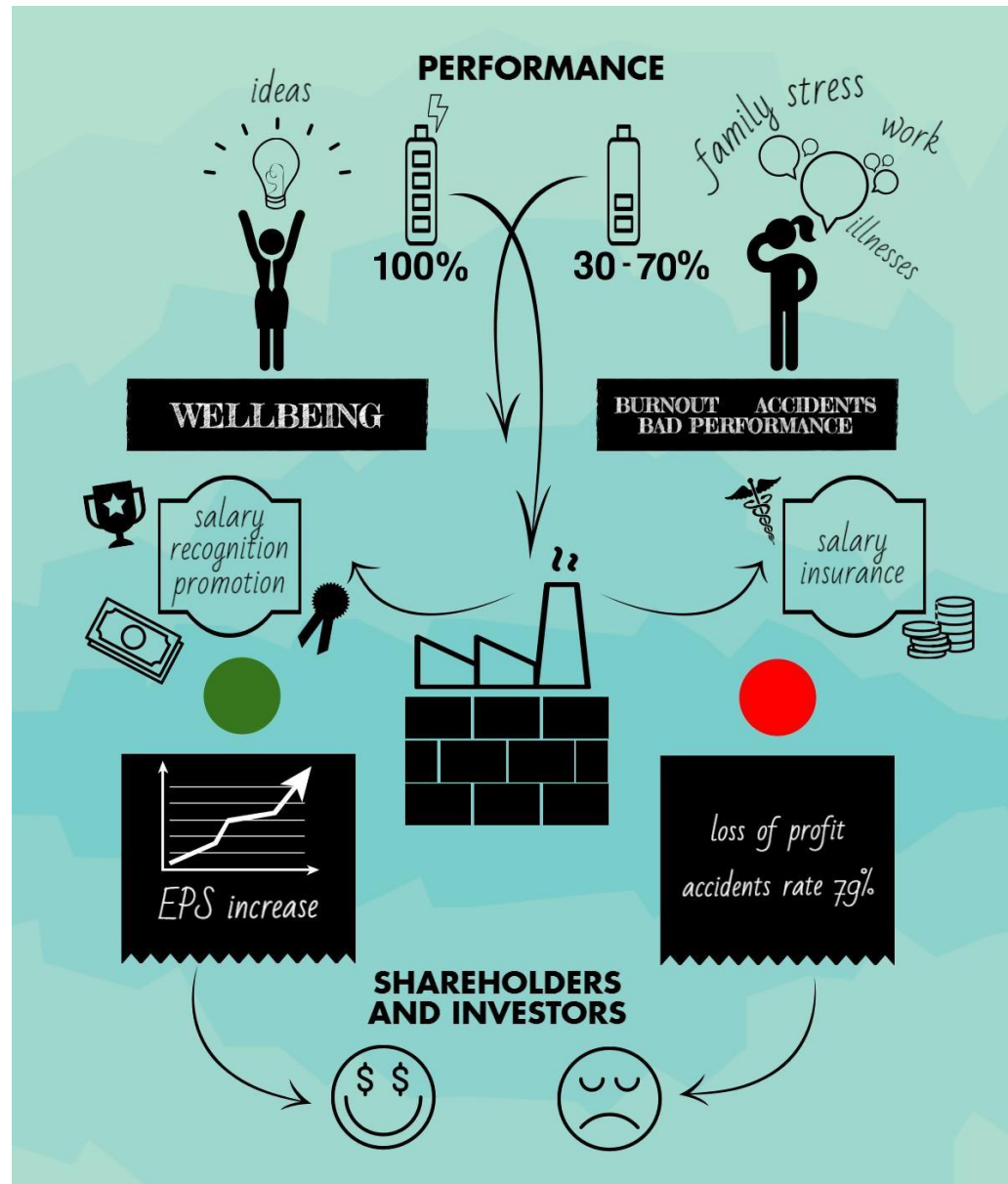

EFFICIENCY

CREATIVITY

RESILIENCE







EFFICIENCY & STRESS MANAGEMENT PROGRAM (EXAMPLE)

03

- 3M Company – international multibusiness organization
- Number of employees in Russia – 700 (220 in Moscow)
- Part of employees had stress-management trainings before





Initial Diagnostics

The project goals and tasks
setting

Appropriate Measures Selection

the most suitable for the
group
to develop self-regulation
skills for the detected risk-
factors

The Main Training Course
based on the diagnostics
results

Check Diagnostics

Development of the
further recommendations

TV0 General stress level
TVLie Data credibility

1

**Risk factors at work
and objective job
conditions**

2

Social climate and rewards

3

**Subjectively most important job
stressors**

Tasks diversity;
Tasks complexity;
Tasks importance;
Independence of execution.

4

Acute stress reaction

Physiological discomfort;
Cognitive tension;
Emotional tension;
Communicational difficulties;
Troubles with behavior/ tasks performance;
Overall health.

5

Chronic stress manifestation

Anxiety;
Anger;
Depression;
Asthenization;
Psycho-somatic Reactions;
Sleep Deprivation.

6

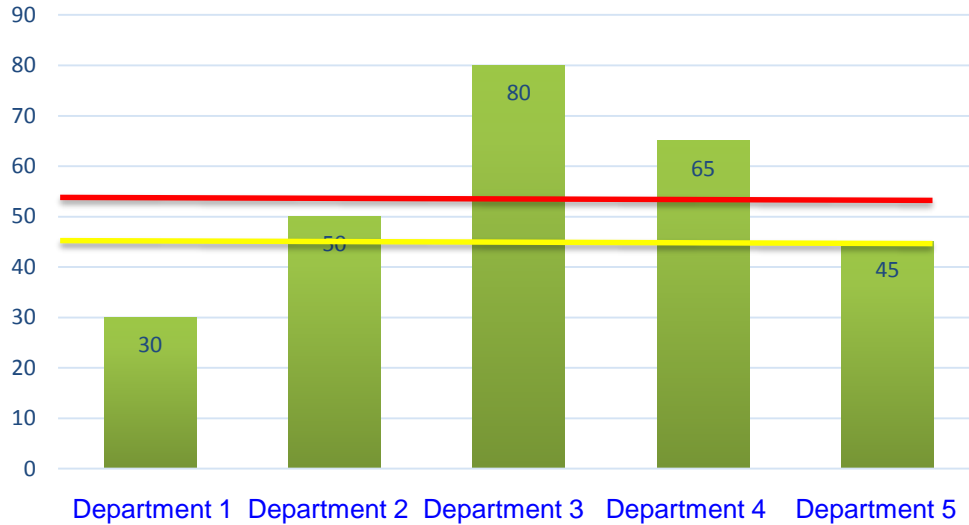
Personality/behavioral deterioration

A-type behavior;
Signs of a «burn-out» syndrome;
Neurotic reactions;
Inadequate coping strategies.

THE RESULTS GRAPH (EXAMPLE)

06

Overall Stress Level



Priority 1 – the range of critical values.
Priority 2 – beyond the norm.

Department 1

Risk factors at work and objective job conditions

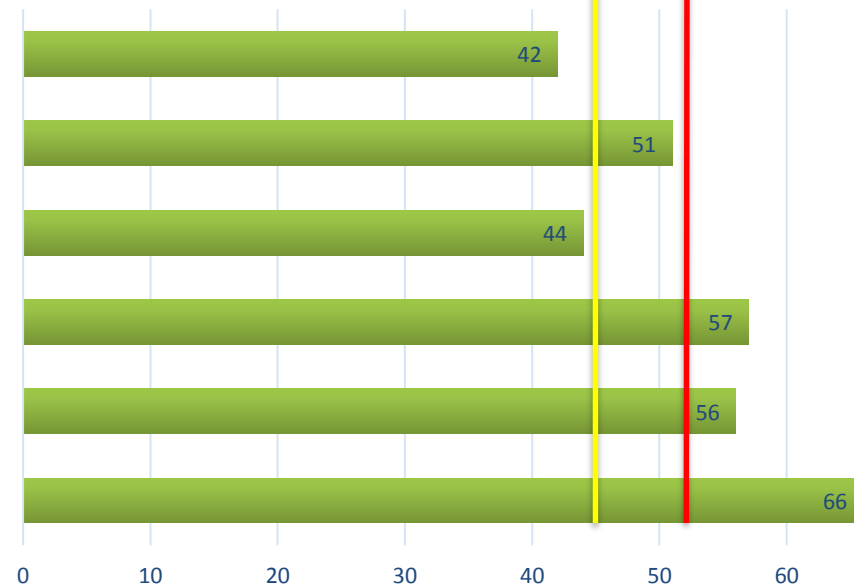
Subjectively most important job stressors

Social climate and rewards

Acute stress reactions

Chronic stress manifestation

Personality and behavioral deterioration



- 12 sessions for 3 hours once a week.
- The Course has 3 parts: environmental, transactional and regulatory.
- Every session is based on one of the approaches to stress (environmental, transactional and regulatory) and allows solving all the problems in a complex.
- In order to reinforce skills participants get homework.
- The Course duration is 3 months.



Stress Level	Before	After	In 3 months
Extremely high			
High	High		
Expressed		Expressed	Expressed
Moderate			
Low or no stress			
Social Desirability of the Responses	Reliable Reflection		

To sum up, the Course:

- Reduces stress level;
- Develops creativity and adaptability;
- Raises employee's non-financial motivation;
- Increases employee's involvement;
- Strengthen relations between the departments.

Short-term effect	How can I use new knowledge at work?	Long-term effect
<ul style="list-style-type: none"> • Stress relief after a working day; • Getting skills for resource recovery in a short period of time; • Homework for recovering my resources; • Getting mental rest. 	<ul style="list-style-type: none"> • I look at my routine tasks in a different, creative way; • Better and stronger network between departments; • Increase of performance and effectiveness; • I'm not afraid of setting stretch goals; • I understand better my strengths, prioritize more clearly. 	<ul style="list-style-type: none"> • Became aware of and restored work-life balance; • Personal resources are restored; • Got new knowledge about myself and can apply it to planning of my rest; • Preventing diseases and chronic stress; • Performance improved

Olga, head of the Sales team:

«We took part in the Course from October 2015 to January 2016. I consider myself lucky, because my whole team had a chance to participate.

We worked productively, without being distracted by various factors, like business optimization. We were completely focused on our tasks, mostly due to our weekly sessions of the “ABC of Creativity”. As a result, our concentration led us to a 12% increase in a falling market.

I believe that was thanks to the Course we regularly took part in. I saw it for myself that it is extremely important to care about my own health and well-being of the team – it’s the only way to achieve more and be more efficient».

12%

For a Participant

- Knowledge and skills in finding out his stress level and coping with it.
- Individual report on the dynamics of the stress level during the Course.
- Understanding individual capabilities and resources to increase personal effectiveness and mental health, preventing any stress conditions.

For a Company

- Group report on the dynamics of emotional stress and risk factors.
- Reducing the level of stress among the group of employees and improving their performance.
- Using the skills to manage one's emotions lets the company to decrease the potential risk of behavioral deviations.

«Take the first step and you will realize that it's not that scary», Seneca

12

Your Questions

