



**STAFF CARE PROGRAM**  
Connect. Strengthen. Thrive.

**Managing Yourself in a Crisis**

Our work can be overwhelming. Our challenge is to maintain our resilience so that we can keep doing our work with care, energy, and compassion.

Everyone reacts to stress – any event that causes you to react or change – differently and each body sends out its own set of “red flags”.

When we experience stress we change in a variety of ways. Some of the changes are positive and result in personal growth and development or new understandings about others. But many changes are negative. It is helpful to understand the ways our bodies, thoughts and feelings, relationships and spirit can change because of stress. Below is a list of many consequences of stress. The list is not exhaustive, but can be used to better understand yourself and others.

Physical Consequences		Cognitive/Emotional Consequences	
Muscle tension	Fatigue	Depression	Volatile/intense emotions
Stomachaches	Feeling jumpy	Anger	Intrusive thoughts
Headaches	Difficulty sleeping	Anxiety	Difficulty concentrating
Sweating	Increased alcohol, drug or tobacco use	Loss of emotional control	Poor problem solving
Rapid heartbeat	General physiological arousal	Irritability/hostility	Forgetfulness
High blood pressure		Tendency to cry	Diminished productivity
		Impatience	Emotional “numbing” (not feeling anything)
Relational Consequences		Spiritual Consequences	
Withdrawal	Aggressive	Loss of faith	Hopelessness
Isolation	Marital problems	Cynicism	Discouragement
Scapegoating	Manipulation	Disillusion	Loss of spirit
Back-biting	Not following through on obligations to others	Looking for magic	No longer practice your faith or traditions
Domestic violence		Apathy	
Loss of pleasure in things you enjoy		Loss of meaning	

**Coping With Stress**

If our bodies, thoughts and feelings, relationships and spirit change due to stress, then it is logical that we need to take action in each of those domains to manage stress. The box below



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shares one global stress management strategy for each domain affected by stress. By noticing how you react to stress you can manage it in healthy ways.

<b>Physical</b>	<b>Cognitive/Emotional</b>
Help your body process stress hormones and reduce arousal	Reflect and refresh
<b>Relational/Social</b>	<b>Spiritual</b>
Strengthen social support and connection with others	Make meaning of stressful, distressing and disturbing experiences

As you think of all of the different ways you react to stress, think of ways you can help manage those reactions. Some examples of positive coping strategies include:

Physical/Behavioral	Cognitive/Emotional
Exercise	Have realistic expectations
Getting enough sleep	Use appropriate humor
Drinking water	Challenge negative thinking
Deep breathing	Journaling
Limiting consumption of caffeine, alcohol, tobacco and other substances	Meditation
Massage	When traveling, bring small objects that remind you of home
Progressive muscle relaxation	Make time for activities or hobbies that you enjoy
Yoga/Tai-chi	Take time off
Dance	Selective ignoring
Relational/Social	Spiritual
Nurture one or two close friendships aside from spouse/partner	Meditation
Stay in touch with family and friends when traveling through email, letters, Skype/VOIP	Actively participate in a community of meaning
Periodic counseling	Prayer, spiritual reading or music
Practice gratitude	Solitude
Perform random acts of kindness	Infusing a common activity with deeper purpose



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During particularly demanding times, make an extra effort to check in with colleagues and see how they're doing	Practice traditions/rituals that are consistent with your belief system
Celebrate special occasions	Talk with friends and family about matters of meaning and purpose.

Leadership teams and managers are encouraged to make time in their meeting agendas to discuss with each other their concerns and support each other.