



VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter provides valuable and path breaking insights, updates, understanding and global practices to the Business Owners, Managers, Academicians and Executives.

CONTENTS

EDITORIAL NOTE

VALUE WAVES:
STRESS CAN BE A GOOD
THING IF YOU KNOW HOW
TO USE IT

ISSUE: 07

VOLUME: 02

YEAR 2024

Editorial Team

Chetan Bhojani and
Team- Add Value Consultants

E-mail:

chetan.bhojani@gmail.com

Editorial Note

Dear Readers,

Happy Holi..!!!

Yes, You have remembered it right, we have missed out the previous month edition of VALUETALK. I apologize for missing it out.

We in India, are in the year of Election and Economic Growth. Despite of business challenges, Economy and Industry growing well.. Now it is a time to focus on Execution and People management. We have learnt from the time as focusing on employee wellbeing helps us to have better productivity and engagement. Organizations have started investing more on Employee Wellbeing and Stress Management, this trend is going to continue in 2024 and will gain momentum. As we are entering into the new financial year, get ready with your strategies to deal with the challenges.

We are gearing up with another Add Value Anniversary month this MAY.

Regards,
Chetan Bhojani

STRESS CAN BE A GOOD THING IF YOU KNOW HOW TO USE IT

With all the media and medical attention on stress and its negative health impacts, it is easy to reach the conclusion that stress is irredeemably bad—something to be avoided as much as possible.

We have a different perspective. We believe that pursuing a “stress-free” life often causes more stress down the line—problems compound, and by failing to face our most intense challenges we never overcome them. Think about a time when you experienced substantial personal or professional growth, or a time when you performed at your highest level, such as finishing a race, building a business, or raising a child. What was it that motivated and fueled you to grow, learn, and improve during these times? We are willing to bet that those times invariably involved some stress or struggle.

Stress has many wonderful attributes. It reminds us that we care; it connects us directly with the most challenging and important aspects of our lives. We aren't suggesting that sustained stress does not take a toll, only that it can bring unexpected benefits, too, in the form of personal growth.

1. Step One: See It:

The first step to transforming your response to stress is to “see” your stress. Rather than denying it, or dwelling upon it, we recommend simply naming or labeling the stress you are facing. For example, you might simply say to yourself: “I’m stressed about my son failing school.” Or “I’m stressed about my husband’s recent health diagnosis.”

Neuroscience research by Matt Lieberman shows how just acknowledging your stress can move reactivity in your brain from the automatic and reactive centers to the more conscious and deliberate ones. In one study, participants in a brain scan were shown negative emotional images. When asked to label the emotion the images invoked, neural activity moved from the amygdala region (the seat of emotion) to the prefrontal cortex, the area of the brain in which we do our conscious and deliberate thinking. Another reason to acknowledge and “see” your stress is that evading it is counterproductive anyway. Our research with Peter Salovey and Shawn Achor has shown that individuals who view stress as debilitating

tend to either over or under react to stress whereas those with a “stress is enhancing” mindset have a more moderate response to stress and are more willing to seek out and be open to feedback during stress, which can help them learn and grow for the longer-term.

2. Step Two: Own It:

The key to “owning” your stress is to recognize that we tend to stress more, about things that matter to us. Stress shows us that we care; that the stakes matter. Owning this realization unleashes positive motivation—because deep down we know that things that are important shouldn't always come easy.

A metaphor we often use to describe this state is “It’s just a cold, dark night on the side of Everest.” If you were climbing Everest, you could imagine that there might be some cold, dark nights on your journey up. But what did you expect—that climbing Everest would be a walk in the park? Owning your stress won't necessary make those cold, dark nights go away but they will likely be a bit more tolerable as you discover a

sense of motivation and meaning.

3. Step Three: Use It:

Contrary to what you might think, the body's stress response was not designed to kill us. In fact, the evolutionary goal of the stress response was to help boost the body and mind into enhanced functioning, to help us grow and meet the demands we face. When the body encounters stress, it pumps hormones such as adrenaline and dopamine which fuel the brain and body with blood and oxygen, a response which propels the individual into a state of increased energy, heightened alertness, and narrowed focus.

Researchers call this effect physiological thriving, and any athlete knows its rewards.

The issue, then, is not in the stress response itself but in how we channel this response. Simply reframing your response to stress as something that is beneficial can be helpful. Researcher Jeremy Jamieson demonstrated that students asked to reframe pre-test anxiety as beneficial perform better on the exams. Harvard Business School professor

Alison Wood Brooks has shown how reframing anxiety as excitement can improve performance on tasks such as negotiating and giving an important speech.

Sometimes, however, it is not so clear how best to use stress, especially with longer-term or more complicated situations. Consider an ongoing conflict with a spouse or a boss, a complex health condition or even the recent passing of a loved one. The key in these cases is to simply be open to the opportunities and learning inherent in the stress.

Experiencing these challenges as an inherent part of our life-cycle—no one goes through life untouched by grief or heartbreak—can facilitate the acquisition of mental toughness, deeper social bonds, heightened awareness, new perspectives, a sense of mastery, greater appreciation for life, a sense of meaning, and strengthened priorities. Indeed, some leadership scholars—most notably Abraham Zaleznik—have drawn upon William James' concept of "twice-born" personalities to argue that great leaders share the common experience of working through traumatic episodes in their lives.

As society we largely fail to frame stress as potentially enhancing and often miss opportunities to learn from and grow from stressful moments. That does not mean that we advocate viewing all stressors as a positive thing; but we do advocate that you embrace your stress response as a powerful tool for helping you overcome the inevitable challenges in life that can—and will—arise. o long-term success.

Moderate stress, also known as eustress, can have some positive effects, including:

- Improves job performance and increases alertness
- Healthy amounts of stress can help build relationships
- Protection from oxidative damage
- Improves brainpower
- Good stress can help you feel excited and energized
- Increases resiliency: Stress can help you become a stronger person

(Article is been compiled from HBR)

VALUE EVENTS :

Mega HR/IR Conference jointly organized by Gujarat Employer's Association, Indian Society for Training and Development, Rajkot Chapter, Saurashtra Kutchh HR forum and Rajkot Engineering Association. 200 delegates including top HR experts, manager, Management faculties and students attended the conference.



"Applying Psychology for Suicide Prevention", A theme for an International Conference organized by M S University, Vadodara has proposed multiple ways for suicide prevention and addressed various aspect of a Mentally Peaceful Life. Mr. Chetan Bhojani had a Privilege to address as a part of Panel discussion on "Industry measures for Suicide Prevention."

