

# Coaching for Wellbeing

## How big an issue is it?

12.5 million **working days lost** due to work-related stress, depression or anxiety in 2016/17

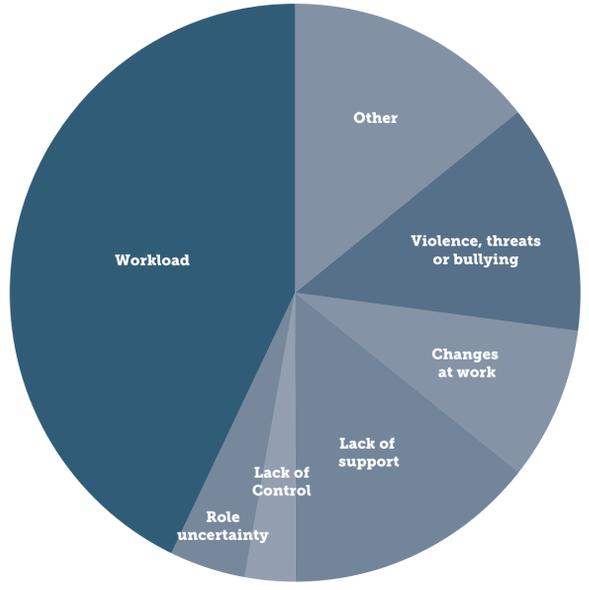
**The total number of cases** of work related stress, depression or anxiety in 2016/17 was 526,000, a prevalence rate of 1,610 per 100,000 workers.

In 2016/17 **stress, depression or anxiety** accounted for 40% of all work-related ill health cases and 49% of all working days lost due to ill health.

**The total number of working days lost** due to this condition in 2016/17 was 12.5 million days. This equated to an average of 23.8 days lost per case.

According to the Labour Force Survey

The reasons cited as causes of work-related stress are also consistent over time with workload, lack of managerial support and organisational change as the primary causative factors.



## The warning signs

There are common signs that someone (including you) may be **moving into the stress zone**. Here are some of the warning signs to look out for:



## Warning! Stress!

### Work Performance

- Declining or inconsistent performance
- Uncharacteristic errors
- Loss of control
- Loss of motivation
- Indecision
- Lapse in memory or concentration

### Aggressive Behaviour

- Malicious gossip
- Critical
- Sabotage and vandalism
- Shouting, bullying or harassment
- Poor employee relations
- Temper outburst

### Behavioural Change

- Out of character behaviour
- Insomnia
- Difficulty relaxing
- Increased drinking, smoking or eating
- Deterioration in appearance or hygiene
- Undue risks or reckless driving

### Regression

- Argumentative
- Increased sensitivity
- Irritability or moodiness
- Over-reaction to problems
- Personality clashes and sulking
- Crying

### Withdrawal

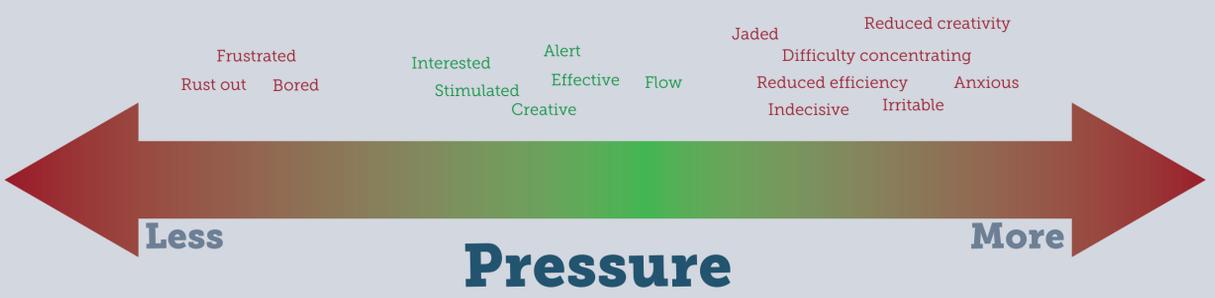
- Arriving late, leaving early
- Extended lunch or breaks
- Absenteeism
- Withdrawn attitude
- Reduced social contact
- Evasiveness

### Physical Signs

- Stumbling speech
- Loss of libido
- Tiredness or lethargy, feeling cold
- Health issues
- Hand tremors
- Rapid weight gain or loss

## The Yerkes-Dodson spectrum

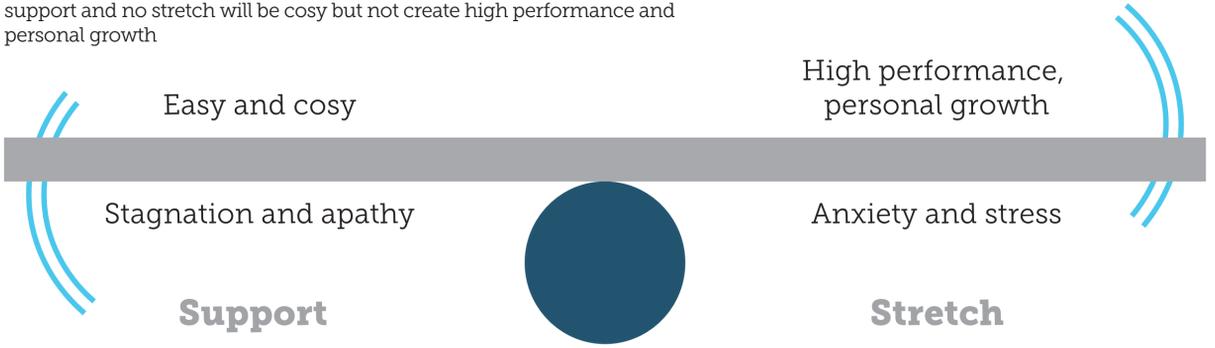
The Yerkes-Dodson Law suggests that there is a **relationship between performance and pressure**. Increased pressure can help improve performance, but only up to a certain point. At the point when pressure becomes excessive, performance diminishes



## The leadership balancing act

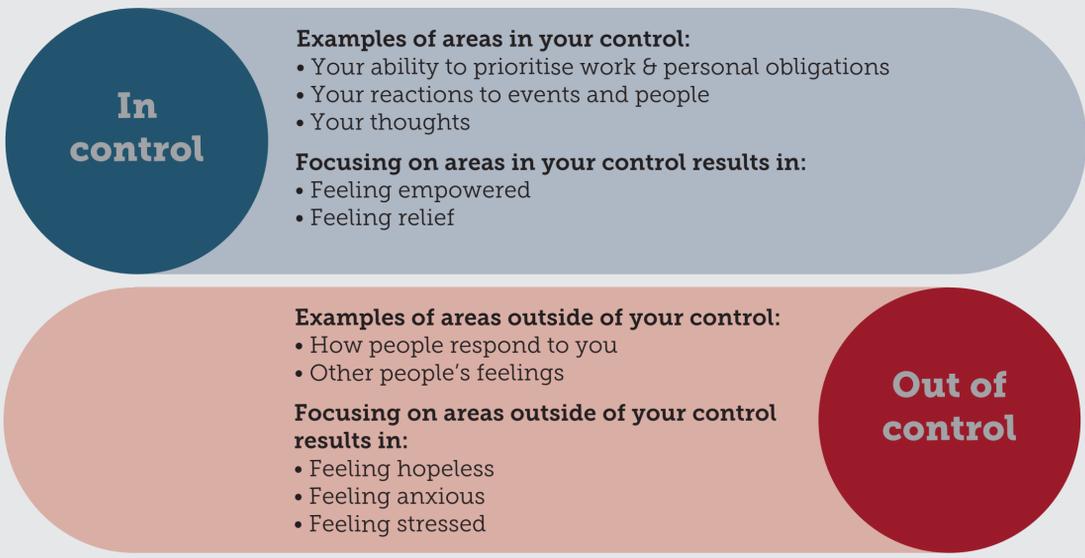
**Seeking to bring out the sustainable best in people.**

Too much stretch without support creates anxiety and stress, while a lot of support and no stretch will be cosy but not create high performance and personal growth



## Take control

**You can change your habits and increase your resilience** by first recognising what is in your control and what might be a concern but is in reality outside your control. Focus your attention and energy on what is in your control and let go of what is outside your control. With some creative thinking you may be able to influence what is outside your control e.g. through influencing others.



## Coaching skills

The **classic coaching skills** can go a long way to help others build resilience.



**Listening**  
to make a person feel valued and not judged



**Questioning**  
to help the person explore reality and build self-awareness



**Challenging**  
unhelpful thinking patterns, perceptions and bringing other perspectives



**Rapport building**  
to build trust and a confidential space



**Goal setting**  
to clarify outcome sought and motivation



**Action planning**  
to actively address the stressors and increase resilience