STRESS & THE RESEARCH ADMINISTRATOR: IS RESEARCH ADMINISTRATION BAD FOR YOUR HEALTH?
Introduction

- Health behavior and chronic disease
- Perceived work stress and health behavior
- Work-related stressors and perceived work stress
- Stress resiliency factors and perceived work stress
- What you can do to increase resiliency
How are these associated?

Perceived Work Stress

Health Behaviors

Stress Resiliency
Health Behavior
Chronic Disease and Health Behaviors

Percentage of deaths in US for all causes

- Heart disease: 26%
- Cancer: 24%
- Chronic Lung: 1%
- Stroke: 2%
- Accidents: 2%
- Alzheimer's: 2%
- Diabetes: 3%
- Flu and Pneumonia: 5%
- Kidney disease: 3%
- Suicide: 5%
- All other: 6%

Associated Poor Health Behaviors
- Smoking
- Alcohol Abuse
- Inadequate Exercise
- Poor Nutrition
- Overweight
- Inadequate Sleep
- No Preventive Screening

Percentage of deaths in US for all causes:
- Heart disease: 26%
- Cancer: 24%
- Chronic Lung: 1%
- Stroke: 2%
- Accidents: 2%
- Alzheimer's: 2%
- Diabetes: 3%
- Flu and Pneumonia: 5%
- Kidney disease: 3%
- Suicide: 5%
- All other: 6%
Health Behaviors & Perceived Work Stress (PWS)

<table>
<thead>
<tr>
<th>Health Behavior</th>
<th>Low PWS</th>
<th>High PWS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smoking</td>
<td>1.00</td>
<td>2.12</td>
</tr>
<tr>
<td>Alcohol</td>
<td>1.00</td>
<td>1.48</td>
</tr>
<tr>
<td>Fruit &amp; Veg</td>
<td>1.00</td>
<td>1.03</td>
</tr>
<tr>
<td>Exercise</td>
<td>1.00</td>
<td>1.64</td>
</tr>
<tr>
<td>Weight</td>
<td>1.00</td>
<td>1.29</td>
</tr>
<tr>
<td>Cholesterol</td>
<td>1.00</td>
<td>2.39</td>
</tr>
<tr>
<td>Pap Check</td>
<td>1.00</td>
<td>5.32</td>
</tr>
<tr>
<td>Mammo.</td>
<td>1.00</td>
<td>0.92</td>
</tr>
<tr>
<td>Colon Test</td>
<td>1.00</td>
<td>1.63</td>
</tr>
<tr>
<td>Work Sick</td>
<td>1.00</td>
<td>7.79</td>
</tr>
<tr>
<td>Sleep</td>
<td>1.00</td>
<td>4.67</td>
</tr>
</tbody>
</table>

Odds for negative health behavior
Stress Vulnerability
Stress Vulnerability Models

- Demand/control model (Karasek, 1979)
  - High demands
  - Low control
  - Job strain

- Effort/reward imbalance (ERI) model (Siegrist, 1996)

- Work & family conflict (Greenhaus & Beutell, 1985)
  - Work/family conflict
  - Family/work conflict
Perceived Work Stress

In the last month how often did you

1. Feel you have too much stress at work
2. Been upset over something unexpected
3. Had to deal with irritating hassles
4. Had to deal with stressful events at work
5. Had to deal with ongoing problems that never seem to go away

Results (N = 1,084)

Perceived Work Stress

- Low: 333
- Normal: 625
- High: 126
Stress Vulnerability and PWS

<table>
<thead>
<tr>
<th></th>
<th>High Demand</th>
<th>Low Control</th>
<th>Job Strain</th>
<th>Effort Reward Imbalance</th>
<th>Family Work Conflict</th>
<th>Work Family Conflict</th>
</tr>
</thead>
<tbody>
<tr>
<td>High PWS</td>
<td>6.42</td>
<td>2.14</td>
<td>6.16</td>
<td>0.51</td>
<td>1.23</td>
<td>5.54</td>
</tr>
<tr>
<td>Normal</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Odds Ratio of High PWS
Stress Resiliency
Stress Resiliency Factors

- Physical exercise
- Adequate sleep
- Optimistic attitude
- Social Support
  - Peers at work
  - Supervisors at work
  - Family and friends
### Stress Resiliency Factors and Low PWS

<table>
<thead>
<tr>
<th></th>
<th>Low PWS</th>
<th>High PWS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exercise*</td>
<td>1.24</td>
<td>1</td>
</tr>
<tr>
<td>Sleep**</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Optimism**</td>
<td>2.5</td>
<td>1</td>
</tr>
<tr>
<td>Social Support Supervisor**</td>
<td>1.99</td>
<td>1</td>
</tr>
<tr>
<td>Social Support Peers**</td>
<td>2.14</td>
<td>1</td>
</tr>
<tr>
<td>Social Support Others**</td>
<td>1.47</td>
<td>1</td>
</tr>
</tbody>
</table>

Odds Ratio of Low PWS
Stress: Reduction & Resiliency
Lowering Job Strain

As much as possible…

- Give subordinates ample time to get things done.
- Allow people to utilize their strengths.
- Do what you can to allow them to do their best.
- Recognize skills from previous work & training
- Involve stakeholders in decisions
- Insure proper equipment or supplies are available
- Allow people to set pace, quality, order or work
- Allow people to personalize their work space
Social Support (Boss, Peers, Others)

- How much do each of these people go out of their way to make your work life easier for you?
- How easy is it to talk (in general) with each of the following people?
- How much can each of these people be relied on when things get tough at work?
- How much is each of the following willing to listen to your personal problems?
You set the tone…

- How do you communicate messages?
- What is your general attitude?
- How can you be more positive?
- What might build more optimism in your unit?
While there are many things outside of our control, think about what things you can do to make small changes that can help.

You can impact both your own health and that of your colleagues when it comes to stress and resiliency. It’s up to you whether that impact is positive or negative.
There are many things you can do to...

- Increase a feeling of peer or supervisor support through team-building activities
- Allow employees to feel some sense of control in their environment
Team Building Fun (Social Support)

Trick or Treat for staff kiddos

2014 Diversity Luncheon
Recognition (Effort/Reward)

Certificates of Appreciation
Wall of Fame
Forwarding Happygrams
Public verbal acknowledgement
Keep score and celebrate accomplishments
Office space self-expression (Control)

OSP's Popular Sanguine
Mirael Parker-Davis
Comments or questions?

“STRESSED” is “DESSERTS” spelled backwards.
References

National Vital Statistics Reports, Vol. 61, No. 6, October 10, 2012


www.stressfree.com/stressmodel.php