

Performance Under Pressure

"Stress is likely to become the most dangerous emerging risk to business in the early part of the 21st century"... so says the Association of Insurance and Risk Managers.

Identifying the stress creators and the 'early warning' signs of stress and distress is critical to our understanding as to the dangers lurking in our homes and our workplaces. Lifestyle awareness and stress management are the keys to healthy well being and motivated individuals.

A lecturer, when explaining stress management to an audience, raised a glass of water and asked, **"How heavy is this glass of water?"** Answers called out ranged from 20g to 500g. The lecturer replied, **"The absolute weight doesn't matter. It depends on how long you try to hold it."**

"If I hold it for a minute, that's not a problem. If I hold it for an hour, I'll have an ache in my right arm. If I hold it for a day, you'll have to call an ambulance. In each case, it's the same weight, but the longer I hold it, the heavier it becomes."

He continued, **"And that's the way it is with stress management. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy, we won't be able to carry on. As with the glass of water, you have to put it down for a while and rest before holding it again. When we're refreshed, we can carry on with the burden."**

The Lifestyles Inventory and Stress Management Workshop will create an awareness of factors which create imbalanced lifestyle, stress and frustration and will give candidates the ingredients to re-prioritise and strive towards healthy well-being.

Performance Under Pressure – Taster Session

This 90 minute “Taster Session” starts to identify the ways in which the pressure of constant deadlines, the stress of daily, weekly, monthly, annual targets can begin to “dull the saw” and can go on to create de-motivation, loss of job satisfaction, anxiety, stress, distress and, ultimately, possible depression.

The Session will help the delegate identify the tell-tale signs of these factors:

Physical

- Elevated blood pressure
- Headaches, aching neck and shoulders
- Sleep Pattern Disturbed (too much or not enough)
- Weight Change (over eating or no appetite)
- Chronic Fatigue

Cognitive

- Impaired Concentration
- Forgetfulness, confusion in thinking
- Difficulty making decisions
- Negative Self Talk

Emotional

- Depression
- Irritability, mood swings
- Angry outbursts
- Feeling uncertain / overwhelmed
- Loss of emotional control
- Helplessness / Hopelessness
- Suicidal Thoughts

Behavioural

- Loss of interest in work / social
- Increased drinking, smoking, drugs
- Withdrawal from friends, family
- Lowered Sex Drive
- Lack of intimacy
- More fights / arguments (parent – child, marital / partner conflicts)

Spiritual

- Challenge of Faith
- Emptiness
- Loss of Meaning
- Doubt
- Loss of Direction

The session will identify the differences between “stress” and “distress” and will explore how the coherence between Brain and Heart bio rhythms can be a strong contributor to these physical, cognitive, emotional, behavioural and spiritual debilitators.

WORKSHOP OUTCOMES:

The Performance Under Pressure Taster Session will:

- Self-Analyse the candidates Peak Performance Zone, Stress and Distress thresholds via personal biomedical demonstration.
- Assist the candidate in assessing the content of the Performance Under Pressure Coaching and Course
- Demonstrate how to achieve peak mental performance from a stressful state
- Assist the candidates in recognising stressors

Performance Under Pressure – One to One Coaching Session

This two hour, One to One Coaching Session will enable candidates to perform a “Personal - Performance Under Pressure Assessment”.

It will include an on-line and personal Capabilities Awareness Profile which will clearly identify areas of the candidates potential stress and distress areas.

Whilst there are no “rights or wrongs”, “passes or fails” in this Personal Assessment (which will remain confidential between Coach and Candidate) – the Profiling Tool will identify areas where distress could appear and the candidate will create a Self Awareness Action Plan as a result.

Candidates will also be asked to complete a “Wheel of Life” analysis – which, again, will give indications of the areas where distress could develop.

Candidates will complete an analysis of the effectiveness of their personal time management – which, if mis-managed can be a significant contributor to distress in their lives. Candidates will be asked to complete a time-log prior to attending the session which will be used to analyse allocation of time to tasks using the Covey / Merrill Model.

The session will introduce the candidates to the ‘Performance Zone’ and will utilise HeartMath and FreezeFramer personal bio-software to demonstrate Peak Performance indicators and Stress Management techniques. This will identify the current cognitive state of how coherently the heart and brain are working together. The candidate will investigate how to control their emotions and how to LIVE in the Performance Zone regardless of in-coming pressures and distressors.

Each candidate will be monitored as to their personal stress levels and will learn how to diffuse tension and stress.

WORKSHOP OUTCOMES:

The Performance Under Pressure - Coaching Session will:

- Self-Analyse the candidates Peak Performance Zone, Stress and Distress thresholds via personal biomedical demonstration.
- Demonstrate how to achieve peak mental performance from a stressful state
- Assist the candidates in recognising stressors
- Give the candidate a personal Capabilities Awareness Profile (Confidential)
- Enable a candidate to create a Personal Action Plan to improve Lifestyle Inventory
- Clarify Life Purpose and most important values so that a solid foundation can be built on which to base choices
- Give an appreciation of Personality Characteristics and how they affect Lifestyle and Stress Management
- Guide, through a re-focus exercise prioritising time and energy onto things about which there is passion and about which the candidate would complete with ease and joy
- Help candidates to investigate the key causes of stress and to do personal assessments of behavioural and communication styles which will increase their self awareness of how their 'style' might be causing stress to others.

Performance Under Pressure – Full Day Programme

Tom Peters, the author known for his management books *In Search of Excellence* and *A Passion for Excellence*, says it straight out in his preface to *Thriving on Chaos*:

“The winners of tomorrow will deal proactively with chaos, will look at the chaos per se as the source of market advantage, not as a problem to be got around. Chaos and uncertainty are (will be) market opportunities; capitalizing on fleeting market anomalies will be the successful business’s greatest accomplishment.”

Being able to constantly achieve peak **Performance Under Pressure** requires us not only to survive – but to actually **thrive** in an environment of pressing deadlines and target achievements etc

The principle methodology and philosophy which the Performance Under Pressure Programme will utilise is from **Stephen Covey’s** Best Selling Book - **“The 7 Habits of Highly Effective People”**

The programme will look at each “habit” as described by Covey as we identify the keys to the successes of highly effective people...as the candidates seek their personal attainment of becoming Highly Effective and producing peak **Performance Under Pressure**.

- Habit One - “Be Proactive” – eliminating distractors and distressors at source
- Habit Two – “Begin with the end in mind” – taking the pressure off by effective planning and time management
- Habit Three – “Put First Things First” – ditch the “blue-tailed fly” syndrome and learn the art of prioritisation to relieve pressures
- Habit Four – “Think Win-Win” - Principles of Interpersonal Leadership – seeking how to dispense with small “p” politics and the pressures they bring
- Habit Five: “Seek First to Understand – then to be understood”. Overcome the frustrations and eliminate tensions by utilising professional communication techniques such as Transactional Analysis, NLP, Appreciative Inquiry etc
- Habit Six: “ Synergise” – eliminate tensions and create performance teams by learning the skills of synergy development
- Habit Seven: “Sharpen the Saw” - How do Effective Managers ensure that they **stay** effective and don’t become disillusioned with yet higher targets, even more pressing deadlines, re-organisations etc? – the answer is in Covey’s 7th habit – that of Personal Development and constant Self Renewal

WORKSHOP OUTCOMES:

The Performance Under Pressure - Full Day Programme will:

- Identify and apply the 7 Habits of Highly Effective People
- Identify how to sustain Peak Performance Under Pressure
- Identify the positive outcomes of efficient time management and prioritisation techniques
- Self-Analyse the candidates Peak Performance Zone, Stress and Distress thresholds via personal biomedical demonstration.
- Identify how we can achieve the “abundance mentality” in the Workplace
- Demonstrate how to achieve peak mental performance from a stressful state
- Assist the candidates in recognising stressors
- Learn professional communication tools : Transactional Analysis, NLP, Appreciative Inquiry
- Learn synergistic developmental skills
- Enable a candidate to create a Personal Action Plan to improve Lifestyle Inventory
- Clarify Life Purpose and most important values so that a solid foundation can be built on which to base choices
- Give an appreciation of Personality Characteristics and how they affect Lifestyle and Stress Management
- Guide, through a re-focus exercise prioritising time and energy onto things about which there is passion and about which the candidate would complete with ease and joy
- Help candidates to investigate the key causes of stress and to do personal assessments of behavioural and communication styles which will increase their self awareness of how their ‘style’ might be causing stress to others.
- Enable candidates to create a personal environment and “state” where constant Self Renewal sustains constant Peak Performance and High Effectiveness