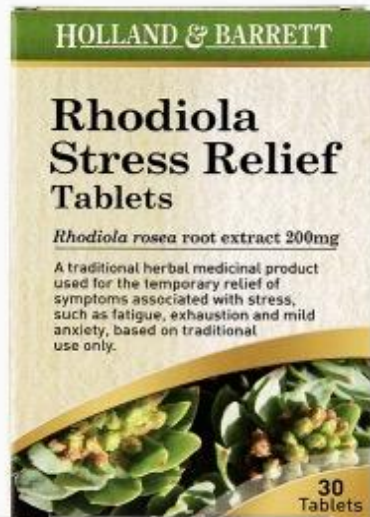
- ✓ Pause and Ground: breathwork (inhale 4, exhale 6)
- ✓ Get outside and exercise
- ✓ Eat well and hydrate
- ✓ Get enough sleep/rest



Supplements for Stress



Ashwaganda is a natural supplement that can help with stress relief. This product uses the root of Ashwaganda which contributes to the relaxation and emotional balance within the body. It also helps manage stress by lowering the bodies cortisol levels which is the primary stress hormone – the ‘flight or fight’ hormone. So, it will also help with effects of anxiety as well as stress.



Rhodiola is also a natural supplement that can help relieve the physical and mental symptoms of stress. It is a natural herbal medicinal product that can help support the temporary relief of symptoms such as fatigue, exhaustion and mild anxiety. It is a natural adaptogen which helps to calm the body and helps it cope with the physical symptoms that stress can cause.

Solutions

2

Mind

- ✓ Meditation
- ✓ Music
- ✓ Grounding techniques: See, hear, smell, taste
- ✓ Write down your thoughts and feeling – get them out of your head
- ✓ Positive self talk: I can do this/I am strong and capable
- ✓ Tell yourself: This will pass, it is only temporary



3

The world and work!

- ✓ Accept the world is out of your control!
- ✓ Operate a priority and less urgent list

PRIORITY LIST	LESS URGENT LIST
✓ Decide in advance ✓ Set a limit ✓ Once the list is full don't add more!	✓ Diarize by day ✓ Be realistic with timescales

1

RECOGNISE



Check in with yourself
Take a moment to
notice your emotions

Are you feeling
stressed, frustrated,
anxious?

2

RELAX



Take a breath
Use deep breathing to
calm your mind and
body

Gain control

3

REFRAME



Change your
perspective

4

RESPOND



Act with intention

Take mindful rather
than emotional action

4

Check in with yourself

- ✓ What is it that is causing me stress
(List them out)
- ✓ Break big stress into smaller,
manageable parts

What would support me?

- ✓ Rest
- ✓ Asking for help
- ✓ Taking one small step
- ✓ Putting a boundary in place



Other places to get help

Build your support network

Research shows that having a good support network can help to build resilience and make stress easier to manage.

This support could include:

- ✓ Friends and family
- ✓ Support at work (Manager, HR, EAP, Wellbeing Champion)
- ✓ Peer Support



Other places to get help



If stress feels overwhelming or you need to talk to someone right now:

- **Samaritans**

 116 123 (free, 24/7)

A listening service for anything on your mind—not just crises

- **Shout**

 Text *SHOUT* to 85258

Confidential text-based support anytime

- **NHS 111**

 111 (choose mental health option)

For urgent support if it's not an emergency

These offer advice, emotional support, and practical guidance:

- **Mind**

 0300 123 3393

Info, support lines, and local services

- **Rethink Mental Illness**

Advice and support for managing mental health conditions

- **Anxiety UK**

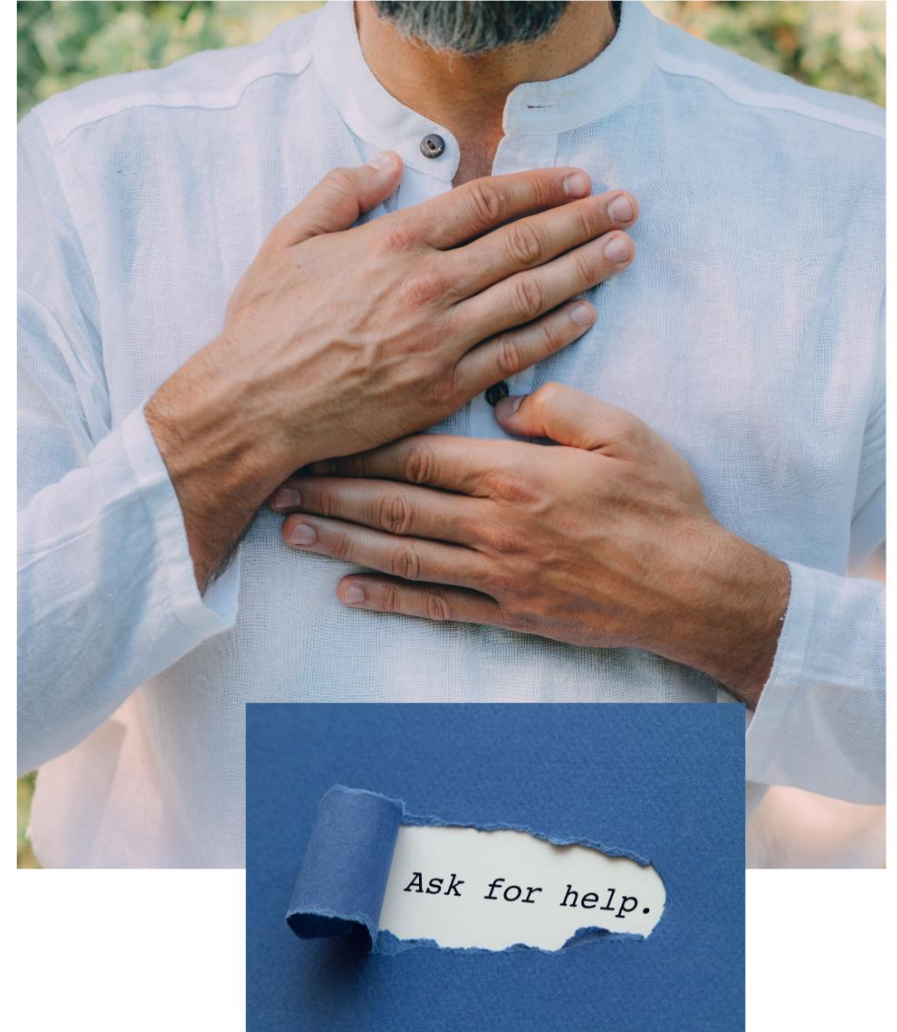
Support specifically for anxiety, panic, and stress

- **CALM (Campaign Against Living Miserably)**

 0800 58 58 58 (evenings)

Practical Exercise

- ✓ Breath cycle
- ✓ Identify one current stressor
- ✓ Write down one supportive action you can take today



- ✓ Stress can be a guide – not just a burden
- ✓ It highlights needs, limits and areas where you may need to change



1. Stop and pause
2. Take a breath
3. Observe
4. Pull back
5. Practice what works and PROCEED

Stress in the Workplace

What can cause stress at work

Demands – workload, deadlines, environment

Control – how much say people have in their work

Support – resources, management, colleagues

Relationships – conflict, behaviour, respect

Role – clarity of responsibilities

Change – how business change is communicated



Stress in the Workplace

Legal Duties

You must:

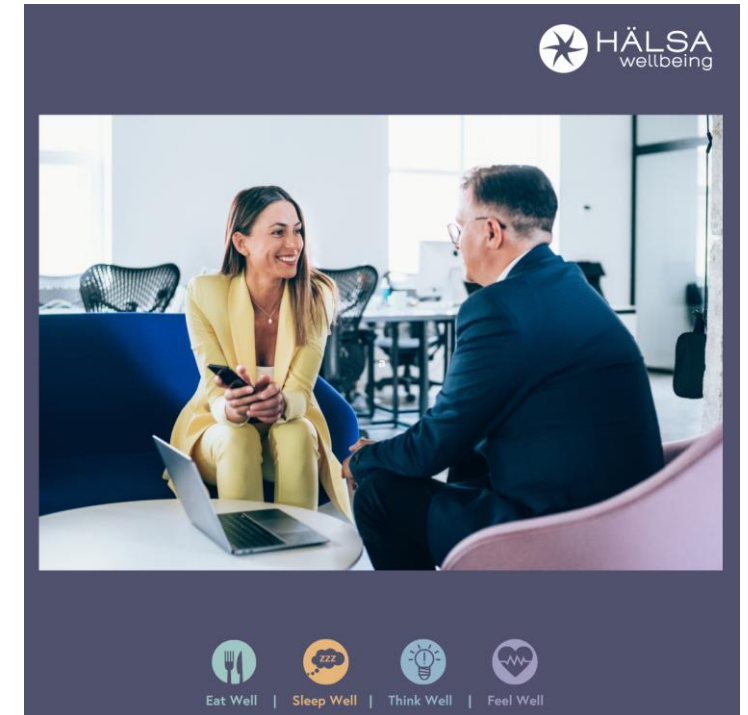
- ✓ Assess stress related risks
- ✓ Take reasonable steps to control them
- ✓ Consult employees on health and safety issues
- ✓ Consider adjustments where stress related conditions meet the definition of disability under the Equality Act



Stress in the Workplace

Managers should

- ✓ Hold sensitive, private conversations with employees
- ✓ Conduct an individual stress risk assessment to identify specific causes and appropriate control measures
- ✓ Explore and implement adjustments to workload, working hours, duties, or resources based on the assessment
- ✓ Signpost or suggest medical and wellbeing support where appropriate
- ✓ Maintain regular follow ups to review progress and update the risk assessment as needed
- ✓ Support phased returns to work following absence, ensuring ongoing monitoring and adjustments are in place



Questions/Thoughts



Move the dial on your Wellbeing

