



# Morning meeting

# Marie Kingston

M.Sc. Psych., authorized psychologist, University of Copenhagen, 1998

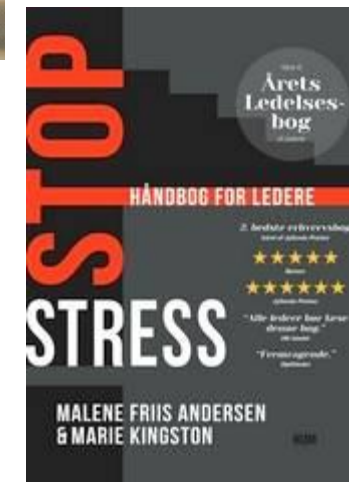
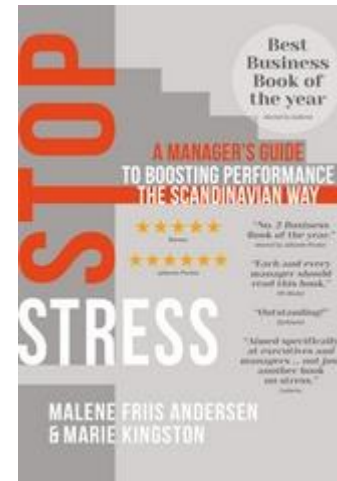
Owner of Kingston Consulting

Former VP in TNS Gallup (Qualitative Dept.), partner in Kjerulf & Partners, VP of HR Development in COWI A/S.

Executive coach (2006), organisational consultant (2011), Mindfulness instructor (2014), ACT Psychotherapist (2016)

Stop Stress is published in Danish, English, Russian and Japanese.

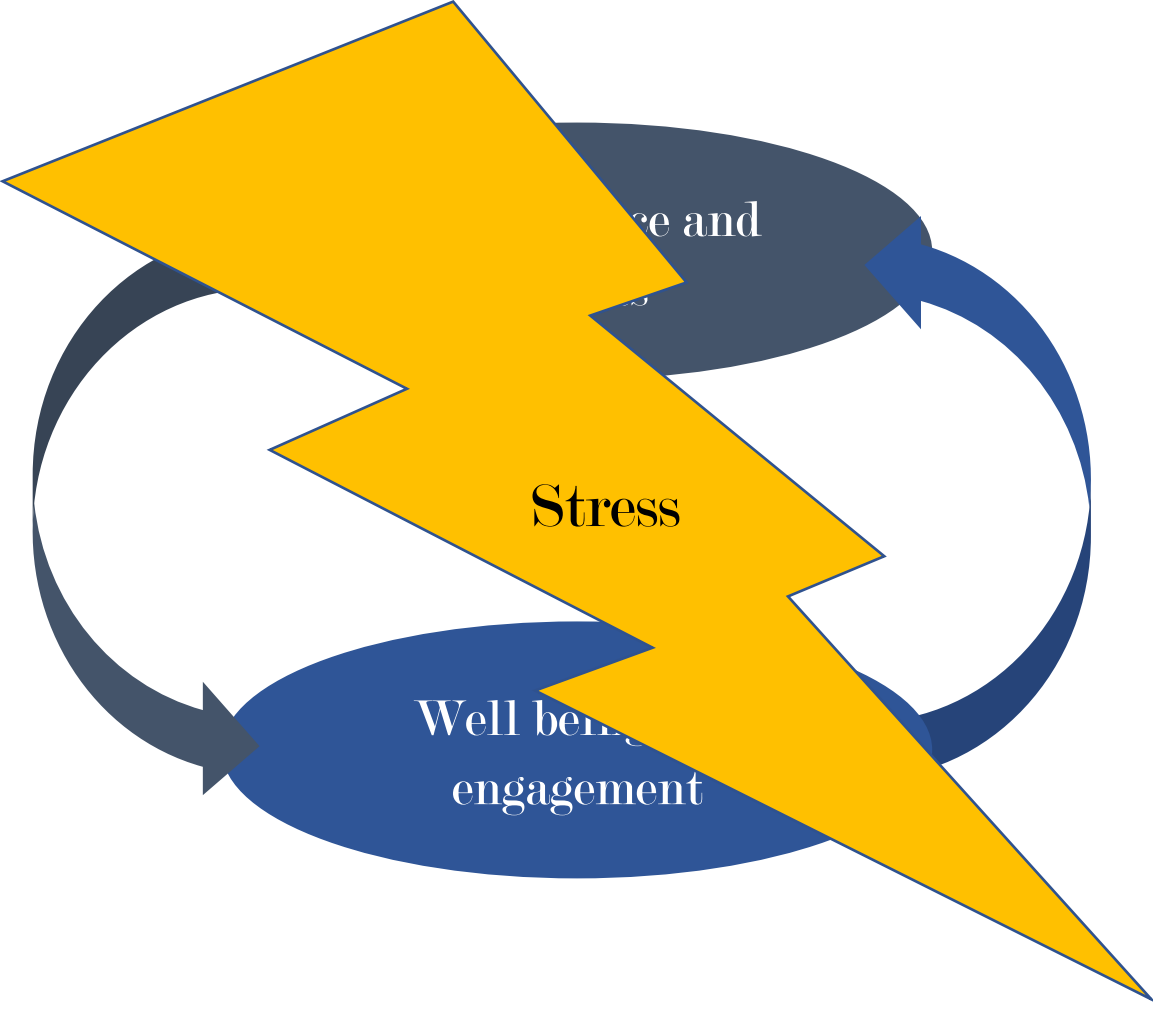
Stress prevention and management based on Stop Stress is implemented in a number of large Danish and International companies.



# Agenda for today

1. Welcome and introduction
2. The relationship between stress, performance and well-being
3. What is stress, what causes it and what can prevent it? (incl. IGLO-model, demands-resources and Mentimeter wordcloud)
4. How does stress develop? The Steps of Stress.
5. The manager's role on the steps of stress
6. Closure and questions

# The core task of the organisation



# What are we talking about?

Being  
busy

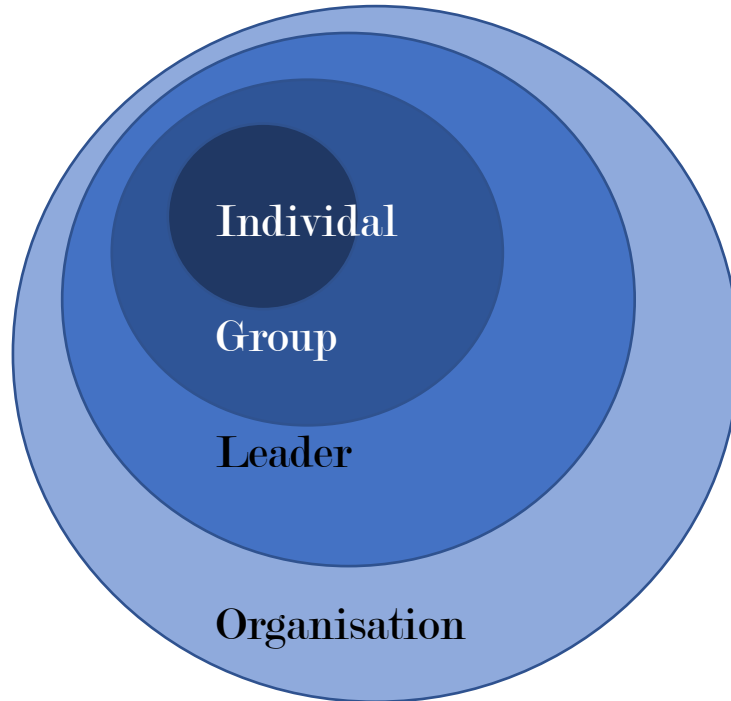
Short term  
stress

**Serious stress:**  
A perceived long term  
imbalance between  
demands and resources  
with a number of physical  
and psychological  
symptoms

Other physical  
or mental  
illness

Frustration  
and lack of  
well being

# Stress as a response to a complex dynamic



**Individual** – The employee

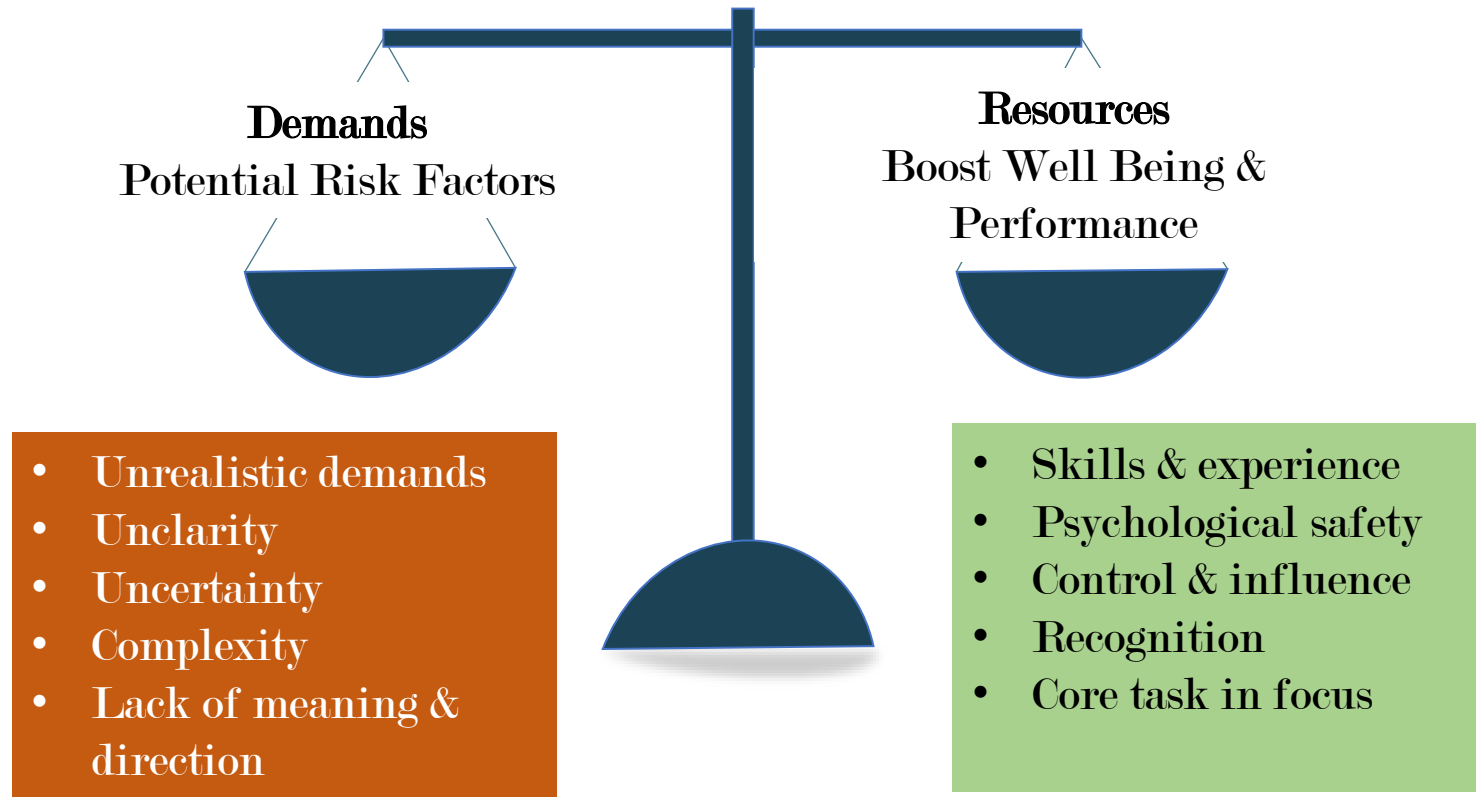
**Group** – The team of employees

**Leader** – The manager of the team

**Organisation** – culture, structure, processes and policies

**The IGLO model**

# Serious stress as a reaction to a perceived long term imbalance between demands and resources

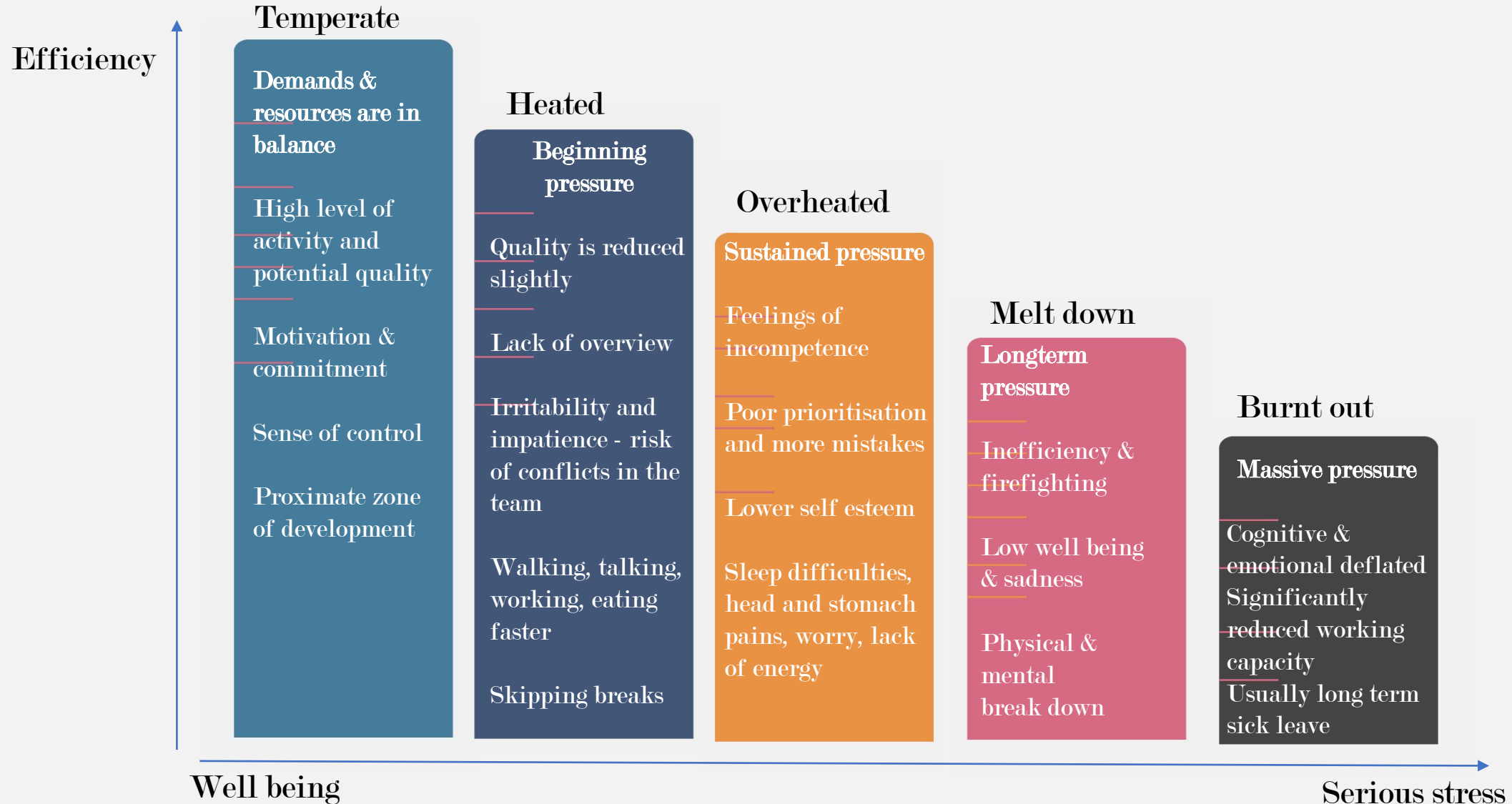








# The Steps of Stress



# The Manager's Role



- Questions?
- Thank you and goodbye