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Erasmus+ Programme  
of the European Union



# IDENTIFYING STRESSORS AND RESOURCES

# Outline



What are Stressors



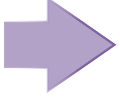
Symptoms of Stress?



Activity: Experiencing Stress



Internal and External Stressors



How is Stress Evolving, The LAZARUS Model



Applying LAZARUS Model in various situations and Discussion

# What are Stressors

- A stressor is an event or situation that causes stress.
- Just about anything can be a stressor as long as it is perceived as a danger.
- (Remember: Stress is a response to danger, No danger ... no stress!)



# Symptoms of Stress

**Body**

Fatigue  
Headaches  
Taut Muscles  
Skin Irritations  
Frequent Infections  
Constricted Breathing

**Mind**

Worrying  
Indecision  
Negativity  
Foggy Thinking  
Hasty Decisions  
Impaired Judgement

**Stress**

**Emotions**

Loss of Confidence  
Apprehension  
Indifference  
Depression  
Irritability  
Insomnia

**Behavior**

Substance Abuse  
Loss of Appetite  
Accident Prone  
Restlessness  
Loneliness  
Insomnia

# Stressors & resources

- Many stressful situations when starting a business
- Stress arises when demands and resources are imbalanced
- Effective coping: know specific (individual) stressors
- Different categories under which stressors can be classified:
  - Task- and environment-related stressors
  - Person-related stressors

# Stressors and Resources

- **Entrepreneurs** may experience stress when their business idea fail to meet expectations i.e., winning a competition or not being able to further develop their product.
- To analyze the **factors that lead to their failure**, Entrepreneurs may seek help from a coach.
- Coachee's reaction to stressful situation can be either **problem-oriented** or **emotion-oriented**.

# Activity: Experiencing Stress

**Objective:** To know how individual stress reactions feel like. To relate stress to a personal situation.

**Instruction:**

Close your eyes. Think of a situation from the past week in which you experienced embarrassment, discomfort, or fear. Tap the person on the shoulder whose experience you should share with the group.



# Stressors & resources

What are your individual stressors?

How are you able to cope with stressful situations?



# Stressors & resources

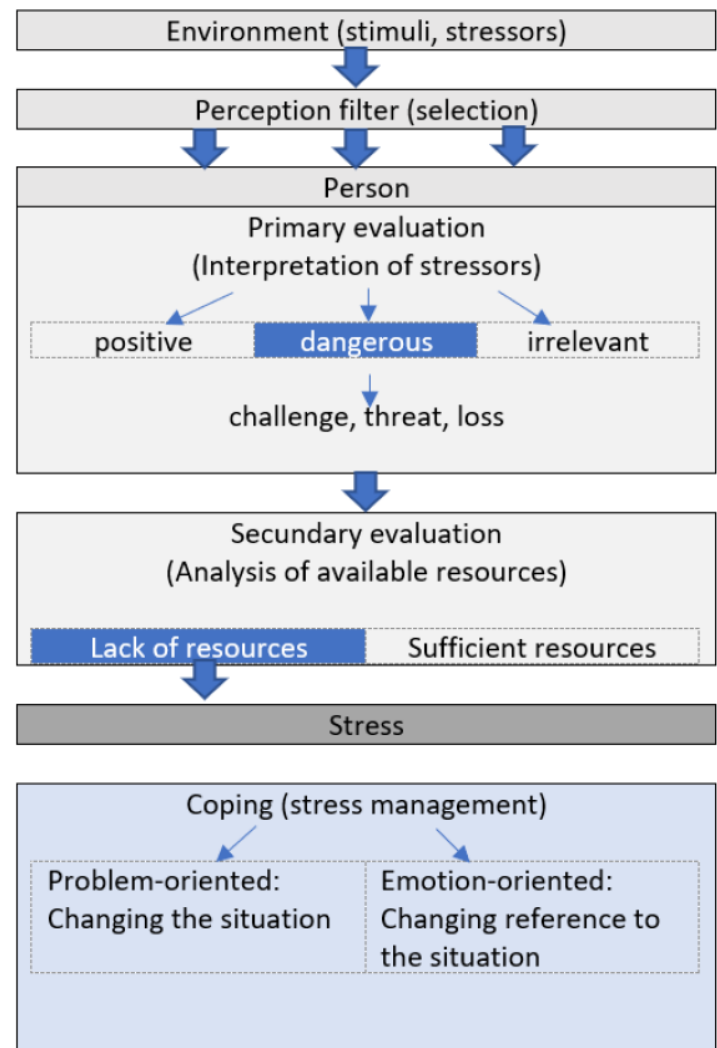
## External stressors

- Social support/networks
- Scope for action

## Internal stressors

- Control beliefs (Locus of Control, Spector, 1988)
- Professional qualification
- Coping skills
- Self-control
- Social skills
- Self-worth
- Resilience as a personality trait

# How is stress evolving? The Lazarus model



# Example:

## Primary Evaluation (Estimating the severity of the stressor)

- The student who has not read the text or taken good notes will certainly appraise an **upcoming exam** as threatening.
- The student who has studied, read and feels prepared is much more likely to appraise the **upcoming exam** as opportunity to do well.
- Perceiving a Stressor as a challenge instead of a threat makes coping with the Stressor more likely to be successful.

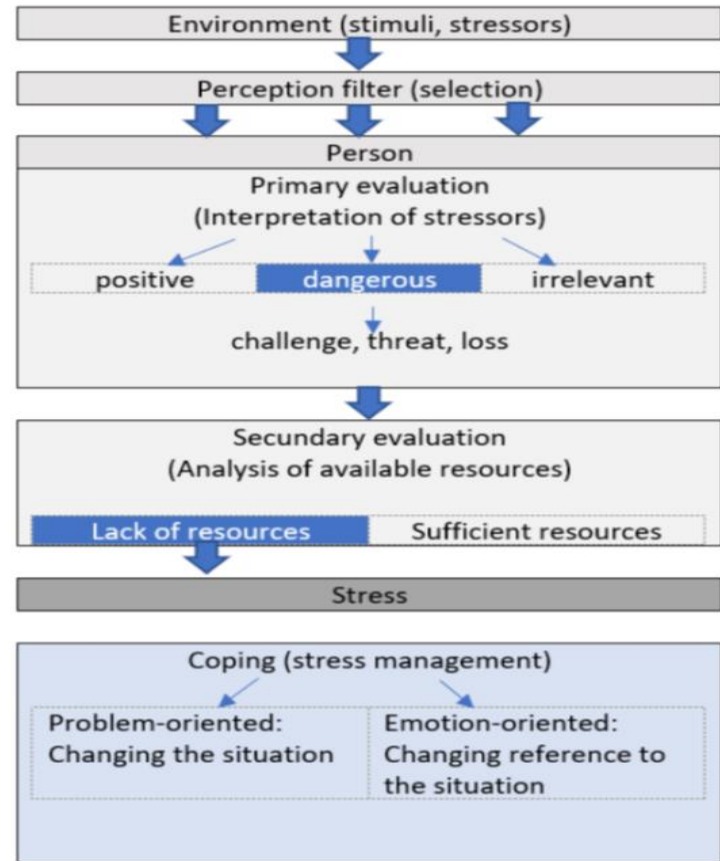
# Example:

## **Secondary Evaluation (Estimating available resources)**

- Resources: Social support, money, time, energy, ability etc.
- Use the same example of student and upcoming Exam and discuss with participants if stress can be managed.

# Example

- Let's consider a person that has just lost a job due to downsizing, that is fairly big stressor in most situations.
- The degree of stress and coping abilities will depend on individual's Primary and Secondary appraisal.
- Using the **Lazarus Model** get the comments from the participants.



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