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Motivation Dynamics

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Coping & Stress Profile[®]

Helping People Manage Personal and Work Stress

Explore Coping and Stress in Four Life Areas

The *Coping & Stress Profile*[®] is a unique, self-directed learning instrument that provides people with valuable feedback on stress and coping in four interconnected areas of life: Personal, Work, Couple, and Family.

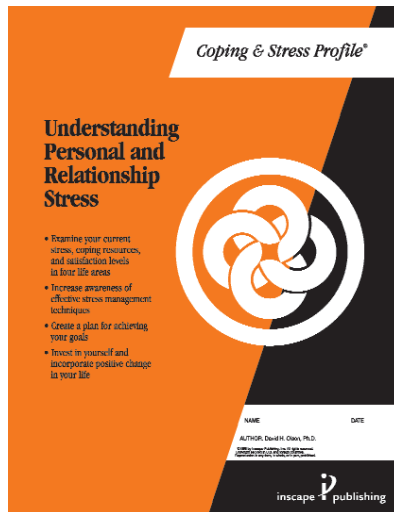
The profile uses an engaging process of personal learning that:

- provides critical insight into how stress in one area of life impacts other areas
- examines how coping resources in one area can be used to decrease stress in another
- shows the relationship between stress, coping resources, and overall satisfaction

The profile reinforces the fact that stress is neither good nor bad. It is simply a response to the demands of the environment. While stress is a fact of life, the profile also helps people understand that it is how they respond to stress — or how well they cope — that makes it a positive, negative, or neutral force in their lives.

Discover the Power of Relationships

Other stress management approaches focus primarily on using personal coping resources such as exercise, nutrition, and building self-esteem to deal with stress. The *Coping & Stress Profile* focuses on relationship coping resources as the most effective and consistent response to stressors identified in all four life areas.



A road to
greater
balance and
personal
satisfaction

Today's workplace demands high performance. But high performance no longer means putting work ahead of everything else. Yesterday's organizations disregarded the reality of life outside of work. They accepted the peaks and valleys of productivity created by high stress and burnout.

Today's dynamic, team-oriented organizations require flexible, creative, sustainable performance, the kind that only comes with people who know how to balance the urgent demands of work life and personal life without sacrificing either.

Coping & Stress Profile[®] (continued)

The Four Key Coping Resources

The four key relationship coping resources are:

Problem-Solving — the ability to deal directly with, not avoid, the problems you face and to make positive changes to resolve them.

Communication — the ability to honestly share thoughts and feelings with others to promote mutual understanding.

Closeness — a comfort level with others and the ability to connect with people in your environment.

Flexibility — an openness and ability to respond to change.

Research shows that individuals who are most effective in managing stress in all life areas use their relationship coping resources effectively and do not overemphasize personal coping resources.

Improve Performance and Increase Satisfaction

The *Coping & Stress Profile*[®] helps people in organizations:

- discover individual stress issues in each life area
- capitalize on coping strengths to manage stress
- learn to minimize or eliminate common, daily stressors
- identify areas for coping skills improvement
- develop flexibility in responding to change
- communicate more effectively to improve problem-solving
- build mutually supportive relationships

Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

Related Products

The *Coping & Stress Profile* Facilitator's Kit provides everything trainers need to administer the *Coping & Stress Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact your Inscape Publishing Authorized Distributor for details.