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## Absenteeism

"Stress is a significant predictor of absenteeism, which costs US businesses approximately \$74 billion per year."

University of Pennsylvania's Wharton School of Business.

## News/Events

Angela is presenting "Making the Transition to Management" workshop, Dec. 4 & 5. =20

Rick is speaking on "Talent Management Strategies" at the Non-Profit HR Directors Assoc. Dec. 10=20

Angela is presenting "Managing Technical & IT Professionals" workshop, Dec. 10, 11 & 12.

## Stress Test

[Click here](#) to learn vital information about your stress level.

## Testimonial

"As a technical manager and the team lead for a corporate-wide initiative, I found Rick's mastery of change principles and design techniques to be spot on."

Senior Manager, Fortune 100 Transportation Company

## Contact Us

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(925) 258-0304

## A Happiness Holiday

Greeting Card Wisdom:

*The past is history and the future is a mystery; this moment is a gift, and that's why they call it the "present."*

With the holiday season upon us, it is not always easy to remember the difference between *happiness* and *pleasure*.

It's easy to overlook the simple things that produce *lasting happiness*, and instead we hop on the merry-go-round of holiday activities that deliver only *fleeting pleasure*.

- **Intense Pleasure=Instant Gratification** (produced by dopamine). Time spent with your blackberries, iPods, cell phones, TV and video games; treating self and others to high fat & high caloric foods; spending \$\$\$\$ and time on seasonal extravagances, and indulging in alcohol.=20
- **True Happiness=Delayed Gratification** (produced by serotonin). Spending treasured time with family, friends colleagues and pets; giving of yourself in volunteerism; taking leisurely walks to appreciate the world up, close and personal; exercising your body for wellness; experiencing the delight and joy that music, art and dance brings; and enjoying the mindful practices of everyday meditation and spirituality.

The good news is that you are free to choose. Interested in stories of "giving" that produce powerful results? [Click Here](#)

[Click Here](#) to contact us about our one-day workshop "Creating Resilience in Turbulent Times" or call (925) 258-0304

## Thriving Instead of Surviving: Alleviating Stress

A Zebra grazes under a warm African sun while gentle breezes push the grass like a lazy wave rolling in to shore. Suddenly the familiar scent of a predator - muscles tense and ears strain to hear. The Zebra's eyes dilate, the heart beats faster, pumping more oxygen to the muscles. The Zebra runs for its life.

The danger passes and the Zebra's body functions begin to return to normal. Life is peaceful under the warm afternoon sun, the Zebra returns to eating the tender grass.

Stress can be a good thing, if and when it's experienced in short bursts, allowing the body to return to normal. Yet, stress can linger in humans, because even though the situation has passed, the mind remembers and the stress is sustained.

Research has shown that stress is costly and endangers our health. The National Institute for Occupational Safety and Health says that stress reduces mental acuity, increases absenteeism and leads to excessive turnover.

According to the National Institute of Safety & Health, the leading causes of stress at work are:

- **Task Design:** Routine tasks that have little inherent meaning or the employee has little or no control over how the task is performed



If you want to go fast, go alone.  
If you want to go far,  
go together.  
We'll help you go farther!

## Speakers Available

Call us to schedule Angela to speak on "*Leadership Transparency*" and Rick's topic on "*Good Dirt: Creating Sustainable Cultures*"

employee has little or no control over how the task is performed.

- **Management Style:** A lack of participation in problem solving or decision making, poor communication.
- **Interpersonal Relationships:** Poor social environment and a lack of support or cooperation from co-workers.

The best ways to alleviate workplace stress:

- **As an individual:** Think about what is going right and be grateful.
- **In your relationships:** Assume good faith, be committed to resolving differences and remain open to influence.
- **As the steward of your team or organization:** Create a culture of involvement, abundance and transparency.

Do the "right thing" instead of trying to "be right" and you will reduce your own stress levels and the stress of those around you. [Click here](#) for ways to reduce stress by increasing self-care.

Warm Regards,  
**Angela and Rick**  
Meridian Consulting, Inc.