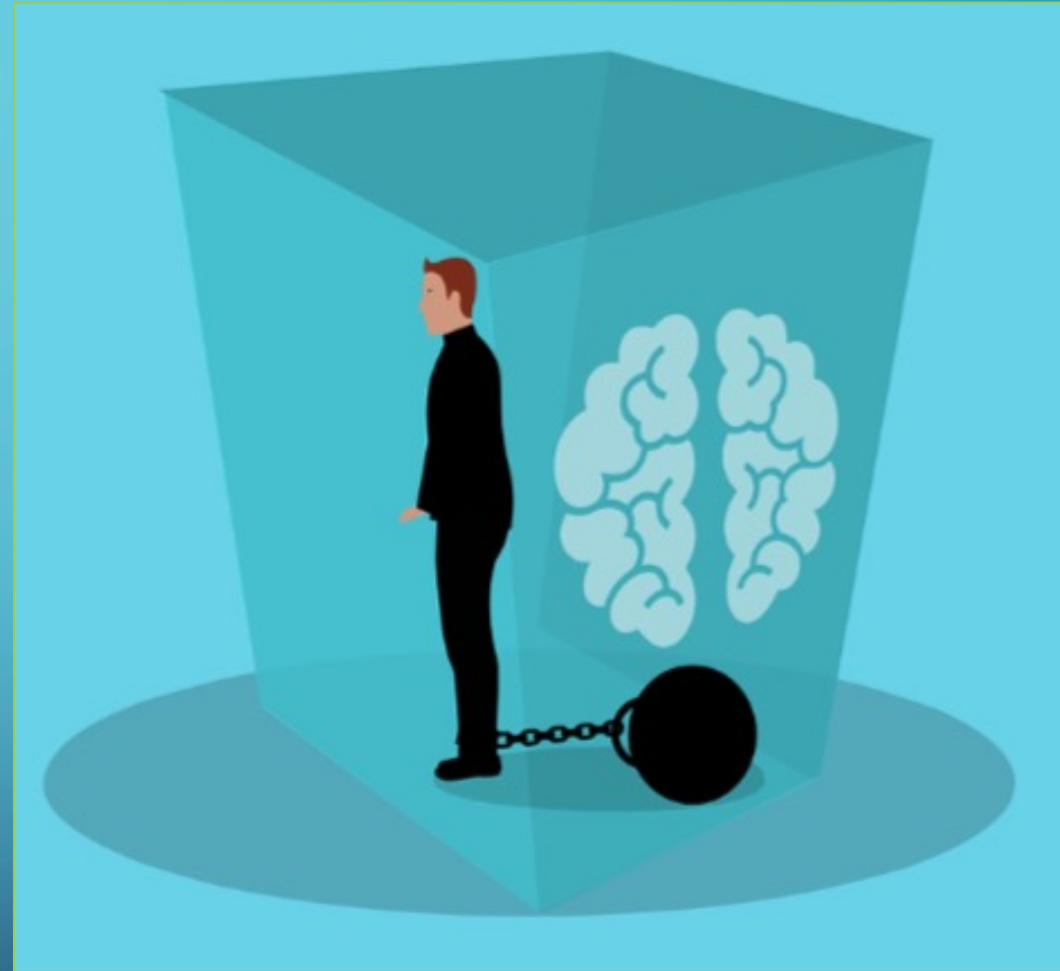


TOOLKIT TALK

**SELF-CREATED STRESS:**  
**DON'T BELIEVE**  
**EVERYTHING**  
**YOU THINK**

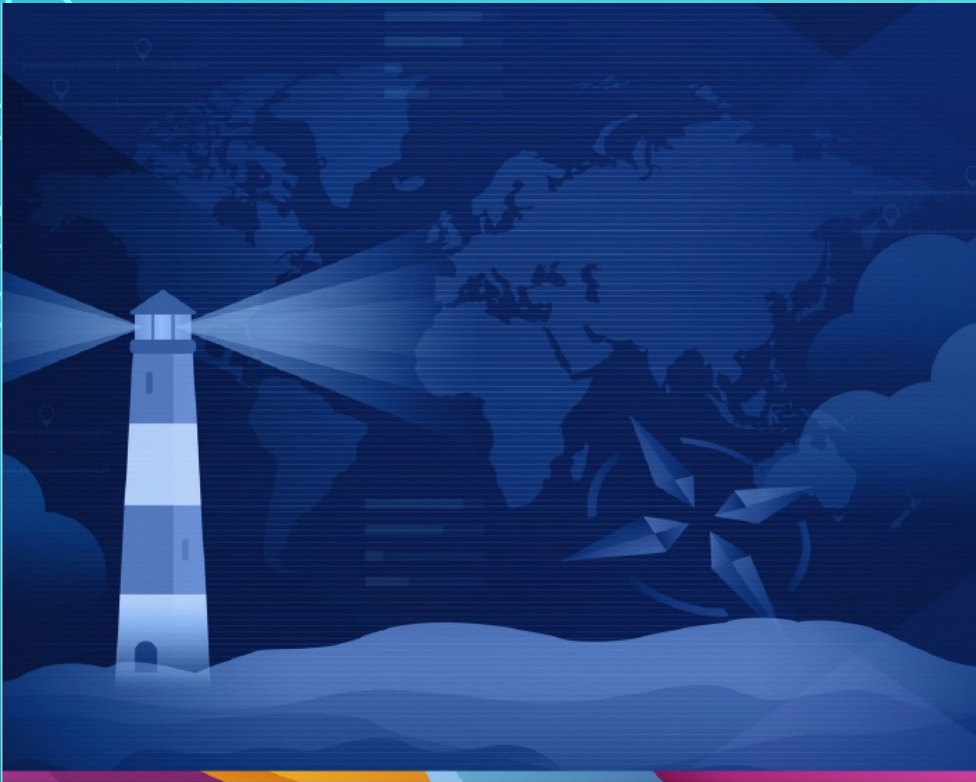
WITH SUZANNE MATTHIESSEN

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# ABOUT ME



## Positioning Ethics and Compliance as a Strategic Leader in Times of Stress or Crisis

► 2021 ECI WORKING GROUP

February 2022



## STRESS READINESS RESPONSIVENESS & RESILIENCY AWARENESS + ACTIONS TOOLKIT

The Risks of Workplace Stress

Stress: Good, Bad & Ugly

Leadership & Culture "Elephant"

The Toolkit: Address Root Causes First

Healthy Self-Care Practices

Contact Us



## Welcome to the Toolkit



### Is your organization rolling the dice when it comes to the risk impacts of workplace stress?

Unaddressed workplace stress is an organizational Ethics and Compliance risk in and of itself, regardless of the cause. It is compounded when internal and external changes occur, and an organization is perpetually in a reactive "clean up on aisle 12" mode. However, if the organization implements an effective and sustainable company-wide Readiness, Responsiveness and Resiliency program, they are much better equipped during stressful times of change and when a crisis arises seemingly out of nowhere.



**Effectively Addressing Root Causes of Workplace Stress  
Calls for a "Systems Thinking" Approach**

PSYCHOLOGICAL SAFETY

ADAPTIVE LEADERSHIP

MINDFUL AWARENESS/SOCIAL MINDFULNESS

HEALTHY SELF CARE/WORKPLACE WELLNESS

ORGANIZATIONAL/OPERATIONAL RESILIENCE

Integrated and synergistic – you can't simply pick and choose which ones you want.

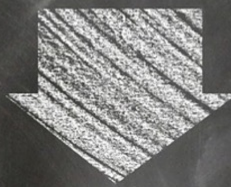
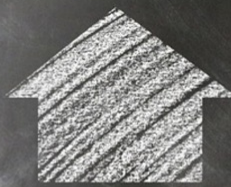
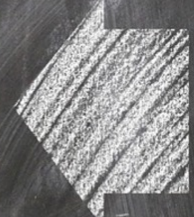




**I'M FREAKING OUT, MAN!**



choice








BEHAVIORAL

HABIT

~~CHANGE~~

UPGRADE

- 
- NEGATIVE SELF-TALK
  - CATASTROPHIZING
  - RUMINATION
  - EXAGGERATING THE NEGATIVES & DISCOUNTING THE POSITIVES
  - “KNOW IT ALL” & “BLACK AND WHITE THINKING”
  - MIND-READING
  - THE “SHOULD”
  - THE BLAME GAME
  - PERFECTIONISM
  - SELF-DECEPTION
  - SOCIAL MEDIA INFLUENCE
  - LACK OF CRITICAL THINKING OR NOT FACT-CHECKING

MINDSET

**DON'T BELIEVE  
EVERYTHING YOU THINK**

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Minnesota MN 55009

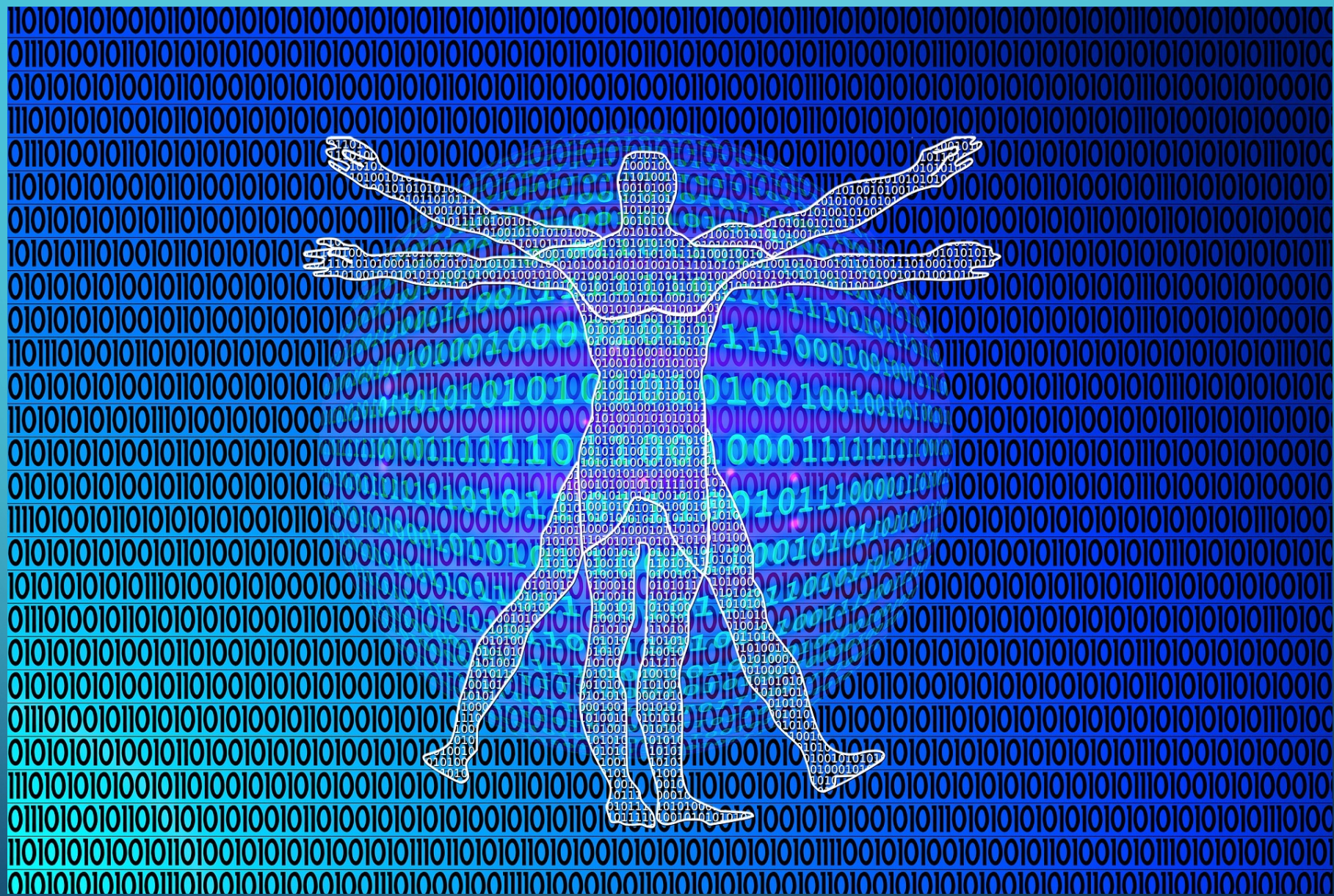
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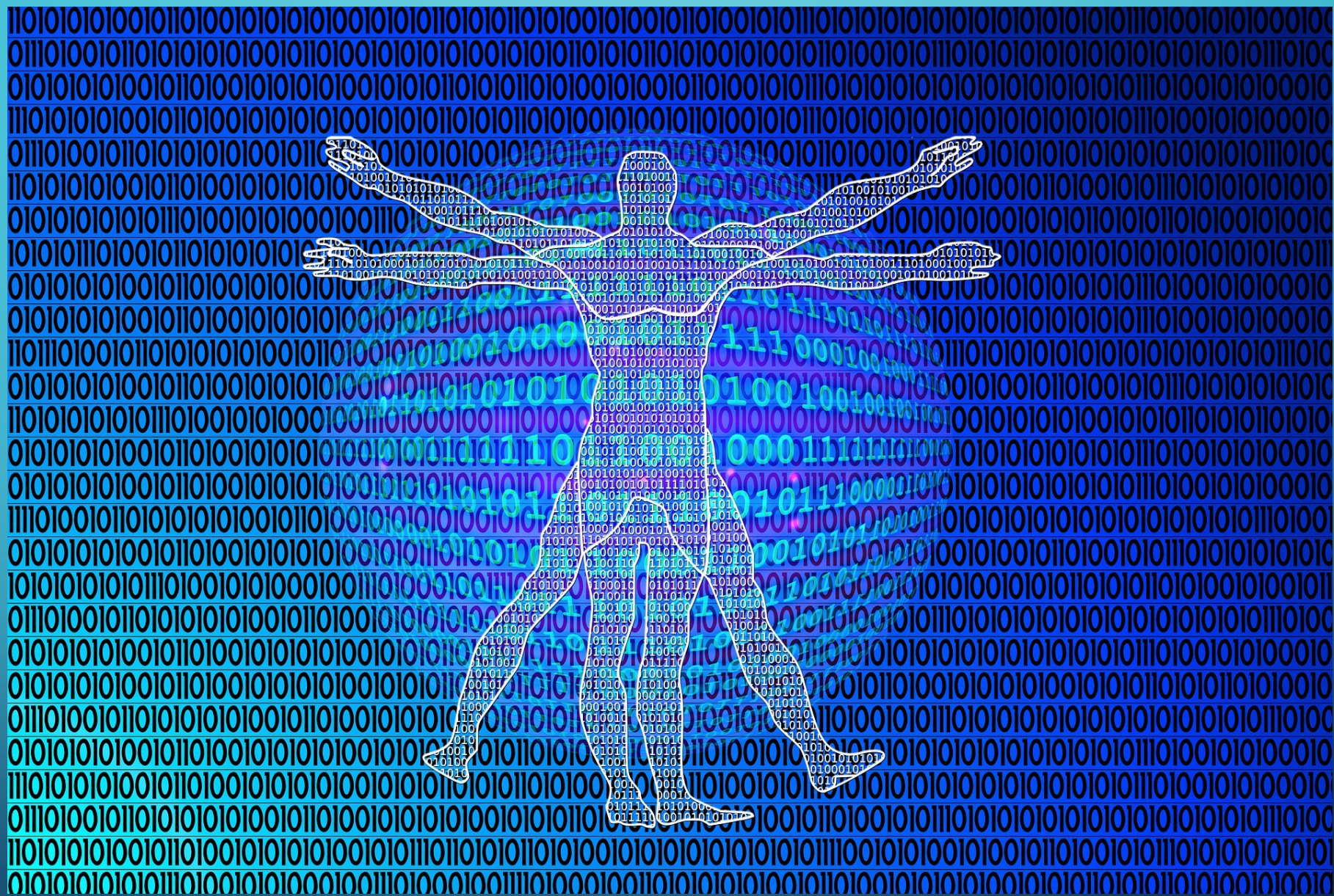
NEGATIVE SELF-TALK



# STRATEGIC BEHAVIORAL HABIT UPGRADE



CATASTROPHIZING

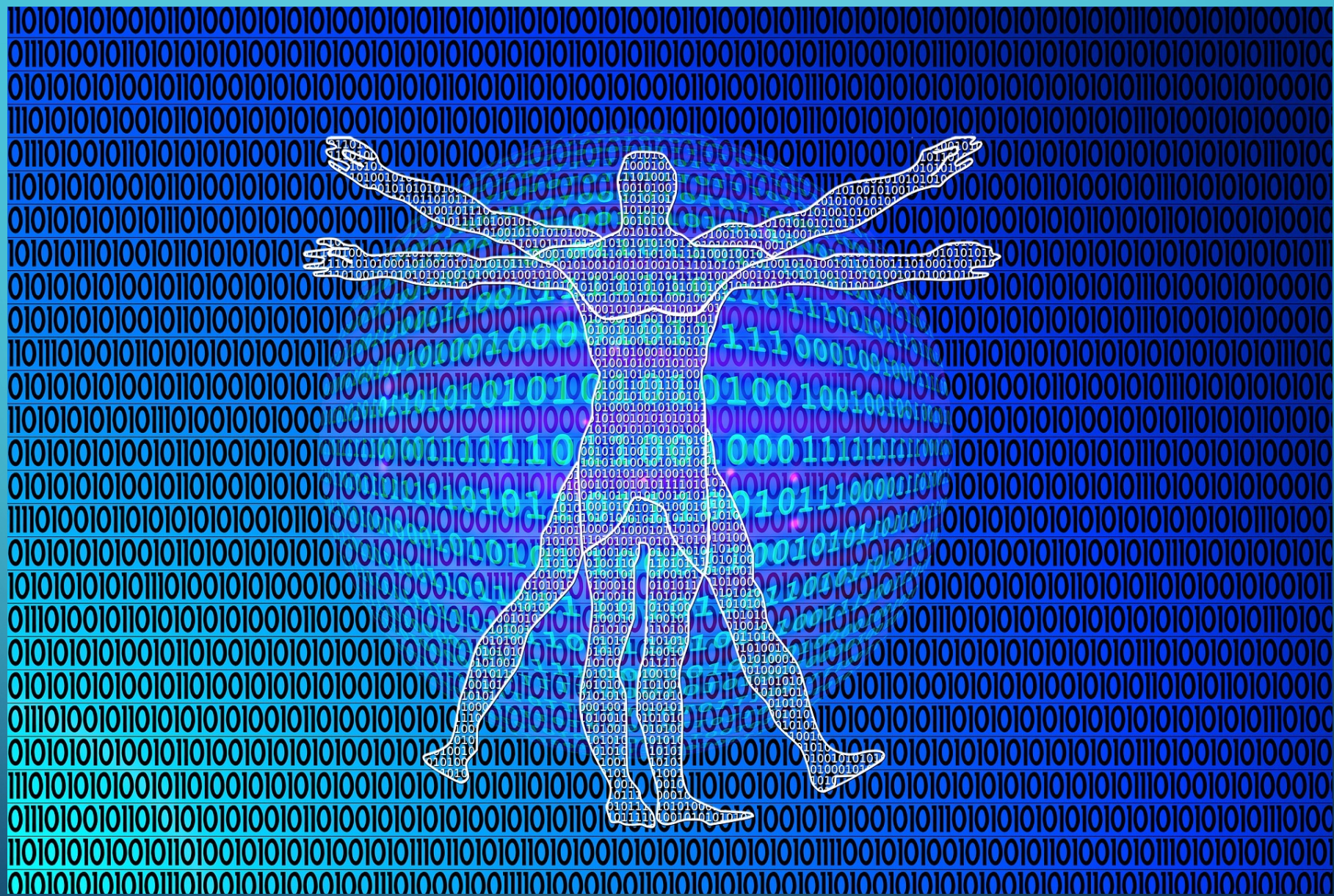


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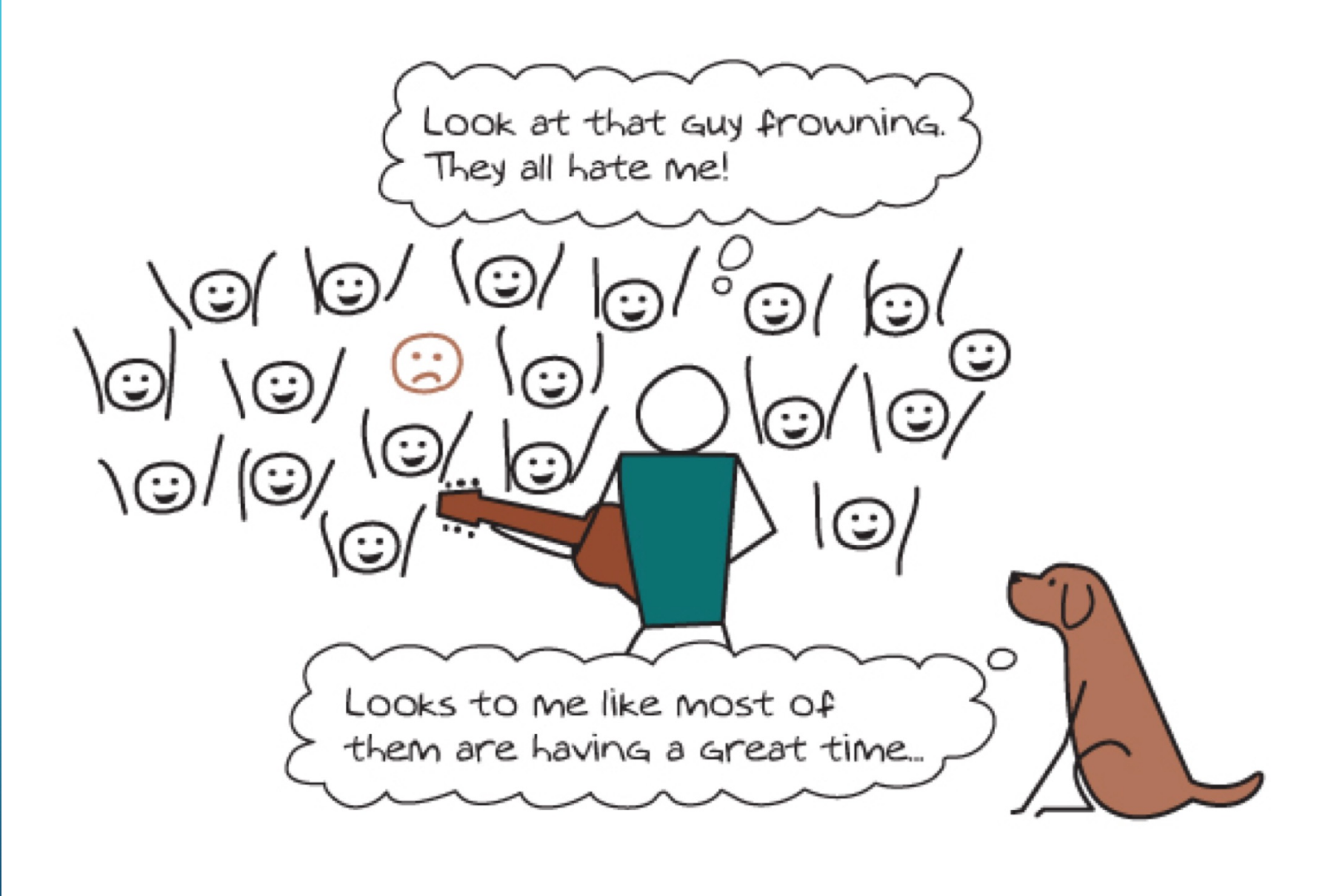




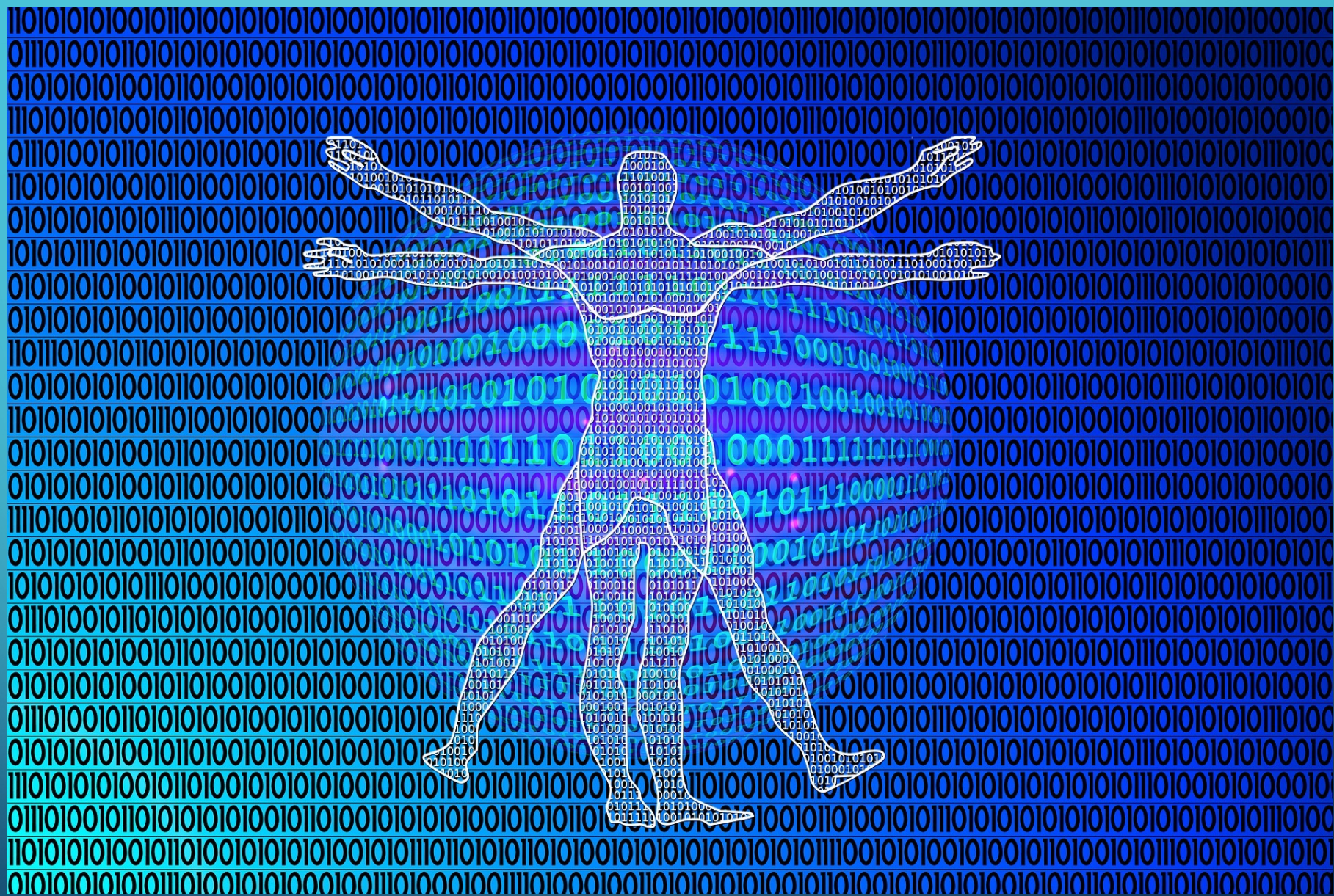
RUMINATION: "COULDA SHOULDA WOULDVA"



# STRATEGIC BEHAVIORAL HABIT UPGRADE



EXAGGERATING THE NEGATIVES & DISCOUNTING THE POSITIVES



# STRATEGIC BEHAVIORAL HABIT UPGRADE

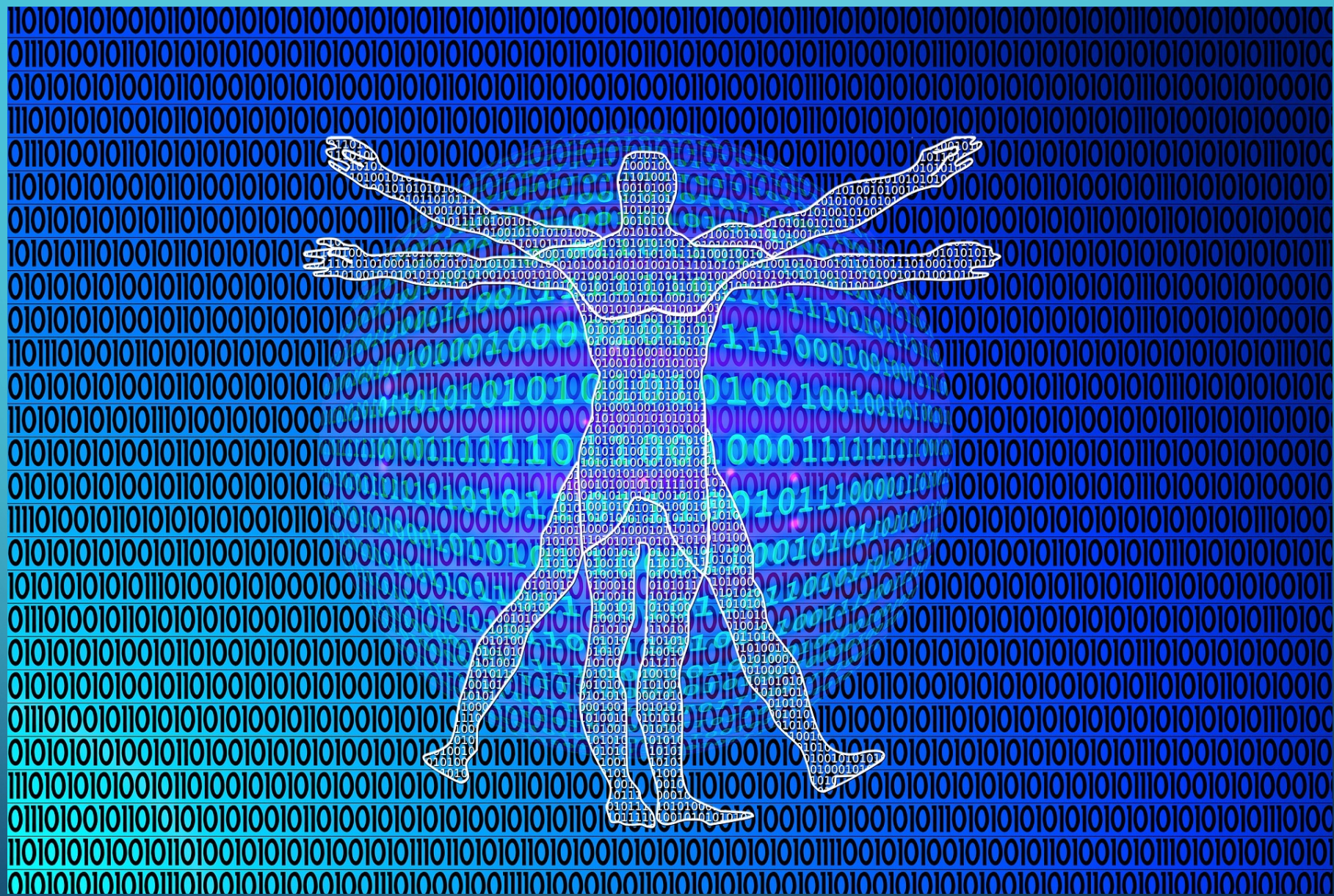
**HELLO**

**MY NAME IS**

**MR.**

**KNOW IT ALL**

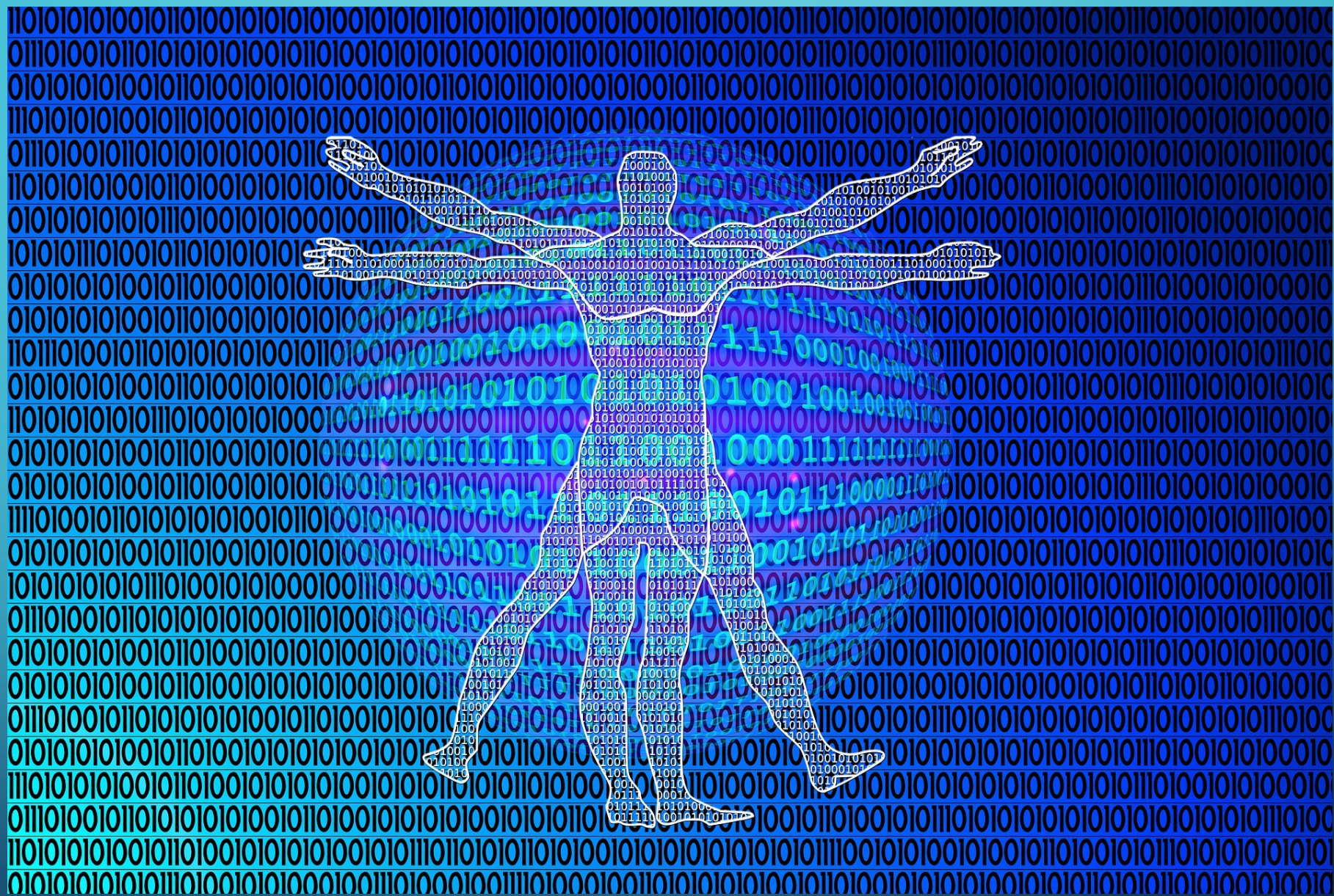
“KNOW IT ALL” & “BLACK AND WHITE THINKING”



# STRATEGIC BEHAVIORAL HABIT UPGRADE



MIND-READING

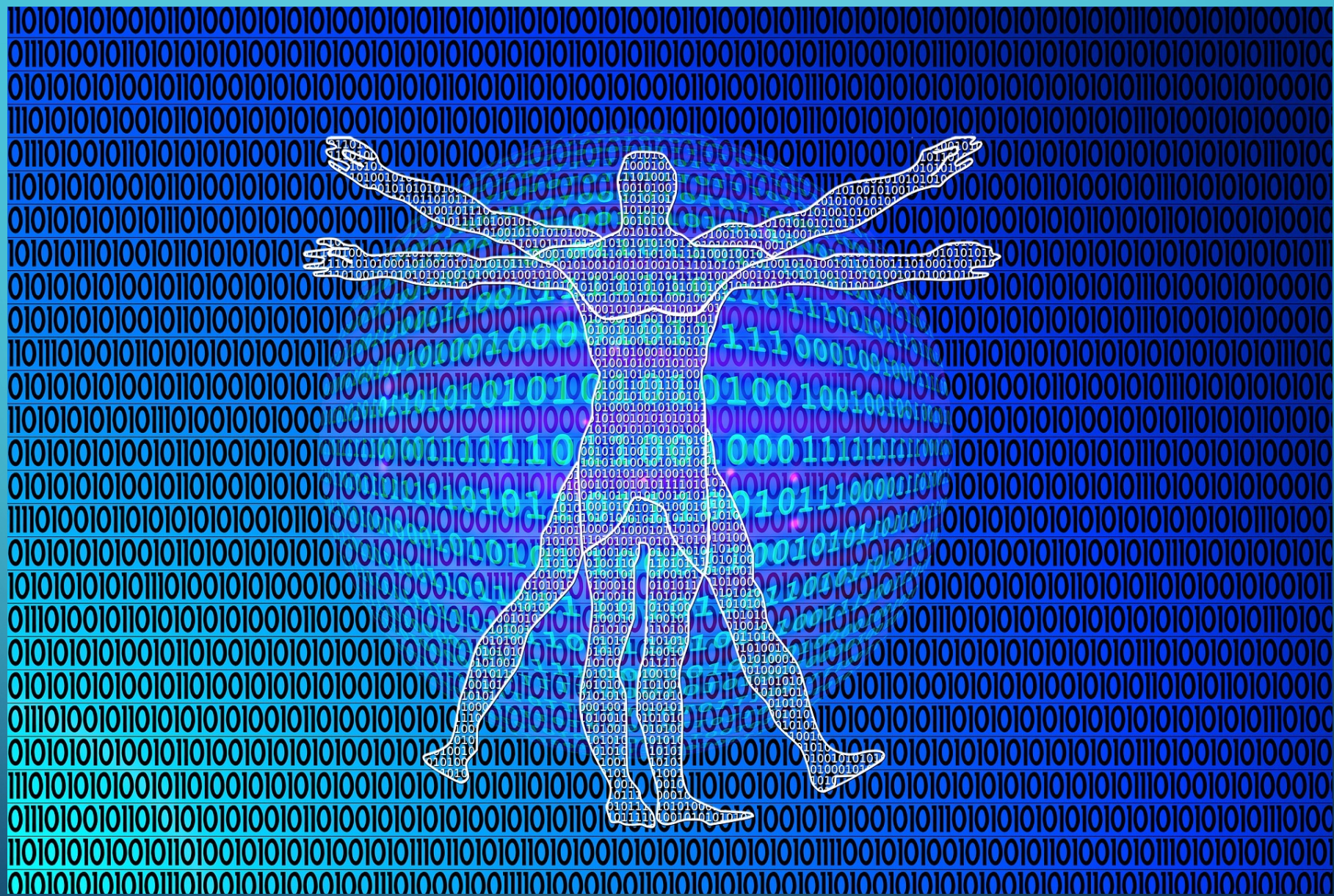


# STRATEGIC BEHAVIORAL HABIT UPGRADE





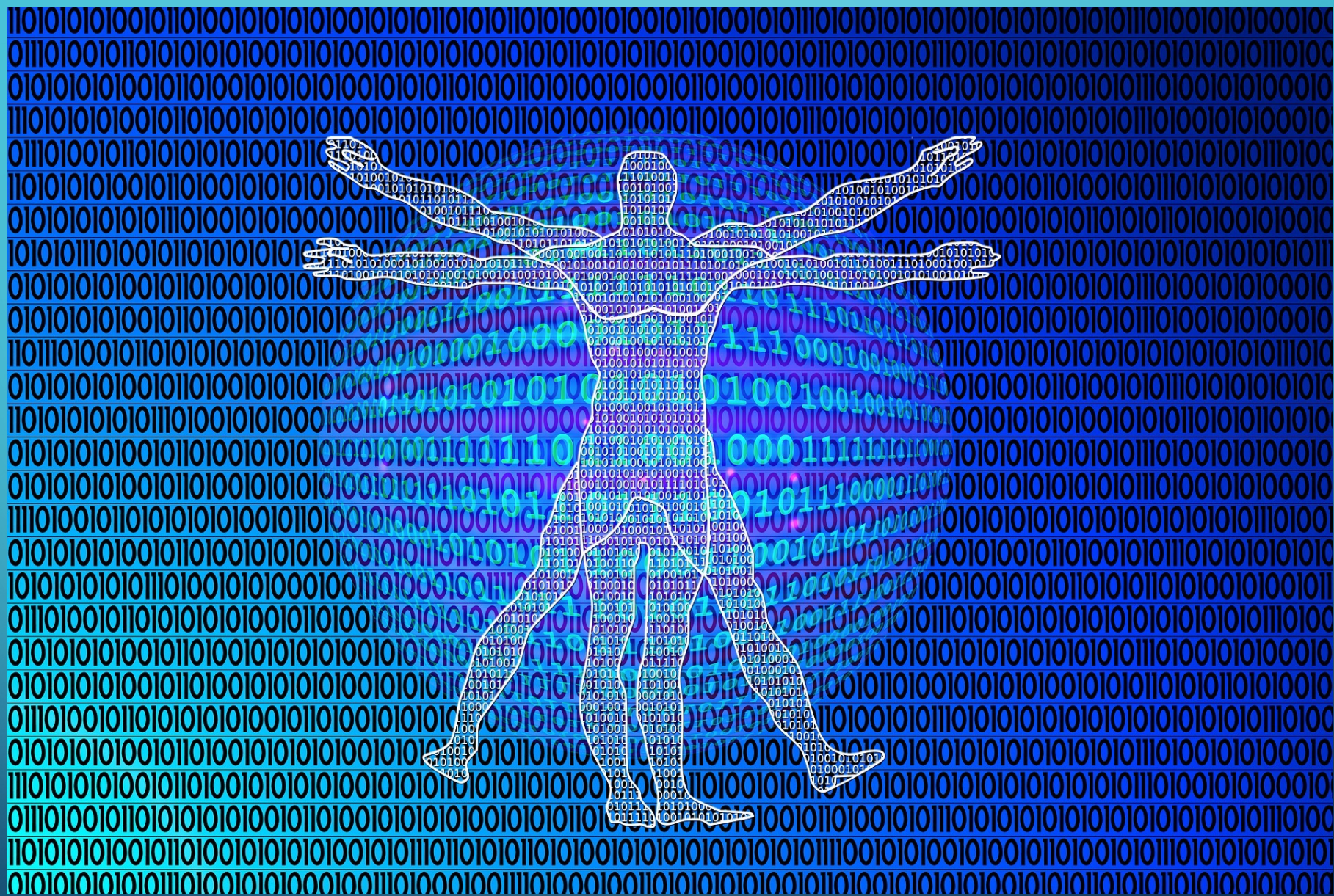
THE “SHOULDs”



# STRATEGIC BEHAVIORAL HABIT UPGRADE



THE BLAME GAME



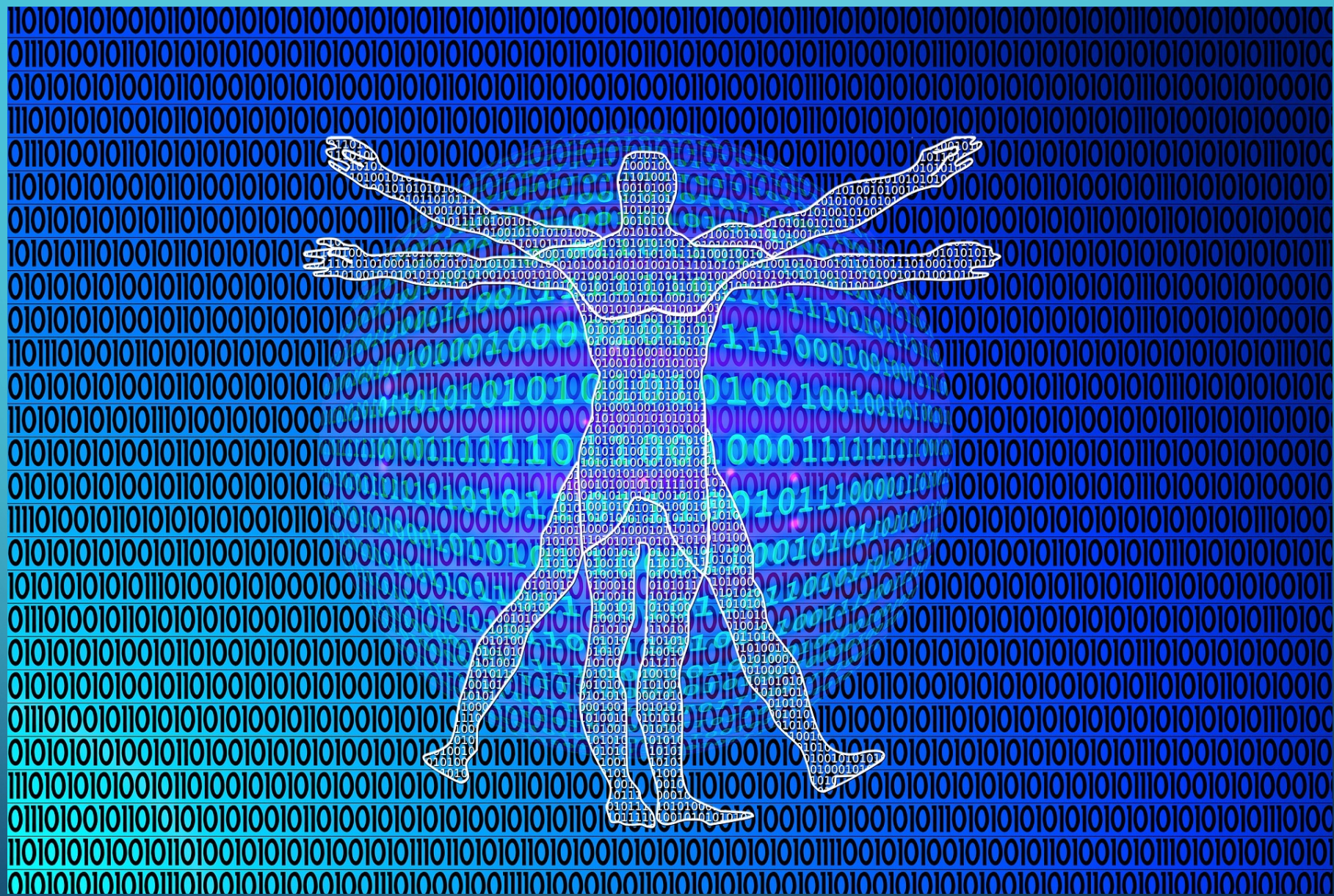
# STRATEGIC BEHAVIORAL HABIT UPGRADE

**HELLO**

my name is

**Perfectionist**

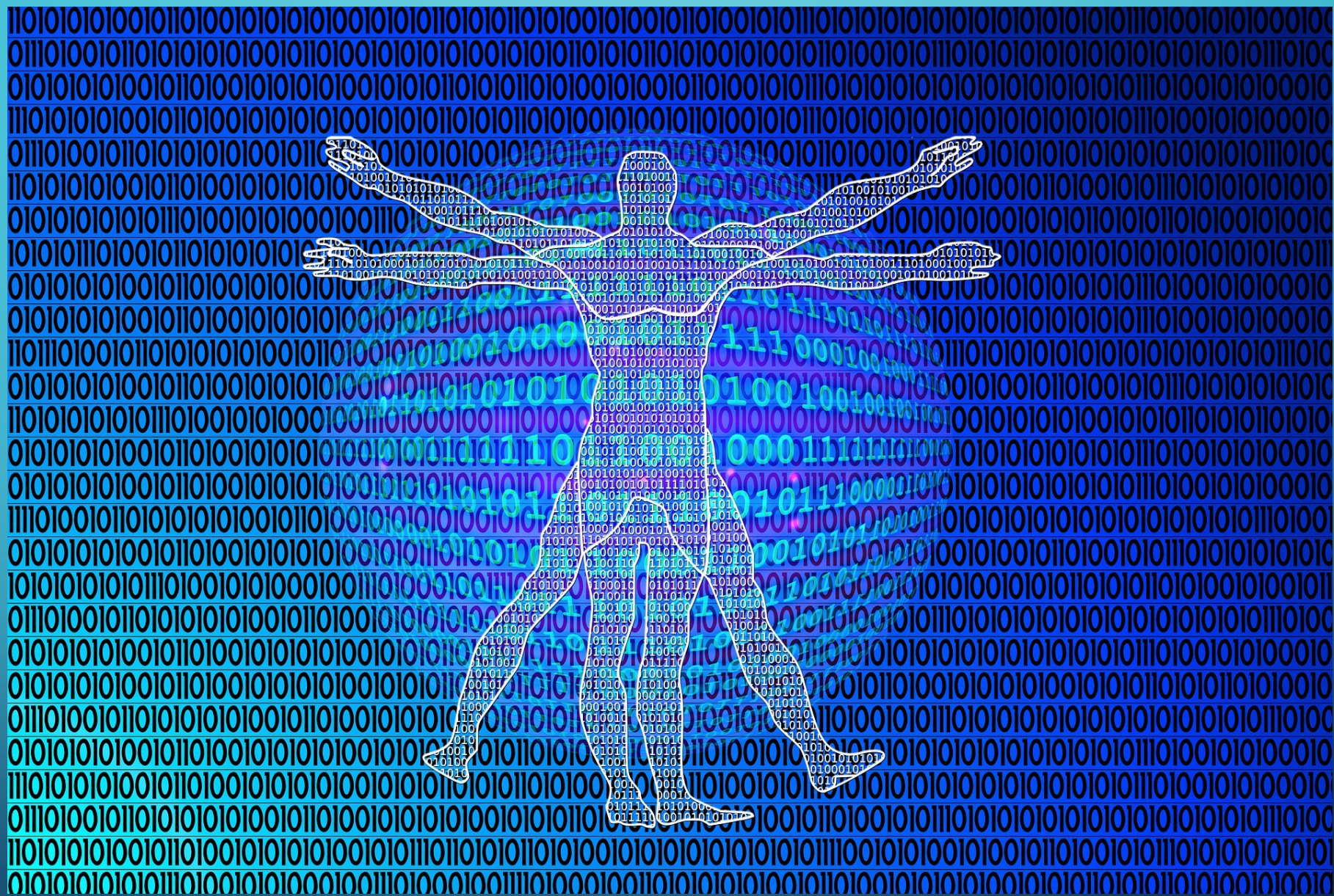
PERFECTIONISM



# STRATEGIC BEHAVIORAL HABIT UPGRADE



## SELF-DECEPTION



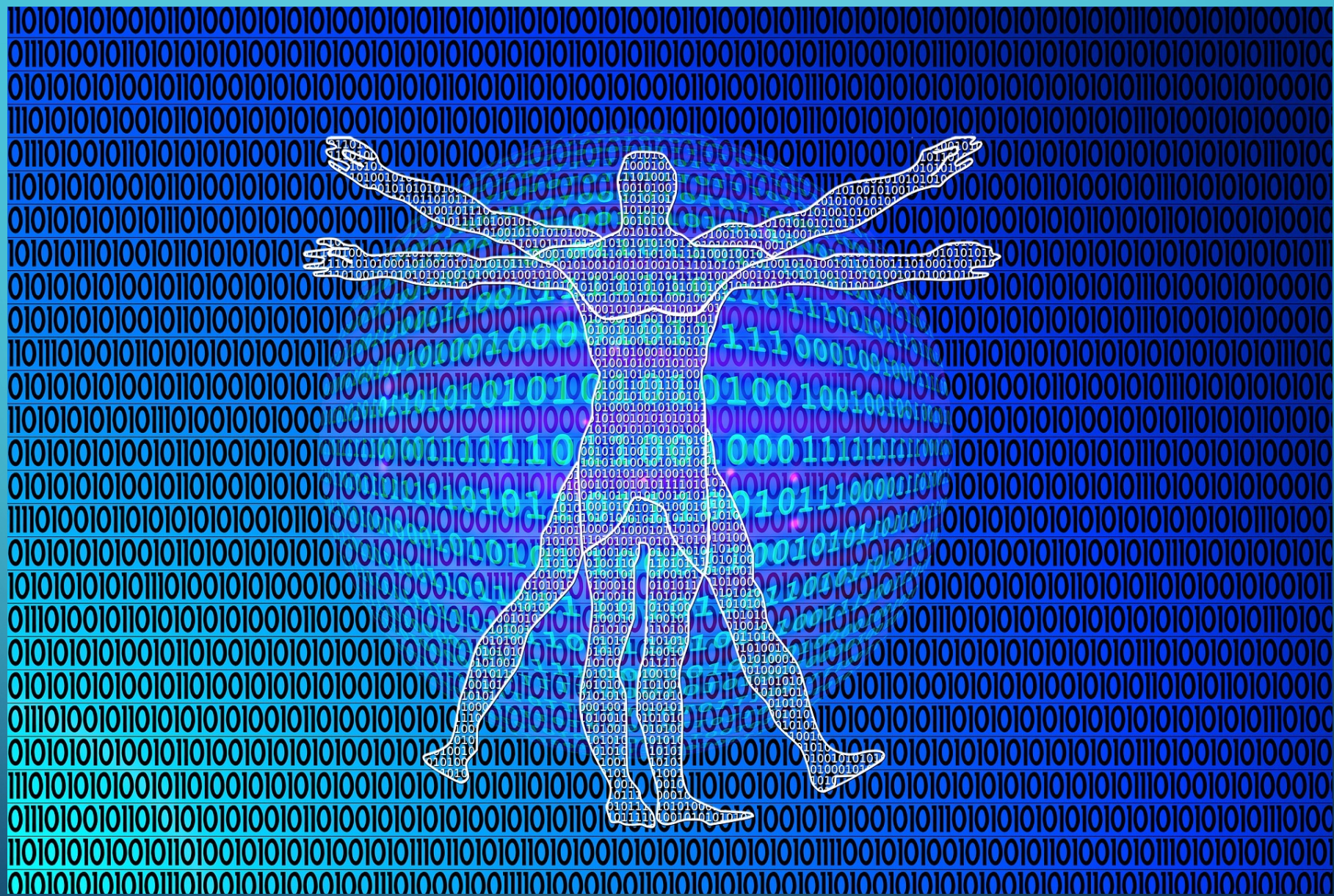
# STRATEGIC BEHAVIORAL HABIT UPGRADE





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01011**HACKED**11110  
011110110010001111  
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01010101010101010

LACK OF CRITICAL THINKING AND/OR NOT FACT-CHECKING



# STRATEGIC BEHAVIORAL HABIT UPGRADE

## IMPORTANT CLARIFICATIONS:

- Feelings are not facts, no matter if they are yours or someone else's.
- There's no such thing as "alternative facts."
- Emphasis on our feelings *only* feeds the ego to come up with *all kinds* of defensive behaviors.
- "My truth" doesn't necessarily reflect the facts in a situation.
- Opinions and beliefs are not facts, and absolute truth is not relative.
- Just because you don't like a fact or a proven truth about something or someone doesn't give you free license to influence others by spreading falsehoods without incurring consequences.
- Own Your Own Mind



## REFRAMING EXERCISE

After all this discussion on the whats and the whys and the hows of mind traps, here's Simple Reframing process you can use on the spot as well in a short journaling exercise, or record on your smart phone:

First, clearly describe the situation as vividly as possible.

Notice and name all the emotions that rise up without trying to judge modify or justify them.

Notice how they feel in your body and mind.



## REFRAMING EXERCISE

Connect your experience to the mind trap that best describes what you're feeling.

Check your thoughts for accuracy. Is there evidence either way they are true or false?

Gauge their usefulness/helpfulness on a scale of 1 (not useful) – 10 (very useful). Let go of the not useful thoughts by saying to yourself they are “NOT USEFUL”/NOT “HELPFUL “

State what choice can you use in the situation. Consider the alternatives and state them out loud on in a journal, as well as how these reframes feel in your body and mind.



WHAT QUESTIONS DO YOU HAVE?

ARE THERE COMMENTS OR EXPERIENCES  
YOU'D LIKE TO SHARE?

THANK YOU!

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