



# Secret #1: Thriving Under Pressure

Tips from  
Stress Expert, Carole Spiers

## Introduction - Secret #1: How to Thrive Under Pressure



You may not be able to change the stress that you are going through but you can build your resilience to cope with it.

Many people think that they thrive on stress but they don't, they thrive on pressure. Pressure is what you can manage, pressure is what you can come with, pressure is good for you. Stress happens when there is excessive pressure and you can end up in the stress zone which is no good for you.

The signs of stress are there for us all to see but too often we don't take action when we should.

For some leaders, being busy makes them feel productive but everyone needs downtime to allow them to think creatively and give of their best. If you recharge your batteries in this way, you will then have the ability to fight more battles.

It is vital to not only recognise stress in oneself but also to identify and take action about stress in one's team.

## Action 1 (Identify the problem):

How can you tell if stress is the underlying issue? Look out for any behavioural changes. If a team member seems demotivated or is making more mistakes than normal, stress at work or home may be the culprit. By addressing the issue directly and asking how you or your organisation can be supportive, you'll be able to agree an action plan for resuming peak performance.

## Action 2 (Tackle the issue):

Alongside your legal obligations towards your employees' health, safety and welfare at work, creating a positive working environment will bring tangible benefits to your organisation, including reducing absenteeism. You can achieve this by making sure everyone in your team understands their role and how they are contributing to the bigger picture. A little buy-in goes a long way. Resilience training and stress management will give your teams the tools and techniques they need to thrive under pressure, which will help you retain your top talent and increase productivity.

## Action 3 (Celebrate success):

Your people are your most valuable resource so make sure they feel valued. Without recognition, productivity suffers, absence increases and staff turnover rises. It's well-known that successful companies put employee satisfaction at the top of their agenda. Acknowledging even small successes will motivate your teams more than any other management technique, encouraging them to become your strongest brand ambassadors. And best of all it's free!

These are my 3 top actions for tackling stress. If you'd like to know how to be a better leader, read the next eBook in this series 'Lead by Listening'





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### Leading Authority on Work Stress and Change Management

Carole is an internationally acclaimed, Motivational Speaker who shapes attitudes and alters mindsets. An industry expert on stress in the UK and the Middle East for senior Executives who need to perform well under pressure, Carole shows leaders how to communicate effectively; build resilience and reduce stress, so that they and their teams can respond successfully to the everyday challenges of management.

As CEO of an international Stress and Wellbeing consultancy, Carole is author of *Show Stress Who's Boss!* and *Tolley's Managing Stress in the Workplace*, commissioned by Lexis-Nexis. As a popular BBC guest broadcaster, she is the media's first choice for comment on work-related stress.

Carole's focus is on developing a healthy workplace culture through the successful management of stress and organisational change – all of which is underpinned by a compelling philosophy reinforced by her own experience as an Expert Witness before the UK Courts.

Carole is a Fellow and Past President of the Professional Speaking Association, London. She is currently Chair of International Stress Management Association (ISMA)UK, (a charity and professional association) and founder of National Stress Awareness Day. The objectives of ISMA is to reduce the stigma associated with stress and mental health.

Carole is UK-based, but is regularly contracted to speak in the Middle East and Europe. A biography of Carole can be found on Wikipedia [https://en.wikipedia.org/wiki/Carole\\_Spiers](https://en.wikipedia.org/wiki/Carole_Spiers)

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