STRESS & THE RESEARCH ADMINISTRATOR:
IS RESEARCH ADMINISTRATION BAD FOR YOUR HEALTH?

2015 FRAC
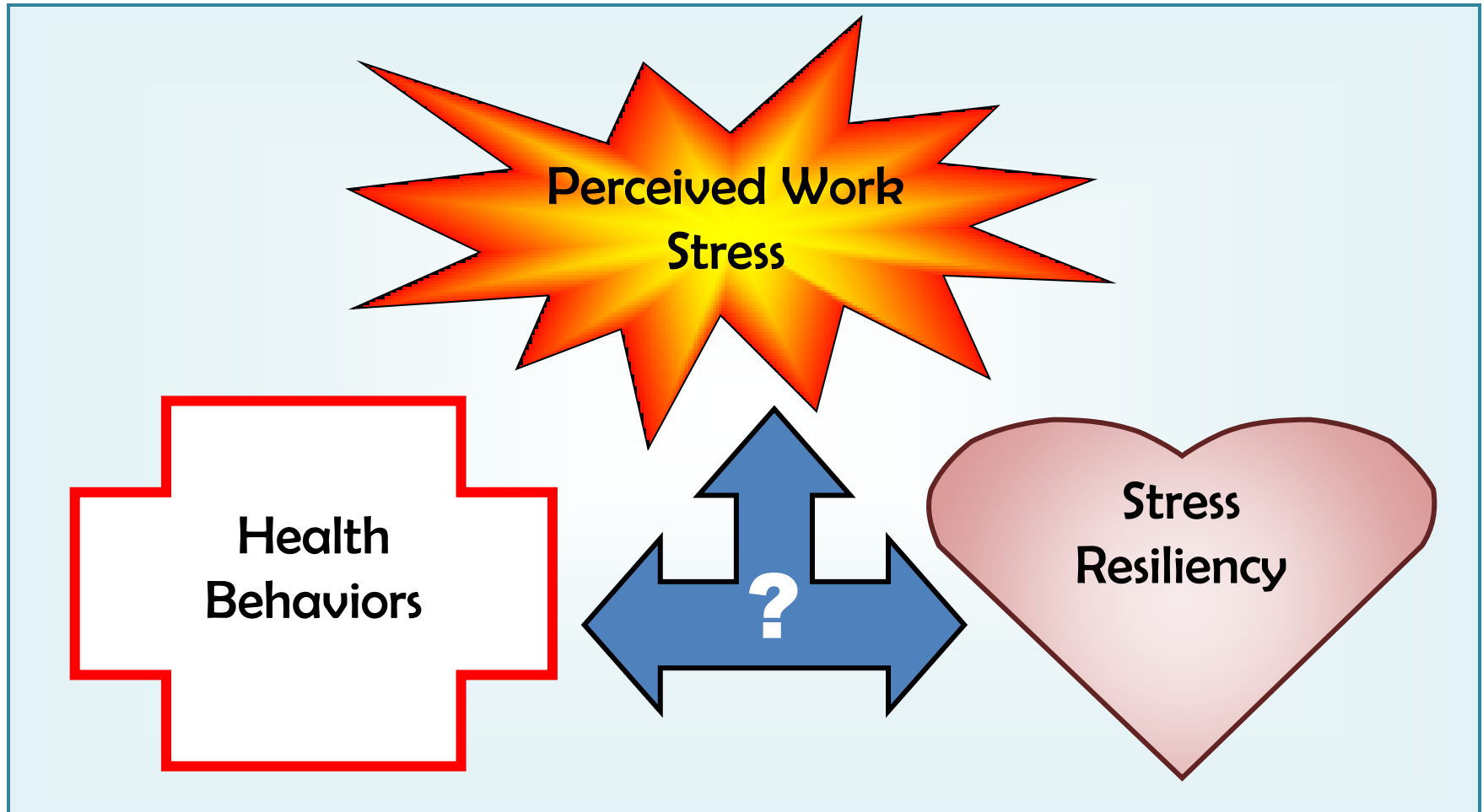
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Introduction

- Health behavior and chronic disease
- Perceived work stress and health behavior
- Work-related stressors and perceived work stress
- Stress resiliency factors and perceived work stress
- What you can do to increase resiliency
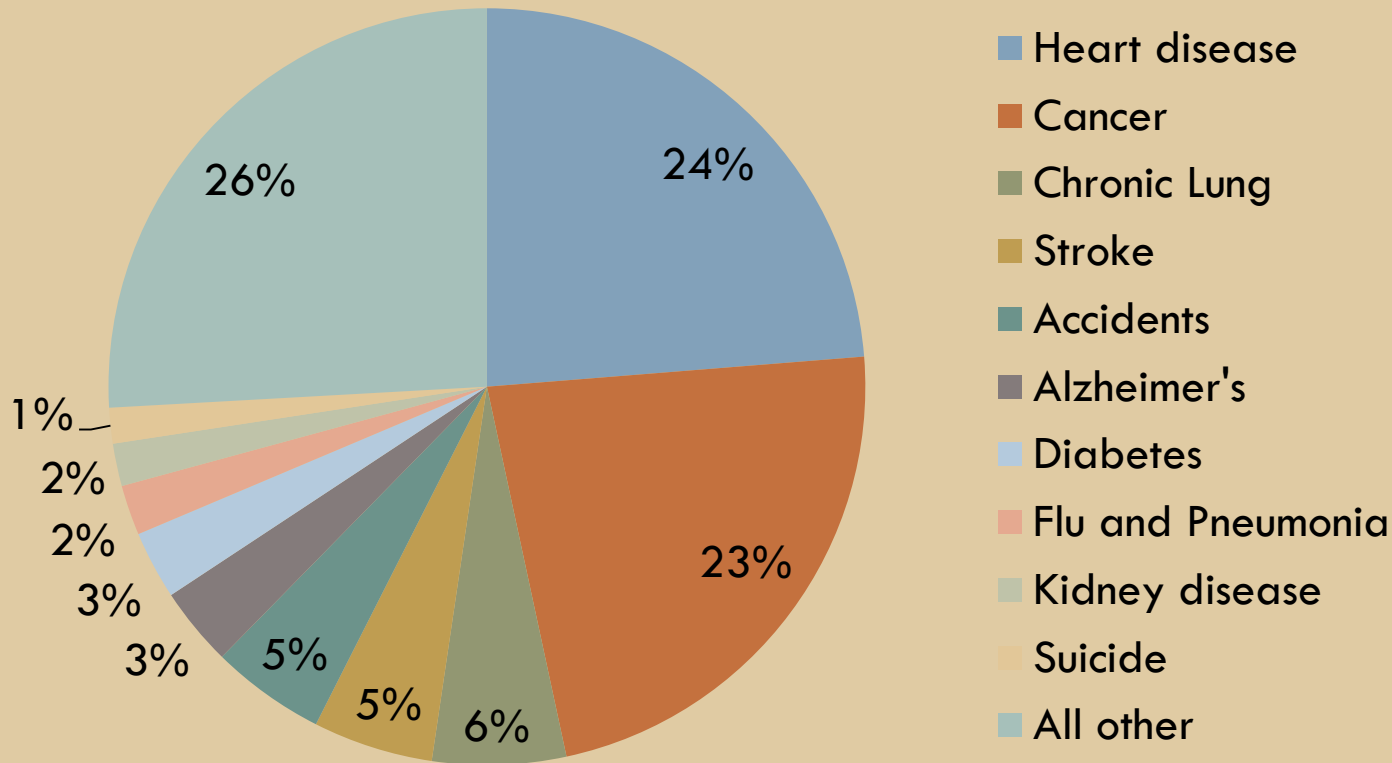
How are these associated?

4 Health Behavior

Chronic Disease and Health Behaviors
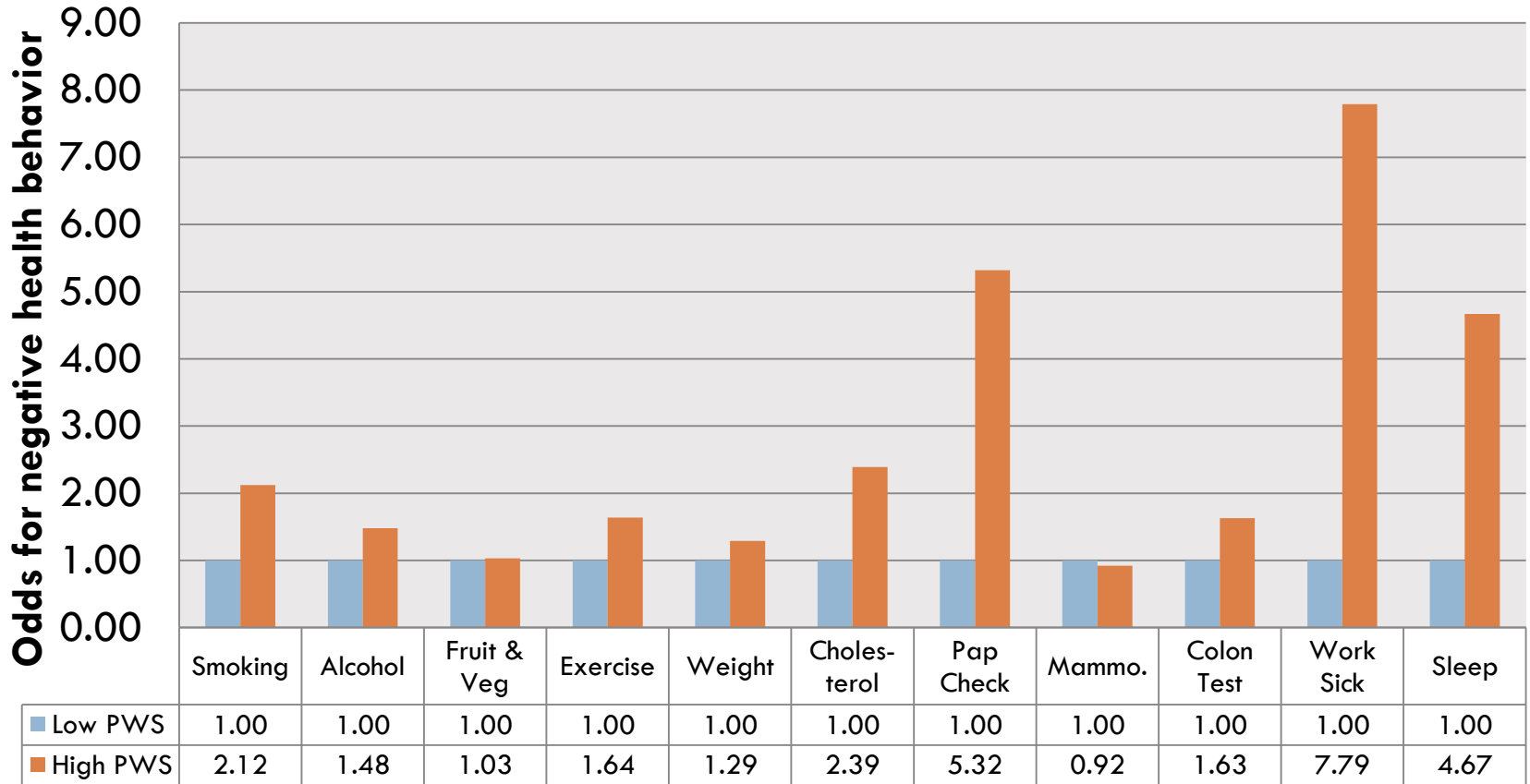
Percentage of deaths in US for all causes

- Heart disease — 24%
- Cancer — 23%
- Chronic Lung — 6%
- Stroke — 5%
- Accidents — 5%
- Alzheimer's — 3%
- Diabetes — 3%
- Flu and Pneumonia — 2%
- Kidney disease — 2%
- Suicide — 1%
- All other — 26%

Associated Poor Health Behaviors

- ☐ Smoking
- ☐ Alcohol Abuse
- ☐ Inadequate Exercise
- ☐ Poor Nutrition
- ☐ Overweight
- ☐ Inadequate Sleep
- ☐ No Preventive Screening

Health Behaviors & Perceived Work Stress (PWS)

Odds for negative health behavior

	Smoking	Alcohol	Fruit & Veg	Exercise	Weight	Choles-terol	Pap Check	Mammo.	Colon Test	Work Sick	Sleep
Low PWS	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
High PWS	2.12	1.48	1.03	1.64	1.29	2.39	5.32	0.92	1.63	7.79	4.67

Stress Vulnerability

Stress Vulnerability Models

- Demand/control model (Karasek, 1979)
  - High demands
  - Low control
  - Job strain
- Effort/reward imbalance (ERI) model (Siegrist, 1996)
- Work & family conflict (Greenhaus & Beutell, 1985)
  - Work/family conflict
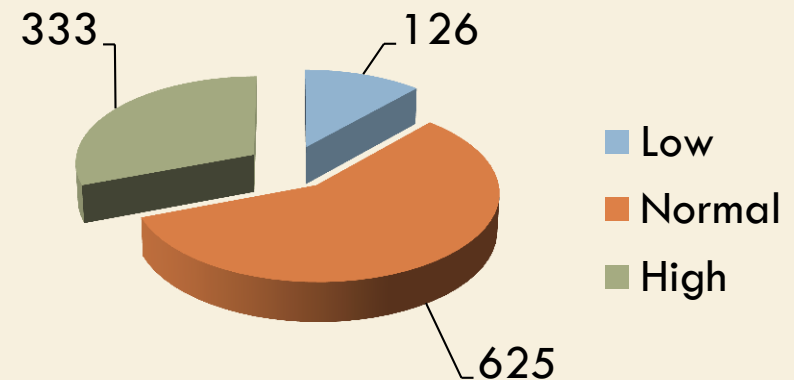 - Family/work conflict

Perceived Work Stress

In the last month how often did you

1. Feel you have too much stress at work
2. Been upset over something unexpected
3. Had to deal with irritating hassles
4. Had to deal with stressful events at work
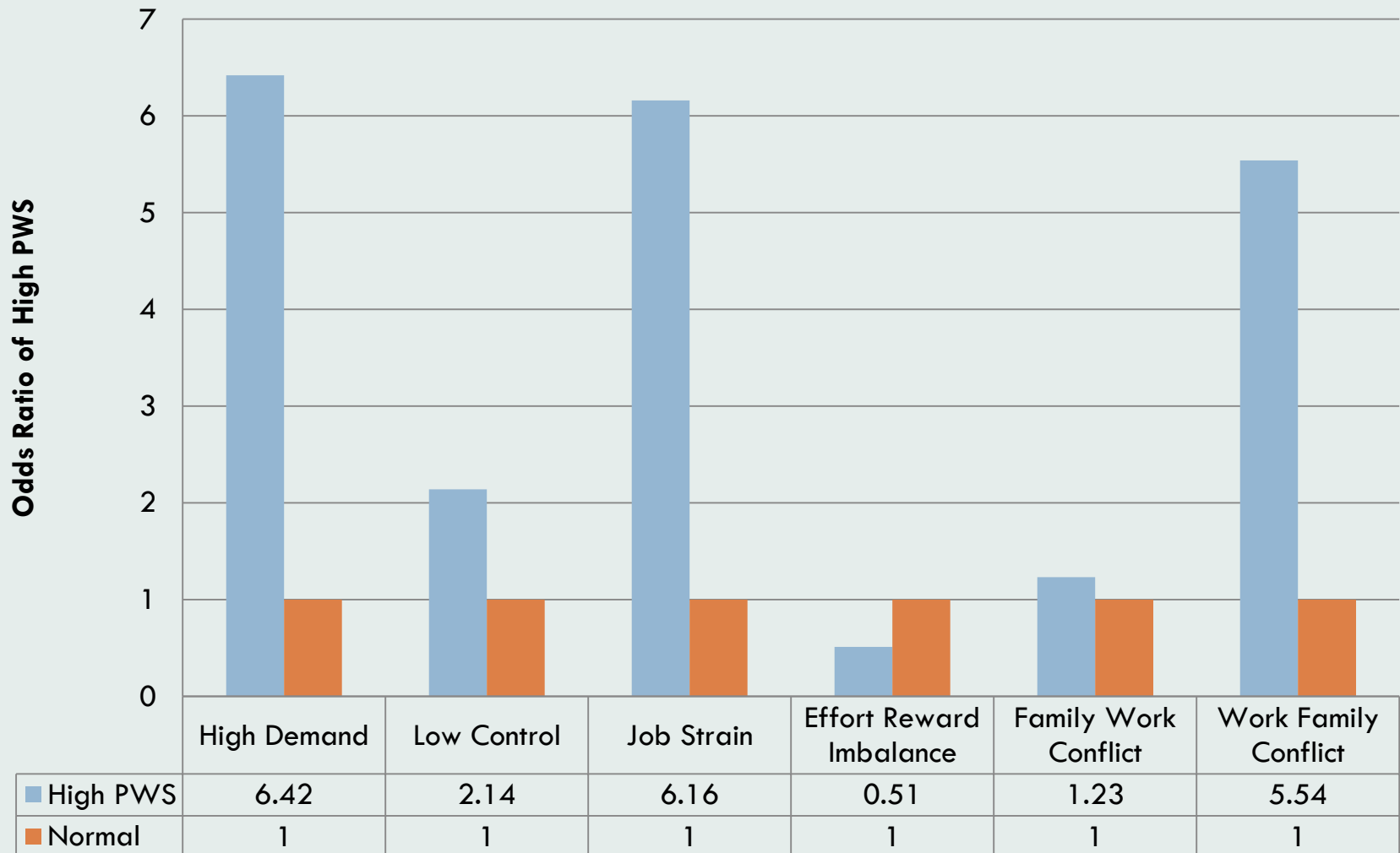5. Had to deal with ongoing problems that never seem to go away

Results (N = 1,084)

Perceived Work Stress

333

126

625

- Low
- Normal
- High

Stress Vulnerability and PWS

	High Demand	Low Control	Job Strain	Effort Reward Imbalance	Family Work Conflict	Work Family Conflict
High PWS	6.42	2.14	6.16	0.51	1.23	5.54
Normal	1	1	1	1	1	1

Stress Resiliency

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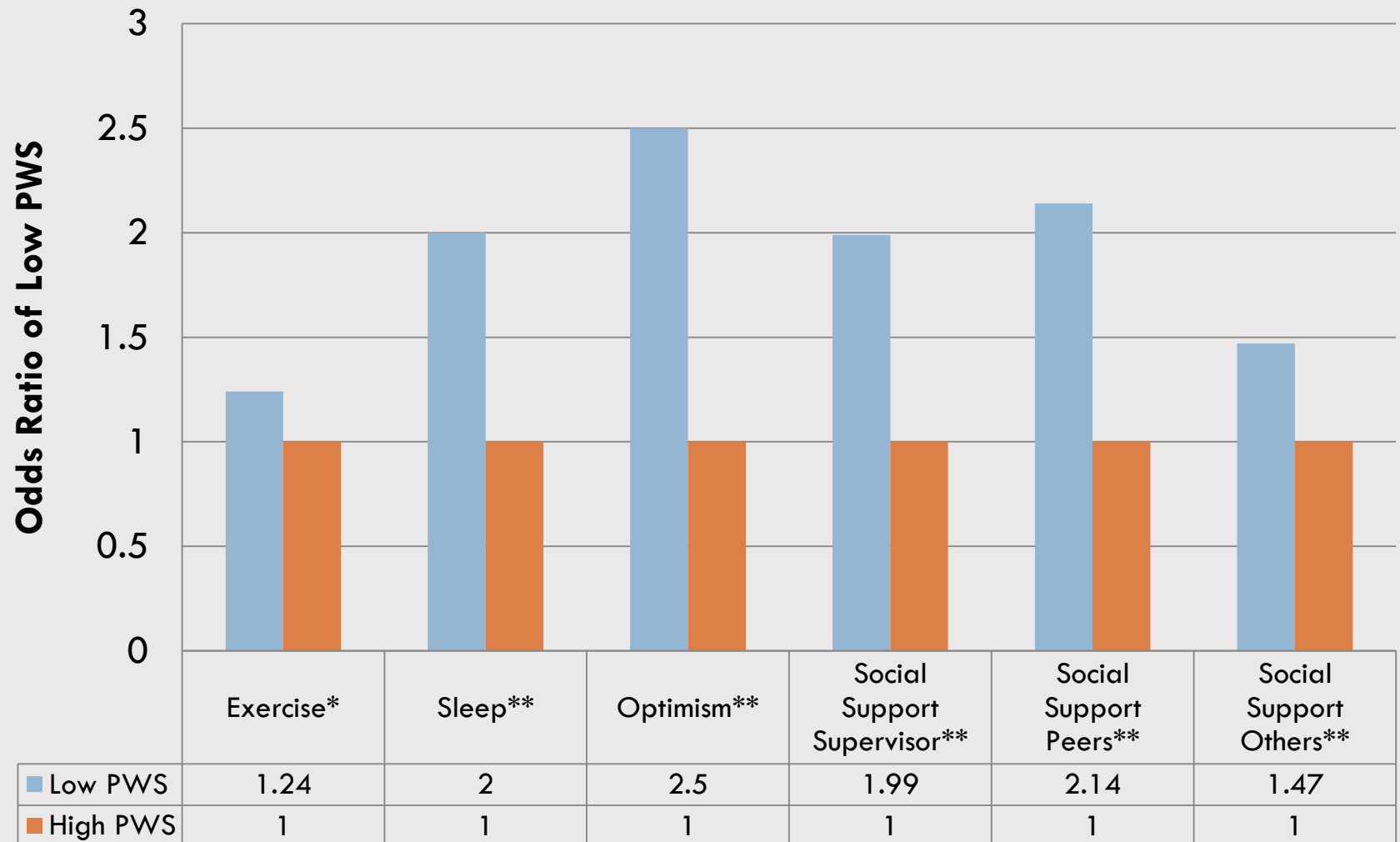
Stress Resiliency Factors

- Physical exercise

- Adequate sleep

- Optimistic attitude

- Social Support
  - Peers at work
  - Supervisors at work
  - Family and friends

Stress Resiliency Factors and Low PWS

	Exercise*	Sleep**	Optimism**	Social Support Supervisor**	Social Support Peers**	Social Support Others**
Low PWS	1.24	2	2.5	1.99	2.14	1.47
High PWS	1	1	1	1	1	1

Stress: Reduction & Resiliency

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Lowering Job Strain

As much as possible…

- Give subordinates ample time to get things done.
- Allow people to utilize their strengths.
- Do what you can to allow them to do their best.
- Recognize skills from previous work & training
- Involve stakeholders in decisions
- Insure proper equipment or supplies are available
- Allow people to set pace, quality, order or work
- Allow people to personalize their work space

Social Support (Boss, Peers, Others)

- How much do each of these people go out of their way to make your work life easier for you?

- How easy is it to talk (in general) with each of the following people?

- How much can each of these people be relied on when things get tough at work?

- How much is each of the following willing to listen to your personal problems?

Optimism

You set the tone…

- How do you communicate messages?

- What is your general attitude?

- How can you be more positive?

- What might build more optimism in your unit?

Final thoughts…

While there are many things outside of our control, think about what things you can do to make small changes that can help.

You can impact both your own health and that of your colleagues when it comes to stress and resiliency. It's up to you whether that impact is positive or negative.

Ideas

There are many things you can do to…

- Increase a feeling of peer or supervisor support through team-building activities

- Allow employees to feel some sense of control in their environment

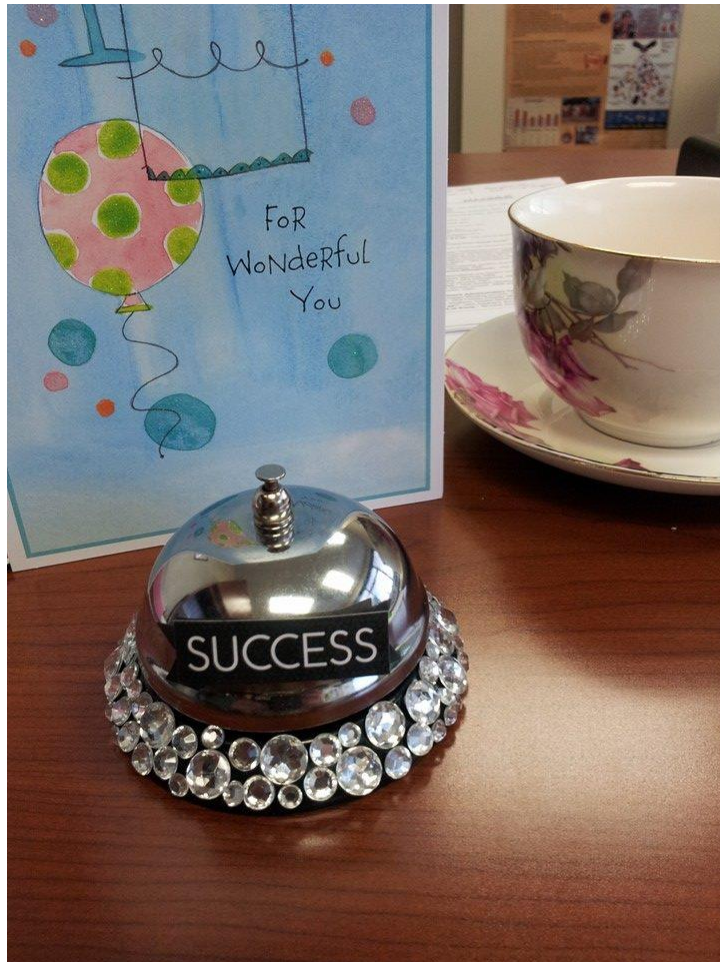# Team Building Fun (Social Support)

Trick or Treat for staff kiddos

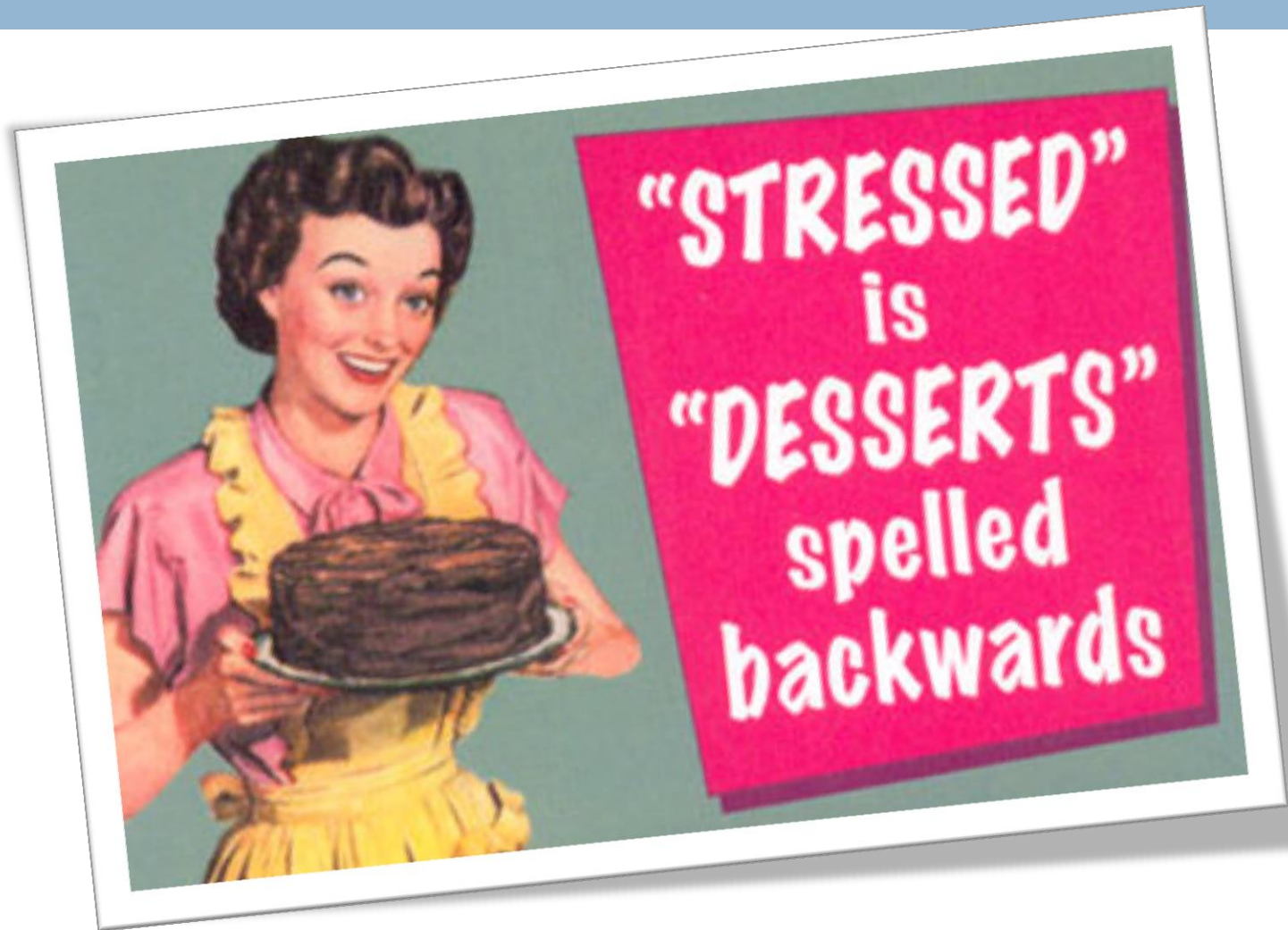**2014 Diversity Luncheon**

Recognition (Effort/Reward)

FoR WoNDeRFuL You

SUCCESS

Certificates of Appreciation

Wall of Fame

Forwarding Happygrams

Public verbal acknowledgement

Keep score and celebrate accomplishments

Office space self-expression (Control)

OSP's Popular Sanguine
Mirael Parker-Davis

Comments or questions?

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www.stressfree.com/stressmodel.php