

WICT
Professional Development
Webinar Series 2019-2020



Stress IS AN
INSIDE JOB

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Your Webinar Presenter for the Series

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- Team and Leadership Development Consultant
- Conference and Event Speaker
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(Contract Negotiations, Leadership Development, Team Building, Strategic Planning, Conflict Resolution, Mediation, Arbitration, Lobbying, Community Organizing, etc.)

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Welcome to the
WICT Webinar Series!



A special thank you to
CYNTHIA CROSS
at Cox

whose vision it was to create this
series for WICT chapters across the
country.

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**WICT Chapters
Participating:**

CHICAGO
GREAT LAKES
HEARTLAND
LATIN
MIDWEST
NEW ENGLAND
OHIO
SOUTHEAST
WASHINGTON DC/BALTIMORE

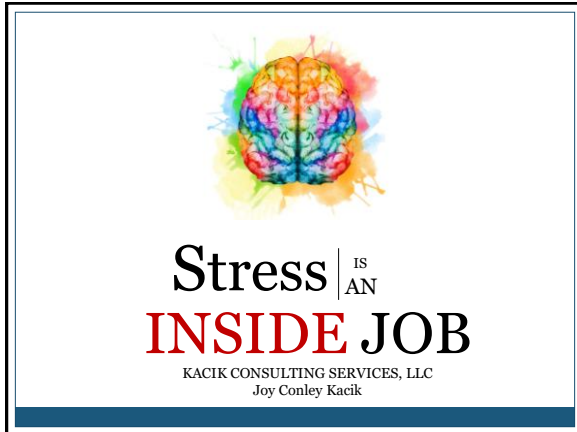
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Resources

At the end of today's webinar, I will share
with you how to access:

- A recording of today's webinar
- The link for the stress packet
- A link to my newsletter articles which are free to download
- Complimentary time with Joy
- Coaching with Joy

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It's All About You Today

1. Raising your awareness of the control you have over your own stress
2. Providing you with some self-analysis tools
3. Providing a variety of coping strategies

 A photograph of a woman with long dark hair, wearing a dark blue and white striped shirt, looking through binoculars.

Looking for:

Clues to what underlies your personal stress

So what is stress, anyway?

Merriam-Webster:

- A state of mental tension and worry caused by problems in your life, work, etc.
- Something that causes strong feelings of worry or anxiety

Researcher Hans Selye

- A non-specific response of the body to any demand made upon it.

So what is stress, anyway?

Another definition:

Stress = Expectations - Reality



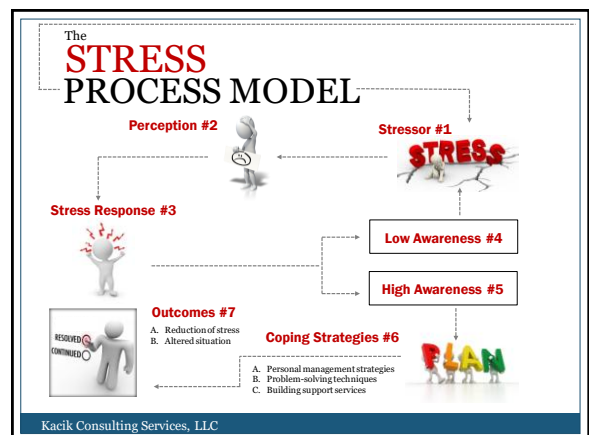
There are actually 2 kinds of stress	
Distress - Negative	Eustress - Positive
- Creates worry - Demoralizes - Drains - Full of fear - Distracts - Overburdens	- Energizes - Promotes learning and growth - Allows us to concentrate, focus and perform - Favorably tests the limits of our comfort zones

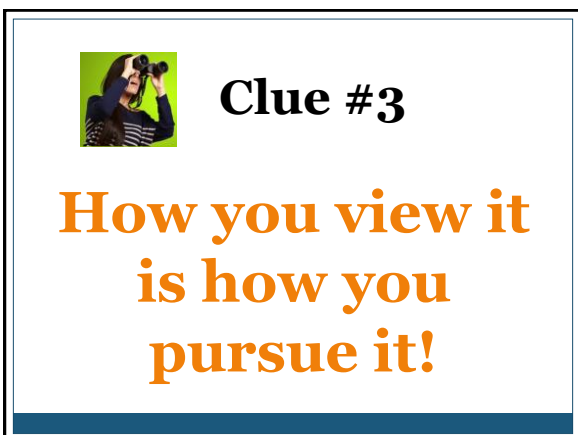
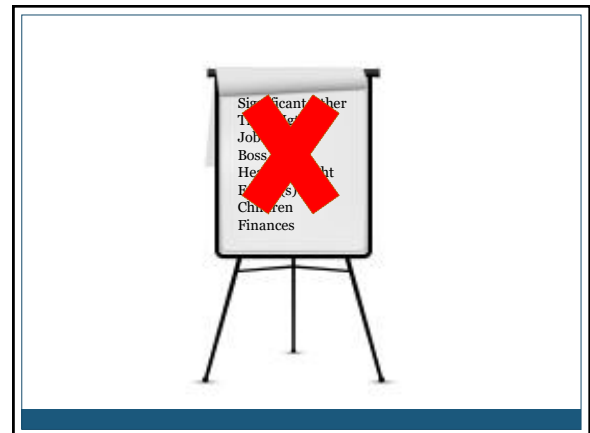
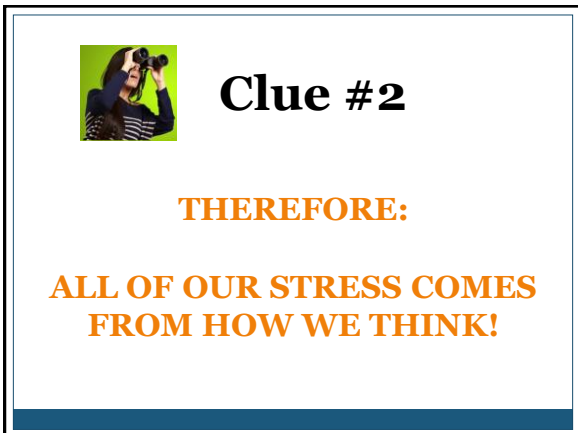



Clue #1

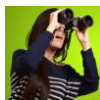
What are some physical symptoms of stress?

What's happening to your body because of distress?





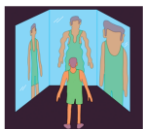
4



Clue #4

Eleven
IRRATIONAL
Beliefs

15 Styles of
Distorted
Thinking



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Eleven Irrational Beliefs

1. It is essential that one be loved or approved by virtually everyone in his/her community.
2. One must be perfectly competent, adequate, and achieving to consider oneself worthwhile.
3. Some people are bad, wicked, or villainous, and therefore, should be blamed and punished.
4. It is a terrible catastrophe when things are not as one wants them to be.

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Eleven Irrational Beliefs

5. Unhappiness is caused by outside circumstances, and the individual has no control over it.
6. Dangerous or fearsome things are causes for great concern, and their possibility must be continually dwelt upon.
7. It is easier to avoid certain difficulties and self-responsibilities than to face them.

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Eleven Irrational Beliefs

8. One should be dependent on others and must have someone stronger on whom to rely.
9. Past experiences and events are such a part of one's behavior and reactions that one is powerless to change the influence of the past.
10. One should be quite upset over other people's problems and disturbances.

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Eleven Irrational Beliefs

11. There is always a right or perfect solution to every problem, and it must be found or the results will be catastrophic.

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15 Styles of Distorted Thinking

1. **Filtering** (You filter out the positive and only look at the negative.)
2. **Polarized Thinking** (Black or White/Good or Bad)
3. **Overgeneralization** (Draw conclusions based on one thing)
4. **Mind Reading**
5. **Catastrophizing** (Awfulizing – if this, than that, and that, and oh my!)

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15 Styles of Distorted Thinking

6. **Personalization** (Making everything all about you)
7. **Control Fallacies** (Feeling controlled by everyone else)
8. **Fallacy of Fairness** (Everyone doesn't agree with what you think is fair)
9. **Blaming** (It's someone else's fault)
10. **Shoulds** (A list of rules which "should" be followed)

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15 Styles of Distorted Thinking

11. **Emotional Reasoning** (What you feel, must be true)
12. **Fallacy of Change** (Expecting other people to change to suit you)
13. **Global Labeling** (You turn one or two qualities into a global judgment)
14. **Being Right** (You'll go to any lengths to prove you're right)

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15 Styles of Distorted Thinking

1. **Heaven's Reward Fallacy** (Expecting your sacrifice to pay off and it doesn't)

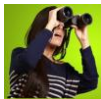
Quiz - Page 13

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Who's behind the wheel of your brain?



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Clue #5

What are your stress drivers?

To Determine Your Stress Driver(s)

- Turn to **page 14** of your packet.
- There is a list of 30 behaviors.
- Check the 15 that most reflect your own experience. You must choose 15.
- Then find the number of each one you chose on **page 15** and circle each of those numbers.
- Your stress drivers will be the ones with the most numbers circled under their title.

Five Stress Drivers

TRY HARDER
PLEASE OTHERS
BE PERFECT
HURRY UP
BE STRONG

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TRY HARDER

Choose to or **Allow** yourself the option

1. To do it
2. To finish what I'm doing
3. To do it well
4. To win
5. I'm OK just like I am. Life can be fun for me.

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PLEASE OTHERS

Choose to or **Allow** yourself the option

1. To rely on my own judgment
2. To take care of my own needs
3. To be loved without doing anything
4. Not to be dependent on other people's ideas
5. Not to be responsible for other's feelings
6. To take responsibility for my own feelings

Page 17

BE PERFECT

Choose to or **Allow** yourself the option

1. To fail at things
2. To be human
3. Not to always make an impression

Page 18

HURRY UP

Choose to or **Allow** yourself the option

1. To live now
2. To take my time
3. To take the time to do the things I want to do

Page 19

BE STRONG

Choose to or **Allow** yourself the option

1. To be open
2. To be close and feel what I experience
3. To be real and not hide my emotions
4. To show feelings and not fear them as weakness

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Clue #6

Role Myths

Role Myths

Caretaker
 Boss
 Friend
 Volunteer
 Spouse
 Chauffeur
 Sibling
 Church-member
 Lover
 Coach
 Child
 Committee-member
 Community-leader
 Neighbor
 Parent
 Grocery-shopper

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Role Myths

The Perfect Leader/Boss

- Is always the subject-matter expert for their direct-reports
- Always can find the money for needed projects
- Always gives feedback in the perfect way
- Knows everything that's going on
- Always has the inside scoop
- Can perfectly develop each direct-reports strengths
- Never makes a mistake

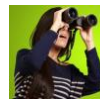
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"It all depends on how we
 look at things, and not how
 they are in themselves."
 -Carl Jung

All the Clues:

1. Pay attention to your physical symptoms
2. All of your stress comes from how you think
3. How you view it is how you pursue it
4. 11 Irrational Beliefs and 15 Styles of Distorted Thinking
5. Stress Drivers
6. Role Myths
7. Your Ladder of Perception

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Clue #7

The secret to having less stress is...

1. Recognizing your stress -preferably before you react.
2. Stepping back to think about what you're saying to yourself
3. Consciously deciding what you want your self-talk and your reaction to be

You Can Change Your Self-Talk

Change Your Self-Talk

- **Page 22** of your packet explains a worksheet you can use.
- **Page 25** has a blank worksheet you can copy and use
- **Pages 23 and 24** are examples of changing your self-talk
- Let's look at those examples...

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Other Resources in your Packets

1. Five Criteria for Examining Stressful Situations
2. Coping with Stress
3. Stress Management Strategies
4. Positive Copers
5. The answer key to the quick quiz on 15 Styles of Distorted Thinking

**The conscious mind
can only hold one
thought at a time.**

**You get to decide
what
that thought will be.**

Change Your Mind



Change Your Life

After Today...

- **You'll receive an email with:**
 - A link to **the recording of today's webinar** – and the two previous ones. The first will be available until Dec 4th.
 - A link to receive **my monthly newsletter article** – three years worth are available for you to download from my website.
 - To take advantage of my offer of two **complimentary 1-hour coaching sessions per chapter** anytime during this series. Email me your Name, WICT chapter and "free coaching". (I'll accommodate more if I have available time.)
 - Email me your Name and "Explore coaching" for an introductory call if you want to explore a coaching relationship with me.

joykacik@kacikconsulting.com

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WICT  www.addonnetworks.com
 Professional Development
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Results Leadership Part I!

Thursday, December 5th

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Thank you!

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