



The Weekend Learning presents



"Worrying does not take away  
Tomorrow's troubles,  
It takes away Today's peace."

## Statistics about Stress

### ADP's global workforce review 2020

70% of Indian workers are under stress: In a survey of 1,908 workers in India, 70 per cent of them said they were experiencing stress at least once during the working week on a regular basis. Levels of stress amongst the Indian workforce are significantly higher than the Asia-Pacific average of 60 %.

Seven in ten Indian workers say they're experiencing stress at work on at least a weekly basis, according to the new data out from global payroll and HR leader ADP this week. Work-life balance is often a strong indicator of mental health in the workplace. The same survey from ADP found almost half of Indian workers (46 percent) are doing around 6-10 hours of work unpaid every week.

A 2019 WHO study highlighted that anxiety and depression disorders cost the global economy \$1 trillion each year in lost productivity. "Workforces with lower incidences of mental stress are likely to be more productive, have higher levels of employee retention and report fewer days of workplace sickness absence."

### The Indian Express, Sunday, March 07, 2020

74% Indians suffering from stress, 88% from anxiety

## What is stress?

Stress is a part of everyday living. It is not necessarily the events in our life that cause stress, but how we react to the events. Stress is a wear and tear on the body and it is your body's way of responding to any kind of demand. The threat or event or changes are commonly called stressors. They can be internal i.e. thoughts, beliefs, attitudes or external i.e. loss, tragedy, change. Symptoms of stress can include mental, social and physical issues like exhaustion, changes in appetite, headaches, crying, and changes in sleep patterns, using drugs or alcohol.

### Stress can be positive or negative

- **Positive Stress**

- Motivate us
- Is short term
- Is exciting
- Improves our performance

- **Negative stress:**

- Does not go away- it builds
- Can lead to problems such as lack of concentration, headaches, anxiety, fatigue etc.,

# Causes of stress

## Causes Of Stress

Work, money and family are the most common sources of stress

Other common stressors include parenting, pregnancy, change, caregiving, and social isolation



**1/2** Nearly half the employees in India suffer from some kind of stress

**↑** Proportion of workers at high risk of suicide due to unmanaged stress has grown to 8% of all counselling cases in 2018

**👤** Companies are helping workers cope with stress through counselling assistance, career guidance, stress management and health awareness programmes

**URBANISATION IS CONTRIBUTING TO THE PROBLEM...PEOPLE ARE COMING INTO BIG CITIES. THERE'S LESS FAMILY SUPPORT, MORE DISTANCES BEING TRAVELLED, LESS WORK-LIFE BALANCE.**

**CHAITANYA N SREENIVAS**  
Human resources head at IBM India

## Feeling Miserable at Work? Well, You Aren't the Only One

Seven in 10 India Inc. employees are unhappy at work, shows a TimesJobs survey of 1,500 working professionals



### Satisfaction at current job



### Happiness at the workplace



### Thoughts on current job

**45%** Feel the job is worthwhile  
**55%** Do not feel the job is worthwhile



### Stress levels

**80%** Job is stressful  
**20%** Job is not stressful

### Opinion on current organisation



### Relationship with manager

**35%** Get on well with manager  
**65%** Do not get on well with manager

### Friends at work

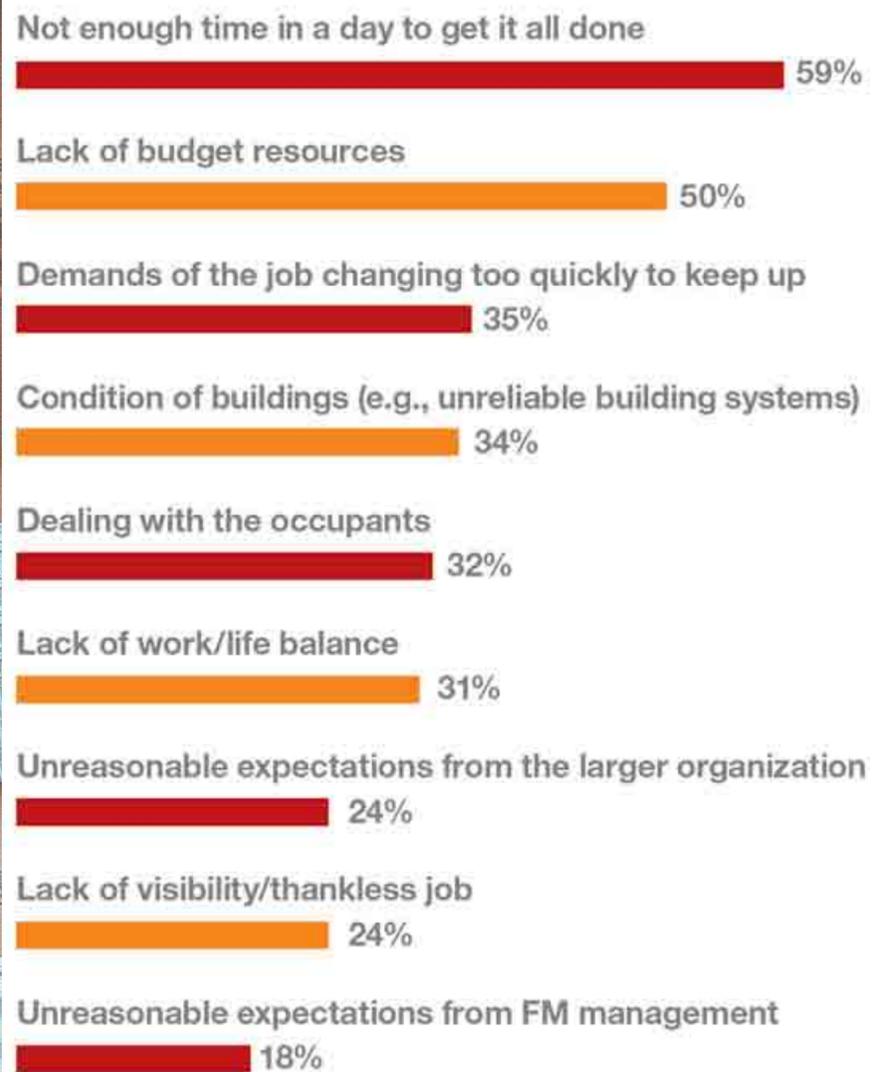
**25%** Have good friends at work  
**75%** Do not have good friends at work

### Learning new skills at work

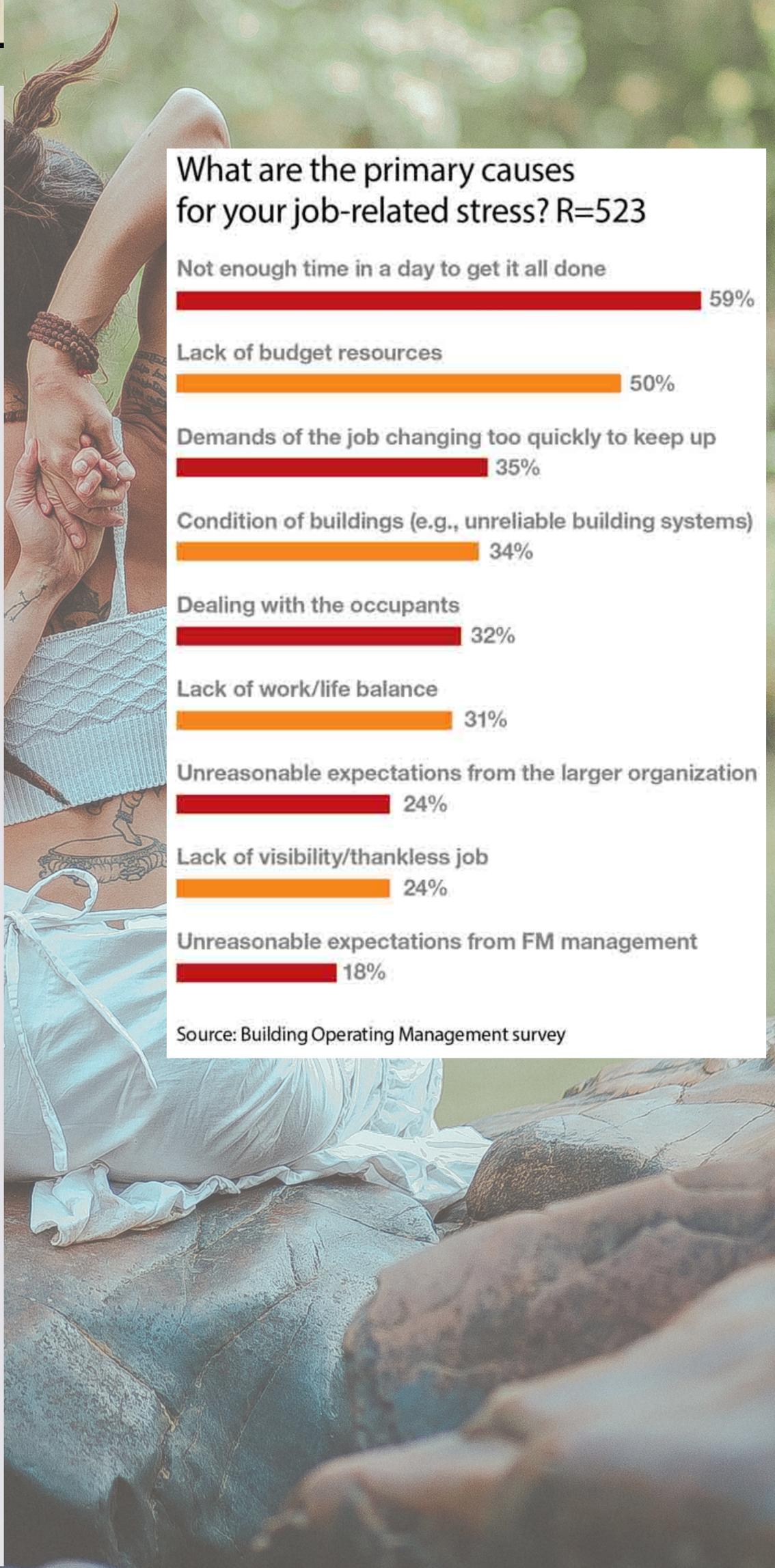
**5%** learnt new skills at work to a great extent  
**15%** learnt new skills at work to some extent  
**80%** not been able to learn new skills at work at all

Source: TimesJobs

## What are the primary causes for your job-related stress? R=523



Source: Building Operating Management survey





## Ashok Menon

Ashok Menon has an illustrious career spanning over 32 years of Corporate Professional Life, adding value to various sectors - Industrial ( Chemical, Steel, Insulators ), Infrastructure, Project Management etc., He is one amongst the few who have redefined the way People Management is rooted, and results achieved. Ashok has always remained an "out of the box" thinker, innovating "many firsts" in almost every Industry. He has closely worked with World's renowned consulting firms like Ernst & Young, KPMG and PwC for organizational development, changing the Culture and putting new systems into place. He has led teams in some of the renowned Corporate Groups like Aditya Birla Group Companies (Grasim & Aditya Birla Nuvo), Suzlon, Welspun, Doshion Veolia, Sadbhav Group of Companies and GR Infraprojects Limited.

He skilfully administers "Breaking the Barrier" and "Out of the Box Thinking" for dealing with "Situations". He loves to be referred as a "Business Enabler" rather than a Consultant or Trainer. No wonder, Ashok is revered as a role model in the Industry for his "Natural Mentoring Skills" which has helped many in overcoming their "Internal Barriers".

A visiting Faculty at many reputed Management Institutes and Industries, he propagates Experiential Training Methods like "**Simply H(W)ealthy**", "Stress Reduction through easy to implement ways". With hands on experience in the Corporate World and Academia, Ashok is known variedly- Trainer, Coach, Facilitator and Motivational Speaker. Amongst the multi- skills he possesses, he is better known for his specializations in Motivation, Behaviour and Leadership Development through mentoring and coaching. His motivational channel "**The Weekend Learning**" and "**Simply H(W)ealthy**" having good number of subscriptions and views.

CHRO Asia & World HRD Congress, as a part of Global HR EXCELLENCE AWARDS, conferred FOUR times in a row "**100 MOST INFLUENTIAL GLOBAL HR PROFESSIONAL**" in 2016, conferred "**Most Influential HR Leaders in India**" in 2017, conferred "**100 HR Innovators (India)**" in 2018 and conferred "**101 HR Super Achievers (India)**" in 2019.

## Features of Simply H(W)ealthy

- This workshop will focus and monitor each participants individually
- Specially designed by Mr. Ashok Menon, expert trainer for stress reduction
- Highly beneficial program for all- students, parents and corporate employees
- Process includes understanding and assessing stress, effective time management, meditation, practical remedies, videos, interactive sessions and easy to do yoga and mudra
- A complete single point solution for stress reduction/elimination
- Enable participants to lead balanced life
- Follow up session if required

## Who/why should attend Simply H(W)ealthy

- Stress reduction is the ability to maintain and control when situations cause us to feel stress symptoms. Thus, individuals who are facing stress in their lives, and are not being able to maintain control over their body, mind and soul should attend this program.
- This program will enable them to have a better understanding of how to control the inner environment of their mind, body and soul rather than trying to control the exterior environment.

## Schedule of Simply H(W)ealthy

- Ice breaking - with videos
- What is stress?
- Why stress happens?
- What happens when stressed?
- Assessment of stress: Individual assessment of participants and further discussions
- Reaction/ Impact of stress
- Reducing/ Controlling stress
- Time management: (In details along with specified format to manage time efficiently)
- Practical methods:
  - Yoga
  - Meditation
  - Water Therapy
  - Mudra



"Working hard for something we don't care about is called stress; Working hard for something we loved is called passion."

**Ashok Menon**

**Ahmedabad, Gujarat, India- 380 052**

**📞 7567161616, ✉ info@theweekendlearning.com**

**🌐 www.theweekendlearning.com**