

FREE TO GROW

StressWise

“Stress is like a violin string. If there’s no tension, there’s no music. But if the string is too tight, it breaks. You want to find the right level of tension for you – the level that makes harmony in your life.” – Allen Elkin Physician

Stress affects everyone. It is a necessary and essential part of our lives. Just the right amount of tension is essential for a violin to produce beautiful, harmonious music. In the same way, people need a **certain level of stress to enable them to perform at their peak** and adapt to the continual changes of the environment.

Too little stress leads to stagnation while too much stress can take an immense toll on the physical and emotional health of individuals. Indeed, stress can lead to negative consequences such as depression, burnout and low job satisfaction.

According to Prof Ian Rothmann, of the Workwell Research UNIT of North West University:

- * 6.3 days per employee per month are lost to unapproved absences from work.
- * About 4.5% of the South African workforce is absent on any given day, sometimes this is as high as 18%.
- * The 10 most general claims accepted by medical schemes are for the treatment of stress related illnesses.
- * 75% of visits to primary care facilities are stress related.

All indications are that the incidence and magnitude of stress experienced in today’s business environment continue to escalate. In South Africa, the challenges related to diversity, affirmative action and globalisation compound the stress levels of individuals.

The effects of unmanaged stress may be devastating for individuals and for organisations, which may pay the price the following ways:

- High levels of absenteeism
- Low morale
- High staff turnover
- Declining safety record
- High medical costs
- Poor quality control
- Low quality of service

StressWise is designed to **help individuals become aware of the role of stress in their lives**, help them identify their optimum stress levels and provide them with tools to manage their stress effectively.

Benefits

Treatment of the cause, not merely the symptoms:

StressWise goes beyond the transfer of knowledge and skills regarding stress, to **address underlying perceptions** and attitudes that contribute to increased stress levels.

Customisation:

The course content can be **customised** to address the stress-inducing challenges of your specific environment.

Alignment to the NQF:

The course is aligned to the unit standard 15096 (Demonstrate an understanding of stress in order to apply strategies to achieve optimal stress levels in personal and work situations) on NQF 5 and has 5 credits.

“The feedback I got from my staff on the value of this course was overwhelmingly positive.

The programme really added much value in a difficult time.

Some of the participants said it was the best programme and facilitator they have ever experienced – and that says a lot!”

Johan Wendt,
Operations Manager, Sanlam Life

“We evaluated many providers and chose Free To Grow because their outcomes based methodology, experiential learning and learner focused approach is in line with our own. StressWise has contributed to the holistic development of PathCare employees and to our aspirations to realise our mission.”

Kirsten Roets,
Training Specialist, PathCare Academy for Learning & Development



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Programme overview

1. The nature of Stress

- * What is stress?
- * Knowing the difference between healthy and unhealthy stress.

2. Stress in your life

- * Find out what your stress levels are.
- * How your body and mind responds to stress and how this affects your emotions, your relationships and your work.
- * How stress builds up over time and how this can affect your health.

3. Symptoms of stress

- * The danger signs of highly elevated stress levels.
- * Checking how many of these danger signs you experience in your own life.

4. Managing your stress

- * What you can do to manage your stress better.
- * Taking a new look at fitness and the role of exercise: How to make this part of your life.
- * The role of nutrition: How you can eat cost effectively AND healthily.
- * Using your mind to help you manage stress: how to stress-wise your thinking, and how to deal with challenges and difficulties in your personal, family and work life.
- * What kind of support can be helpful and how to get the support you need.
- * How to pick up when other people are suffering from stress and how to help and support them.

5. Changing your self talk

- * Assessing your destructive self talk, when you use it and how it affects you.
- * Creating personal, powerful and positive affirmations.

6. Assertion skills

- * Determining your boundaries.
- * Strategies to make saying no easier.
- * Providing reasons for saying no.

7. Time management

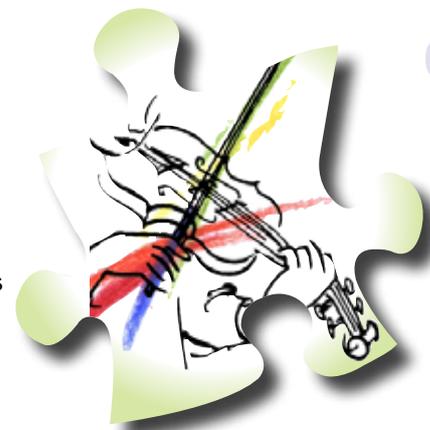
- * Evaluate your current time management skills.
- * Determining priorities.
- * Explore various time management techniques and which one/s you will personally find helpful.

Duration and group size

One day. A maximum of 16 -20 learners per workshop to ensure individual attention.

“Our employees that experienced StressWise were **positively enthused** with knowledge regarding the control of life’s circumstances. My **sincere appreciation** to you and your team for these professionally delivered workshops.”

Zunaid Amod
Account Manager: ELM, Support Services, Direct Sanlam Distribution Academy



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