

Reducing Stress EQUALS Maximizing Performance

No matter if you work for the company or run the company, every one of us is under stress in the workplace. Most job related stress is based on the pressure to perform. In the private sector, this often means to out produce the person next to us, to post higher sales figures than we did the month before, to get that many more new accounts, and to satisfy more demanding customers. Stress in the public sector is somewhat different - but just as demanding. There managers and CEO's are constantly forced to do more with less. More demands, more clients, more regulations, and always less money, less time, and fewer resources. Ultimately, stress and productivity go hand in hand. We get stressed and anxious about our need to succeed, but that very stress prevents us from operating at our peak performance levels.

Stress in the workplace takes on many forms. Yes there is the constant pressure we feel to produce. But workplace stress also has a lot to do with the ways we interact with co-workers, supervisors and clients. Unforeseen situations arise on any job on a daily basis. We are stressed and unable to perform at our best when we feel we are unprepared to handle the unexpected.

Stressed-out workers affect morale, efficiency and the bottomline. Stress claims for workers comp are becoming the single most costly in the health insurance system. Losses also occur through increased absenteeism, and non-productive workers who bring their bodies to work but leave the minds at home. Stress in the workplace leads to higher turnovers, which leads to increased recruitment and training costs. John Toohey, of RMIT University, Melbourne did extensive research into job related stress and found that most claims for compensation based on "occupational stress" were not due to any specific illness or injury, but rather HR's inability to effectively manage employee stress. Santos, one of Australia's largest employers takes the relationship between stress and peak performance very serious. Cheryl Ormond health and safety adviser for Santos says they look at stress reduction as part of creating an overall environment of wellness and safety for their employees.

Motivational Speaker and Peak Performance Coach Edmond Otis, has recently arrived from the USA to New Zealand. Edmond Otis works with commercial businesses and public sector organizations such as social services, schools, and libraries. In his practice Mr. Otis has found stress management and creating peak performance in the work place is all a matter of balance. Says Mr. Otis; "We crave balance between our actions and emotions. The more out of balance those aspects of our self the more stress we experience, the worse we perform, the less we accomplish, and the less we succeed."

And finally all the experts agree that to maximize performance and reduce stress, keep you sense of humor and don't take every little thing so seriously. Understand that in the big picture of things whatever it is that you are finding stressful and blocking your path now will more than likely not be there in the future. Edmond Otis, says that one of the essences of his training is to develop the ability to see solutions, and that starts with realizing that where we are in the best and worst of times, is never our final destination. It is a step on a journey towards our goals, a moment in time -- nothing more.

Edmond Otis is a keynote speaker and motivational trainer dedicated to giving entrepreneurs, business owners, and key executives the tools they need for success. He has recently reallocated with his family from California to Hawkes Bay New Zealand. To learn more about his services to go www.EdmondOtis.co.nz