

RATIONALE

In the mundane life, unmanageable stress effects the employees' quality of life and performance at work. Managing stress at optimum level is the only way out to maintain motivation, positive mind-set and sustainable performance with well-being. Stress Management Lab(SML)with its decade of research and training experience has worked closely with International council of Stress Management Professionals(ICSMP), Australia and has devised a comprehensive Stress Management program called "Stress Safety Net"(SSN) to enable an effective and efficient Stress Management model to help mitigate the ill effects of chronic stress of the Individuals & Organizations.

USP

Stress Management Lab (SML) is the only organisation in the country offering evidence-based, solution-oriented and organisational-level intervention (Stress Safety Net) activities to impart stress management effectively for every employee and their immediate family through:

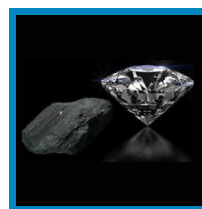
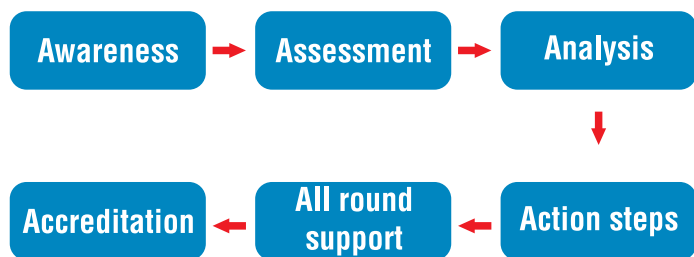
- Dedicated Online Platform: STRESSAFETY
- Researched and Reliable Assessments
- Structured process: Coaching (Habit formation), Counselling (Attitudinal Empowerment)
- Customized Protocols
- Monitoring and follow-ups

1. OBJECTIVE ASSESSMENTS OF FOLLOWING DOMAINS

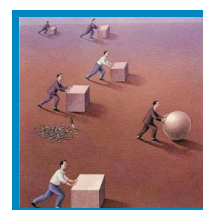
Physical: Stress Tolerance variables **Neural:** Neural Balance, Active Relaxation at Work **Emotional:** Anger, Anxiety, Depression **Cognitive:** Self- Esteem, Behaviour Pattern, Locus of Control **Socio-Organisational:** Life Events, Over Load, Frustration, Deprivation, Role stress, Organisational Standards and Management Competencies

2. STRUCTURED PROCESS

STRESS SAFETY NET PROCESS



Realise Potential



Optimise Performance



Complete progress

GOAL OF STRESS SAFETY NET

The process starts off with Awareness followed by Assessment for all the participants. Coaching for those with moderate and severe distress levels, One-to-One counselling for all with severe distress levels. In-depth Analysis and Suggestive reports at individual and organization level. Online support to all the participants for entire duration of the program. Review and SSN accreditation.

3. CUSTOMIZED PROTOCOLS

Techniques would be suggested based on individual stress profiles. Apart from coaching, **Do-It -Yourself (DIY)** support will be provided for better skill acquisition. Specific skill development interventions and policy amends would also be suggested at division or organization level.

4. FOLLOW-UP MONITORING

Use of STRESSAFETY.COM (Web tool) to monitor the post-training practice and personal counselling of every participant. It further support with video / tele-counselling. Post assessment report to measure the effectiveness of stress safety net implementation

SSN DELIVERABLES

- ◆ Personal Stress Resilience Profile to all employees.
- ◆ Individual Cabins for all employees and immediate family members
- ◆ SML provide secured login facilities through STRESSAFETY SYSTEM to assess stress levels time to time, use [DIY](#) module, have appointments for online counselling

Organisational Stress Audit Report

The following Profiles of Cadre trends will be analysed and presented for better understanding Cadre (Horizontal Status) & Dept. (Vertical Status)

- ◆ Distress Profile, Health related Physical Fitness Profile, Emotional Balance Profile, Thinking Pattern Profile,
- ◆ Psychosocial Demands Profile, Organisational Competencies Profile, Organisational Standards Profile, Psycho-social safety climate Profile, Organisational Outcomes

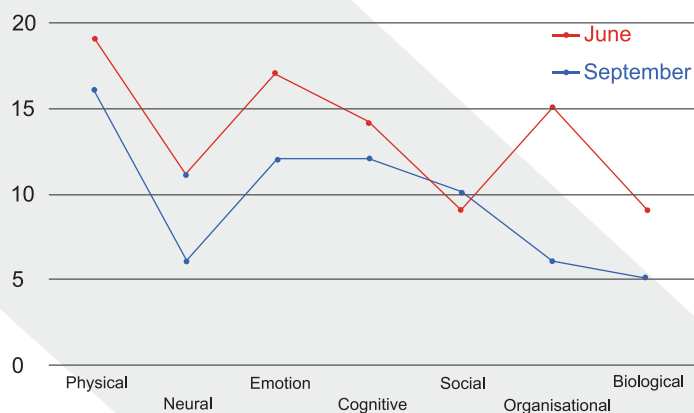
Stress Management Coaching & Focused Group Discussions

- ◆ Based on Gap analysis provide requisite interventions (healthy lifestyle, active relaxation, emotional hygiene, cognitive restructuring, work-life balance and managerial competencies) to all required employees and suggest /work with Management to fine-tune the policies and practices with actionable points specific on Employee Level Stress triggers, Organisation level Stress triggers.
- ◆ Stress Management Counselling
- ◆ Online access / in-person support to the employees for those with vulnerability to Stress.
- ◆ Implementation review report
- ◆ Stress Safety Net certification to the organization

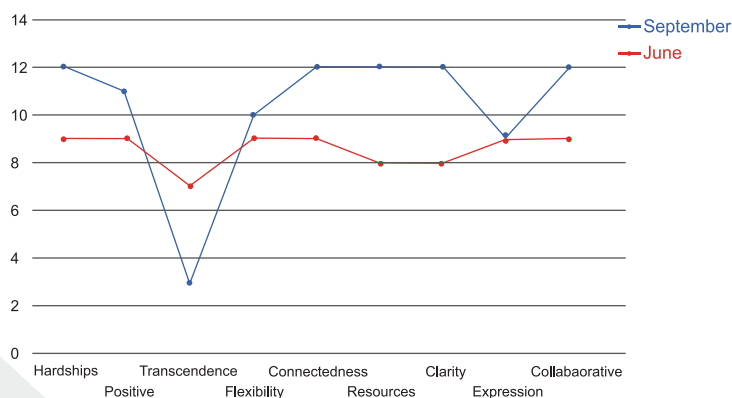
ADVANTAGES OF SSN

- ◆ Addressing Employee's Work stress and Improving Productivity
- ◆ Promoting Positivity, Creativity and Retaining Talent
- ◆ Preventing Health hazards and Promoting Work-life Balance
- ◆ Enabling Psycho-social Safety Climate across the organization

DISTRESS PROFILE



FAMILY RESILIENCE PROFILE



...many more relevant, in-depth and customised profiles for impact assessment

For demo (Or) any further details, feel free to contact us

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