

## Modern methods of Stress Management and its benefits for psychological well-being

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### Abstract

*Stress, isolation, sadness, anxiety, relationship issues, loss of a loved one, sorrow, suicidal thoughts, addiction, mood disorders, and a wide range of other mental diseases, as well as learning difficulties, can all take a toll on a person's mental health. Counseling, therapy, and medication are all tools in the toolbox of therapists, psychiatrists, psychologists, social workers, nurse practitioners, and doctors for the treatment of mental health issues. Hundreds of thousands of people have lost their employment as a result of the recent economic turmoil, which has been caused by downsizing, layoffs, mergers, and bankruptcies. Those who have lost their jobs may experience physical disease, marital strife, anxiety, sadness, and even suicidal thoughts as a result of the stress they are under. What time you wake up in the morning, who you see, and what you can afford to do all change when you lose your work. This article's goal is to help readers learn the fundamentals of treating stress and taking the steps they need to take to reduce their own stress levels.*

**Keywords:** Stress management, mental health, counselling.

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### Introduction

Students report feeling anxious right before exams, especially if they did not get enough time to study. Almost everyone has been stressed at some point in their lives, whether it was caused by issues at work, in their personal lives, or their financial situation. Extreme anxiety, frustration, excitement, wrath, absence from work, suicidal thoughts, or a heart attack can all be the outcome of stress. A human experiences stress when he or she is put in a situation where there is a combination of uncertainty and significance about the outcome of a choice they must make that is connected to their wants or needs.

### Effects of Stress

High levels of stress can have devastating effects on one's body. Heart disease, ulcers, and arthritis all come from elevated blood pressure and cholesterol. Indeed, they may potentially connect stress to the development of cancer.

### Psychological Effects:

It's crucial to address the mental impacts of stress as much as the physical ones. Feelings of wrath, anxiety, despair, anxiousness, impatience, tension, boredom, and fatigue sometimes accompany extreme levels of stress.

**Behavioural Effects:**

Stressed workers act in atypical ways. Excessive or inadequate food intake, disturbed sleep, increasing reliance on tobacco, alcohol, and illicit drugs would all result from this type of behaviour.

**Performance Effects:**

Reduced productivity, lowered overall production, and adverse effect on quality of goods produced, sabotage in the factory, high rates of absenteeism and turnover, adverse effect on decision making, and lack of concentration, increasing the likelihood that the individual will be the victim of an accident, are all negative outcomes that result from stress.

**Stress Management Techniques:****Individual strategies**

- **Physical exercise:** Exercise helps people deal with stress because it boosts their confidence (since they know they are in good physical shape) and it distracts them from their problems (because they are able to focus on anything other than their work for a time).
- **Relaxation and Meditation:** Sometimes all it takes to unwind is to hang out with a group of friends and chat to someone who will listen to you without judgement. Reduced stress levels are an inevitable result of all of these measures. Yoga is the optimal practise for meditating on oneself. Search meditation has been shown to have positive psychological and physiological effects in studies.
- **Behavioural Self-Control:** A worker or officer can take responsibility for his actions by contemplating how he might modify his behaviour and gain mastery over his emotions. To do this, he can adjust several aspects of his work environment.
- **Cognitive Therapy:** In this situation, the psychologists aim to lessen tension by getting him to think differently. Another one of these methods is hypnotism. In one of these programmes, the employee was asked to recall workplace incidents and analyse the ones that led to stress at work. They are then provided advice on how to change their negative, destructive thinking.
- **Social Support:** According to the research conducted by social psychologists, when a guy is under intense pressure at work, he is more likely to bond closely with a trusted and empathetic coworker who is also an excellent listener and confidence booster. Indeed, this is a stress-buster.
- **Time Management:** Time constraints are a major source of anxiety for managers. A day is much shorter than 24 hours for them. As a result, many businesses provide their managers with time management training.
- **Role Clarification:** Uncertainty about one's place in the organisation has been shown to increase stress levels among workers. Therefore, it is up to management to make sure everyone knows what they're supposed to be doing. He should inquire further into his function if he has any doubts.
- **Departure of Job:** After a certain point, an employee can no longer handle the stress of their work and must find another one. Sometimes a person has to quit a job because it isn't a good fit for them emotionally, mentally, or because their boss is continually finding fault with everything they do.

## Organisation Strategies

Management is making an effort to lessen staff members' levels of job stress because of the negative effects stress may have on the business as a whole. The following are examples of approaches:

- **Selection and Placement:** Management may alleviate a lot of stress in the workplace by taking safeguards throughout the hiring and placement processes. Only those who have sufficient expertise in the field and who are capable of performing the task without experiencing any stress should be considered.
- **Goal setting:** There is less stress on the work when goals have been put out clearly, are hard, have been chosen with consensus of all employees, and are quantifiable and measurable.
- **Job Redesign:** Jobs that are highly specialised or involve a lot of repetition are boring and tedious. Therefore, it is necessary to rethink the nature of work to include greater variety and complexity. Workplaces need to be improved.
- **Organisational Communication:** Better task and goal comprehension may be achieved with an efficient communication system. Less anxiety will result.
- **Delegation:** A lack of authority might cause anxiety in a subordinate who has been given some responsibility. As a result, one effective strategy for reducing employee stress is to give subordinates increasing levels of responsibility.
- **Supervisory Training:** Managers are taught stress-reduction strategies for their employees. The skills he learns include monitoring and analysing employee progress, as well as providing clear instructions and advice on technical topics. Workplace stress is alleviated as a result.
- **Stress Reduction Workshop:** From time to time, management may provide stress-reduction seminars and provide staff with training in stress-reduction practises.
- **Career Planning and Counselling:** People may be paralysed by indecision when given the freedom to make decisions about their own careers on their own will. For this reason, management should provide opportunities for career guidance and development. Counseling in the area of stress management is also provided.
- **Changes in organisation structure:** Most modern corporations have rigid, impersonal organisational structures due to their size. This might cause a lot of anxiety at work. Decentralizing the organisation quickly would be an effective response. Both bottom-up and top-down decision making and upward communication must be encouraged. Reduced stress levels may result from such an organisational shakeup.
- **Wellness Programme:** The firm may provide its workers with resources to maintain their physical and emotional well-being, such as smoking cessation classes, fitness centres, Yoga and Meditation instruction, access to affordable medical care, and so on.

## Conclusion

The foregoing explanation suggests that stress is a major detriment to both skilled workers and managers. It's important to identify the situations that are triggering their tension. Many different approaches exist for helping people deal with stress and restoring their emotional well-being so that they may better pursue their own goals and the organization's objective.

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