

# STRESS DEFENCE TRAINING

ICVA/CIS Belgrade

## Training Description

Stress Defence Training is dealing with individualised emotional, cognitive, social and physiological reactions caused by stress situations. The mixture of these reactions evoked by a perceived stressful situation interdependently makes up specific individual stress related behaviour.

Training tends to provide awareness of personal sources of stress, self assessment of experienced stress and knowledge of coping skills in personal and professional life. This training combines different methods of practical skills used in a professional life which affect the elimination of stress and enlargement of efficiency at work.

## Aims and Objectives

The aim of this training is to recognise sources of stress, their content and mechanisms evoking individualised emotional, cognitive, social and physiological reactions related to personality traits. In addition, risks of dysfunctional abusive and self destructive coping are to be identified enabling exploring alternative strategies that can be applied and further developed.

Training is suitable for individuals working under time pressure and in responsible leadership positions, namely Executive Staff, Trainers, Project Officers/Managers, Human Resources Officers, Team Leaders, PR Officers, etc.

By the end of the course, participants should be able to:

- Understand the concept and mechanisms of stress, eustress and distress
- Learn about stressful situations and life events
- Identify personality traits leading to good/poor stress management
- Self-assess the level of presently experienced stress
- Understand the complexity of bio-psychosocial reactions to stress and possible consequences of poorly managed stress
- Learn about individual and organisational coping strategies
- Develop some practical and professional skills to minimise and eliminate negative effects of stress

## Methodology

This training will combine different methods of workshop interactions and practical exercises, theory background on stress, individual and professional contexts, various coping styles presented through practical examples, role plays, warm-ups and discussions. Participants are actively involved in the process, asked to share their opinion and experience with the group, and encouraged to ask questions and make suggestions for the additional explanations.

**Training Design and Delivery:** ICVA/CIS Training Team

**Training Working Language:** Serbian

**Training Duration:** 2 days



## TRAINING TIMETABLE

### Day 1                      Stress Prevention

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09:45 – 10:00	<b>Registration of Participants</b>
10:00 – 10:30	<b>Introduction, Warm-up</b>
10:30 – 11:45	<b>Stress – 1</b> <ul style="list-style-type: none"><li>➤ Definition and Basic Classification</li><li>➤ Stress Manifestations</li><li>➤ Exercise</li></ul>
11:45 – 12:00	<b>Refreshment Break</b>
12:00 – 13:30	<b>Stress – 2</b> <ul style="list-style-type: none"><li>➤ Stress Content</li><li>➤ Stress Mechanisms</li><li>➤ Recognising Stressors (sources of stress)</li></ul>
13:30 – 14:30	<b>Lunch</b>
14:30 – 15:30	<b>Self-Assessment</b> <ul style="list-style-type: none"><li>➤ Exercise</li></ul>
15:30 – 16:00	<b>Refreshment Break</b>
16:00 – 17:00	<b>Anti-Stress – 1</b> <ul style="list-style-type: none"><li>➤ Risks</li><li>➤ Dealing with Weaknesses</li><li>➤ Stress Defence Strategies</li></ul>



## Day 2

## Stress Defence

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10:00 – 11:30

### **Anti-Stress – 2**

- Individual Strategies
- Organisational & Individual Aspects of Work Related Stress
- Factors of Organisation, Management, Environment

11:30 – 11:45

### **Refreshment Break**

11:45 – 13:00

### **Stress Management Tools 1 – Planning**

- Content
- Mechanisms
- Methods
- Exercise

13:00 – 14:00

### **Lunch**

14:00 – 14:45

### **Activity Planning**

- Tasks
- Agenda – Time, Place, Resources

14:45 – 15:45

### **Stress Management Tools 2 – Time Management**

- Defining Priorities
- Exercise (Agenda)

15:45 – 16:00

### **Refreshment break**

16:00 – 16:30

### **Closure**

- Wrap-up Discussion
- Training Evaluation
- Certificates

