

TAMING THE STRESS MONSTER

One part of creating joy at work is a workplace culture that gives employees a say and values their contributions. The other part comes from each of us learning how to respond to the stresses in our daily lives. What needs to be in your tune-up?

Growth is good



+650,000

KP's 2015 increase in membership

And, growth sometimes comes with growing pains, as teams adapt their workflows to provide great care and service to more members.

Every U.S. medical organization, says Cynthia Cooper, a manager with KP's Employee Assistance Program, is "experiencing major revisions...as part of this new national approach to health care."

You're not alone



53% of employed people who reported being "very stressed" in the previous month said "work problems" contributed to their stress

De-stress today

20% of KP's

Southern California employees have recently tried meditation on their own or in a meeting



Find your inner peace. Practicing mindfulness, kindness, gratitude and forgiveness increases happiness. Feeling grateful can reduce stress, anxiety and depression—and improve your physical health.



Eat foods that are good for you. You'll enjoy increased energy, improved mood, better weight control and gain a strong line of defense against many diseases.

Move more. Physical activity helps you be healthier and stronger—and feel your best—at every age. Getting 30 minutes of moderate exercise five days a week helps to lower your risk of serious illness and improve your mood.

Sleep well. Rest prepares your mind and body to deal with life's everyday challenges. It's also important for your overall health.



A few entries a week make a difference.



"I love music, and the Move It Monday workouts release stress and endorphins. I come back feeling great."

—**ROSIE AYALA-WARE**
Physician scheduler and SEIU-UHW member
Panorama City Medical Center

What she does:

Ayala-Ware serves as her team's union co-lead and is a Healthy Workforce champion. Her workdays can be overwhelming, she says—"There are so many emails, phone calls and change requests." She takes advantage of the Healthy Workforce programs to de-stress. Her favorites:

- Zumba
- Instant Recess®
- Move It Monday workout sessions

Too stressed to decide where to start?

Take a cue from other stressed-out individuals. Here are the top five activities that one survey's respondents found the most effective at reducing their stress when done regularly. Go with the one that appeals to you!



94%

Spending time outdoors



93%

Spending time on a hobby



89%

Exercising



87%

Spending time with a pet



85%

Meditating or praying

It's imperative that leaders and teams work to reduce the causes of workplace stress. It's also essential that each person find effective ways for responding to stress.

Resources to speed you on your way

- » Check out the wealth of Healthy Workforce programs at kp.org/healthyworkforce. You can find your nearest KP farmers market, learn the One Moment Meditation, get help sleeping through the night, and much, much more.
- » Get inspired at healthyworkforce-gokp.org
- » Two great resources on the internet: greatergood.berkeley.edu and headspace.com—mobile apps for meditation and more!