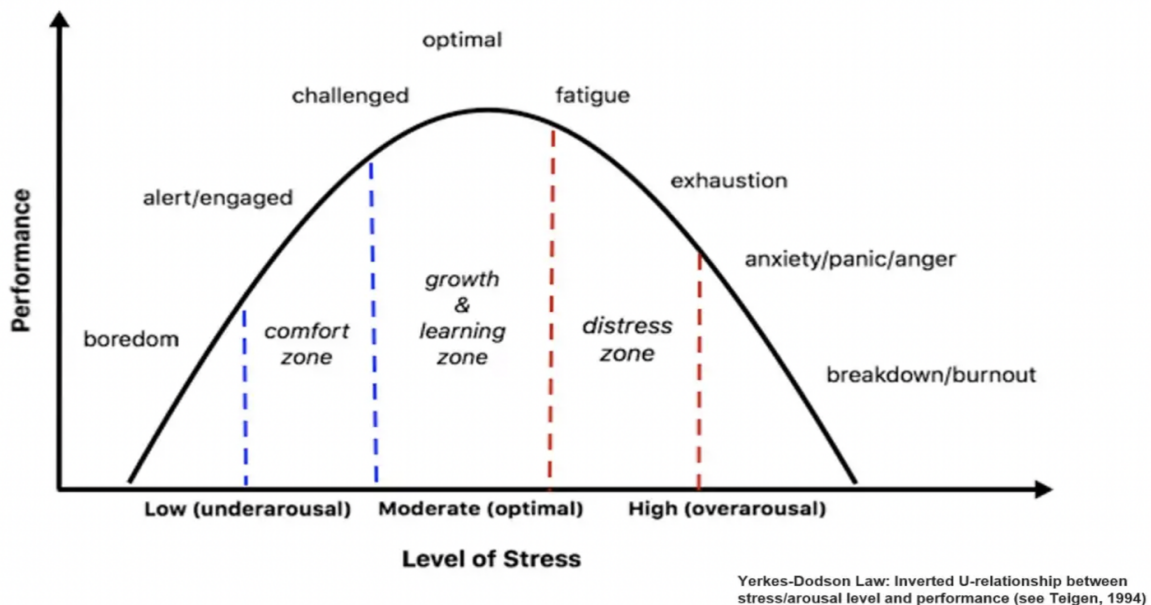


Levels of stress

The Yerkes-Dodson Law suggests there is such a thing as an “optimal” level of stress. Stress motivates us to work toward solving our problems, but when we are constantly stressed, it leads to feelings of overwhelm, anxiety, and eventually burnout. Poor performance can be a result of an individual experiencing too low or too high of stress.



Teigen, 1994

Step by step guide:-

Try the activity below to reflect on your team’s levels of stress, the impact of the stress, and what you can do to help them into the growth & learning zone.

1. **Reflect on where each of your employees are on this scale.** Think about their recent performance and engagement level.
2. **Visualize your team and their needs as a whole.** Edit the chart on the previous page below by adding each employee's name to the appropriate section of the chart.
3. **Create a plan for each employee based on their location in the chart.** For employees in their
 - a. **Comfort zone** - what's a challenging/ interesting task you can assign to them? Also, think of what learning resources and mentorship support they might need to succeed at that task.
 - b. **Growth & learning zone** - how can you encourage them and provide support so they continue learning and growing without feeling overwhelmed? How can you show appreciation for their learning and growth?
 - c. **Distress zone** - What are the important tasks on their plate and what are the deadlines for those? What tasks can be deprioritized or taken off their plate completely? These answers might require immediate action like reprioritization or delegation.
4. **Confirm your understanding with every employee in a 1x1 meeting, and offer support.** Our biases can impact how we perceive others are feeling and what they need. Checking for understanding with your employees not only helps you understand their needs, it also demonstrates your willingness to listen and take feedback.