

Creating Emotional Agility During Your Workday: Minimizing Stress and Keeping Your HR Battery charged

Russell Correa, Ed.M., LMHC. LPCC
Zeta Consulting Group



CUPA-HR New York Metro Chapter



Russell Correa, Ed.M., LMHC, LPCC

- 25 years of experience as workplace consultant, trainer and executive coach.
- Licensed clinical therapist in NY, FL, CA & VT.
- Ed.M / M.A. – Columbia University.
- EMDR / Mental Health First Aid / Psychological First Aid Certified
- 15+ years working with Higher Education



Agenda for this morning.....



Develop the ability to regulate your own stress responses during the workday (Emotional Agility).



Discuss how to take these strategies back to your organizations.

Emotional Regulation & Agility

Understand the way you feel and behave
Control the way you feel and behave

Neuropsychological Approach

Grounding Exercise



Tell me 5 things that you can see

Tell me 4 things that you can touch

Tell me 3 things that you can hear

Tell me 2 things you can smell

Tell me 1 thing you can taste

The Why.....

- In 2024, Society for Human Resource Management conducted research highlighting significant stress and burnout among HR professionals.
- SHRM's "State of the Workplace Study 2023-2024" revealed that 71% HR professionals were reporting burnout; with two-thirds considering a career change away from HR.



What are possible signs that you need practice emotional regulation?

How often do you check your email before or after work?

Do you work on weekends to catch up?

How many times have you checked your email since we started?

Who feels like they are on call all the time?

What is your first response when you hear a tone or notification?



Stress Response (Always Feeling On)

Trigger



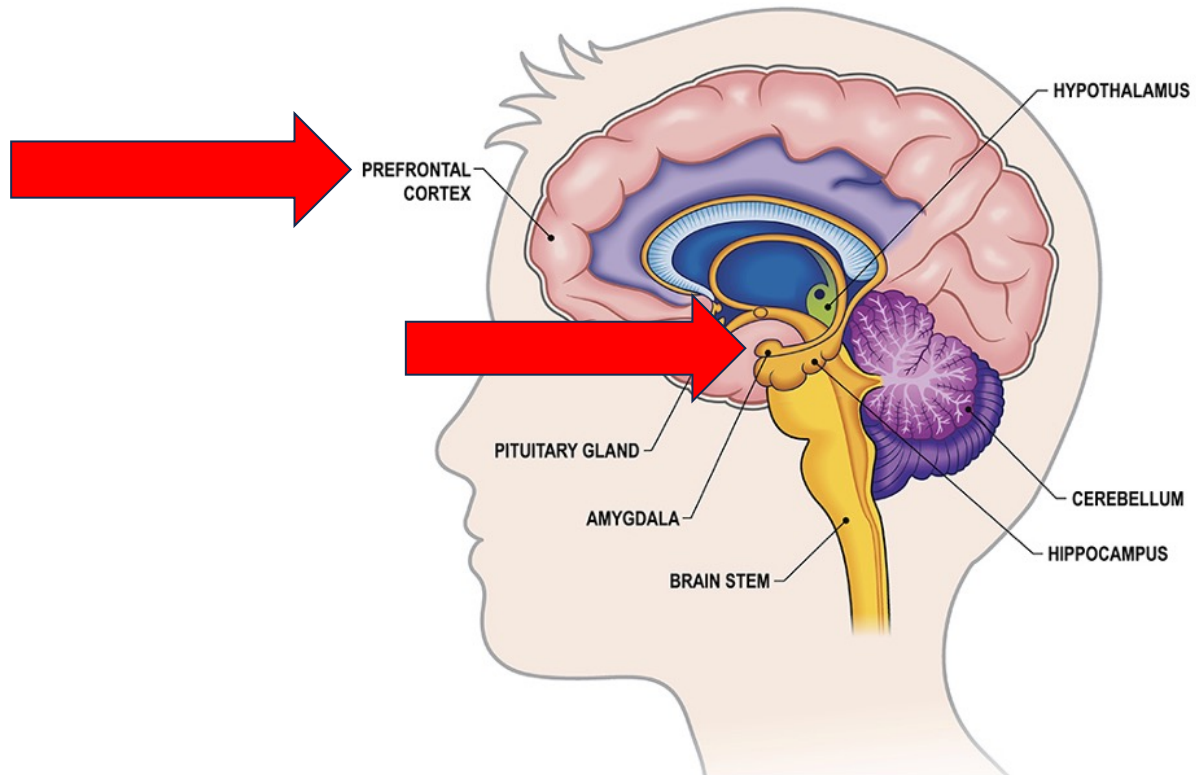
Emotional Reaction



Behavioral Reaction



SYMPATHETIC
VS
PARASYMPATHETIC NERVOUS SYSTEM



Fight
Flight
Freeze



Do nothing for 60 seconds

Mindfulness & Grounding



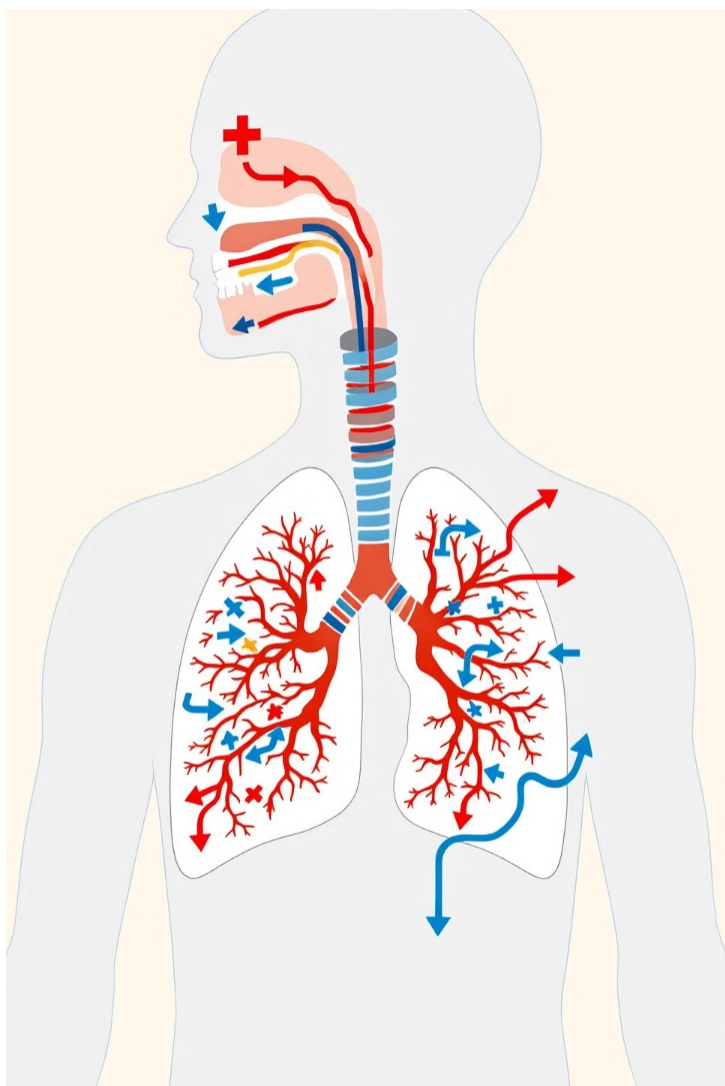
A mental state achieved by focusing one's awareness on the present moment in a calm way.



A self-soothing skill to use when you are having a bad day or dealing with a lot of stress, overwhelming feelings, and/or intense anxiety.

Breathwork





The Physiological Effects of Deep Breathing



Reduced Heart Rate

Deep breathing slows the heart rate, promoting a sense of calm and relaxation.



Lowered Blood Pressure

The parasympathetic response triggered by deep breathing can help lower blood pressure.



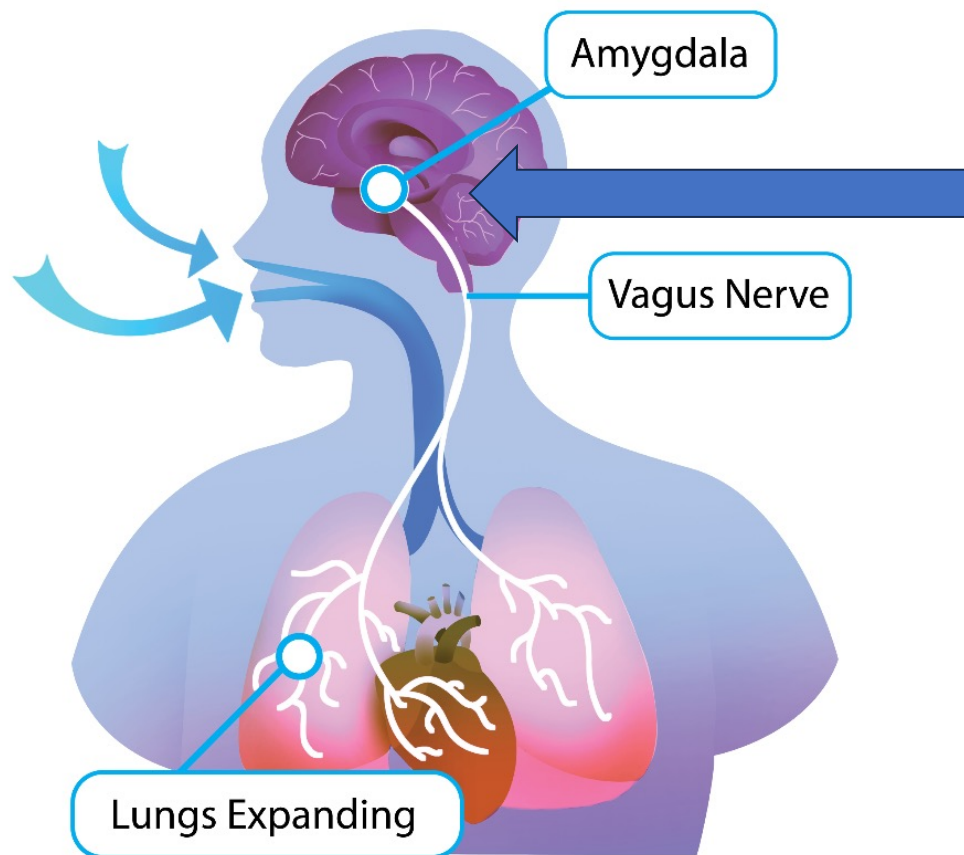
Increased Oxygen Flow

Deeper breaths allow more oxygen to reach the brain, enhancing cognitive function.



Stress Reduction

The calming effect of deep breathing can lower levels of stress hormones like cortisol.



Let's Practice

Inhale for 3 seconds
through your nose.

Exhale for 6 seconds
through your mouth.

Cognitive Reframing



01

Identify your
current thoughts

02

Question the
reality of these
thoughts

03

Consider options

Group Discussion

01

Frustration.
"Seriously. Now."
Stress.

02

Is this real or am I
the one creating
this? Do I really
need to do this
now?"

03

Define urgency.
Take control and
agency.

Think About Your Workplace

- Do we teach skills to leaders and managers on how to be more empathic?
- Do we teach our employees skills about how to minimize burnout?
- Do we have policies and programs in place that support wellness?



Suggestions

- Encourage leaders to support & role model (add to performance competencies)
- Mental health advocacy training
- Teach & Promote self-care practices
- Market existing programs

Your Challenge

- What is one thing you are going to do personally?
- What is one thing you are going to implement at work?
- Email me and I can be part of your accountability plan.



ZCG Website