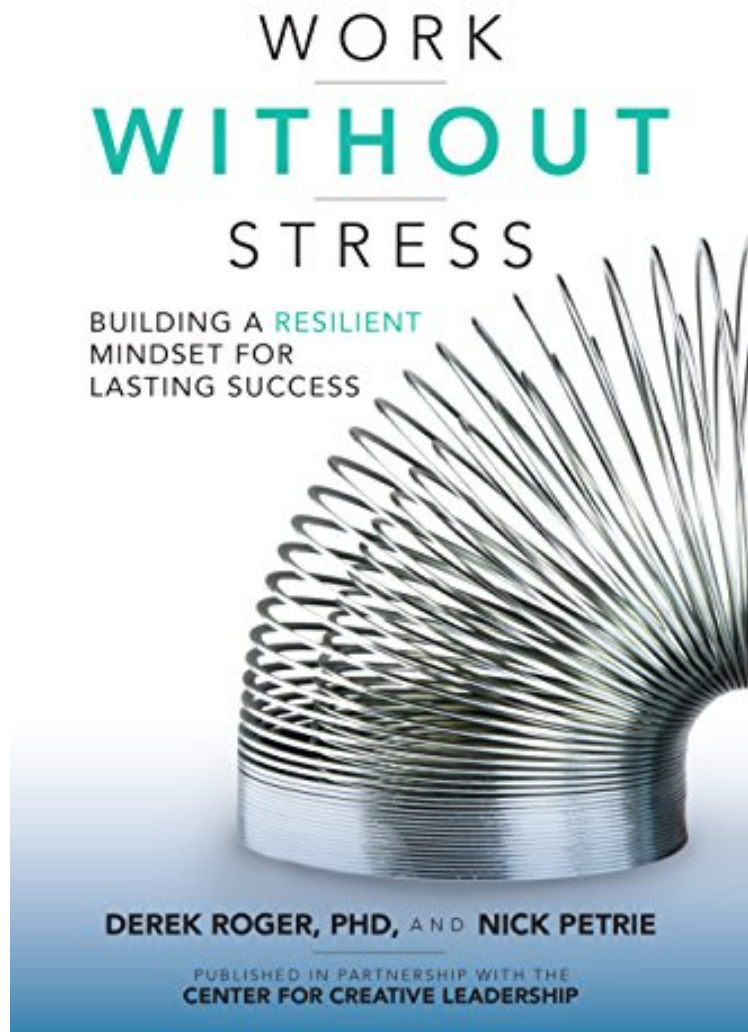


[Read now] Work without Stress: Building a Resilient Mindset for Lasting Success (Business Books)

## Work without Stress: Building a Resilient Mindset for Lasting Success (Business Books)

*Derek Roger, Nick Petrie*

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**Derek Roger, Nick Petrie : Work without Stress: Building a Resilient Mindset for Lasting Success (Business Books)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Work without Stress: Building a Resilient Mindset for Lasting Success (Business Books):

0 of 0 people found the following review helpful. Must readBy tabbitalksMy co-workers and I are reading this for our work book club. It gives a fresh and practical insight into our overall behaviors which ultimately influence all aspects of our lives and cause "stress". The breakdown and examples of common behaviors and the emotions attached to them

are shown in such a way that it is impossible not to "think before you act". This is a great read and I highly recommend it. 0 of 0 people found the following review helpful. Five Stars By R. Dunn Life changing! I challenge anyone to read just the first chapter. 8 of 8 people found the following review helpful. How and why a resilient mindset can help almost anyone to achieve personal growth and professional development By Robert Morris There will always be work-related pressure; often self-imposed; but I agree with Derek Roger and Nick Petrie that stress can be substantially reduced (if not eliminated) by developing a resilient mindset. Almost anyone can do that. Contrary to what many people think, to what they say, Roger and Petrie assert that resilience is not about keeping your head above water but realizing that there's no water to keep your head above. It is the ability to negotiate the rapids of life without becoming stressed. That is especially important in today's business world, one that seems to become more volatile, more uncertain, more complex, and more ambiguous than at any prior time that I can remember. With regard to mindfulness, a concept on which Ellen Langer has conducted research for several decades, it is widely viewed as a means by which to make people less unhappy in order to improve their performance. Here is a baker's dozen of her observations:

- o Stress is a function not of events, but of our view of those events.
- o What we have learned to look for in a situation determines mostly what we see.
- o There is always a step small enough from where we are to get us to where we want to be. If we take that small step, there's always another we can take, and eventually a goal thought to be too far to reach becomes achievable.
- o Life consists only of moments, nothing more than that. So if you make the moment matter, it all matters.
- o Not only do we as individuals get locked into single-minded views, but we also reinforce these views for each other until the culture itself suffers the same mindlessness.
- o Certainty is a cruel mindset. It hardens our minds against possibility.
- o Virtually all of life's ills boil down to mindlessness. If you can understand someone else's perspective, then there's no reason to be angry at them, envy them, steal from them.
- o When people are not in the moment, they're not there to know that they're not there.
- o People are at their most mindful when they are at play. If we find ways of enjoying our work blurring the lines between work and play the gains will be greater.
- o Out of an intuitive experience of the world comes a continuous flow of novel distinctions. Purely rational understanding, on the other hand, serves to confirm old mindsets, rigid categories. Artists, who live in the same world as the rest of us, steer clear of these mindsets to make us see things anew.

[This last comment reminds me of a passage in T.S. Eliot's classic work, Four Quartets: "We shall not cease from exploration, and the end of all our exploring will be to arrive where we started and know the place for the first time."]

We should open ourselves to the impossible and embrace a psychology of possibility.

- o The rules you were given were the rules that worked for the person who created them.
- o To be mindfully engaged is the most natural, creative state we can be in.

Roger and Petrie offer a somewhat different approach to using mindfulness principles: "Ask the fundamental question that the word implies: what is your mind full of? If you're stressed, your mind is full of negative ruminative thoughts. You may simply be preoccupied with what you might do next weekend, and you are not ruminating about emotional upsets at all... The key to being awake [i.e. mindful of the context of our circumstances] is *attention*, or rather keeping control of attention. Our attention gets snatched away, but we can learn to exercise control over it." These are among the several dozen passages of greatest interest and value to me, also listed to suggest the scope of Roger and Petrie's coverage:

- o Resilience and coping (Pages 11-14)
- o Rumination compared to reflection (15-19 and 70-71)
- o Behavior signaling everyday stress (16-17)
- o Resilience and mindfulness (19-20)
- o Resilience in leadership (39-40 and 141-142)
- o Presence of mind in leadership (43-44)
- o Control over attention (47-48 and 117-118)
- o Acute stress as pressure (58-59)
- o Letting go and detachment (75-76)
- o Willingness to disclose emotions (105-106)
- o Happiness influenced by control (115-116)
- o Management and connection (147-148)
- o Planning (153-154)
- o Factorial validation (172-173)
- o Scales of validity (173-174)
- o Emotional Control Questionnaire (175-176)
- o The Physiology of Stress: The HPA Axis (176-179)

The material in this book will be of incalculable value to business leaders who are determined to establish and then nourish a workplace culture within which personal growth and professional development are most likely to thrive. As already explained, pressure (especially self-imposed pressure) is inevitable in any workplace culture whereas stress can be avoided or eliminated by those with a resilient mindset. Derek Roger and Nick Petrie: "The key message from our approach is that stress is *not* an inherent part of life." It is important to keep in mind that acute stress is actually pressure, not stress. "Chronic stress is what causes damage, and apart from relatively rare circumstances of constant actual demand, what makes demand chronic is rumination."

**FORGET EVERYTHING YOU KNOW ABOUT STRESS.** If you're like most people, you probably think that stress is an inevitable part of life. The truth is: it's not. In a groundbreaking 30-year study, Dr. Derek Roger has discovered that everything we think we know about stress—and how we should manage it—is just plain wrong. **STRESS IS A CHOICE.** It is not a natural response to the pressures of work. It's a choice that you make, consciously or not, to worry and fret and agonize over the work you need to do; instead of just doing it. **WORK DOESN'T HAVE TO BE STRESSFUL FOR YOU TO BE SUCCESSFUL.** This book offers a radically different approach to stress. It's about being resilient. Flexible. Mentally awake and in the moment. It's about changing your mindset to keep things in perspective instead of adding fuel to the fire with negative

thoughts. The techniques you'll find in this book are powerful, practical, and proven to work—without stress.

From the Back Cover: "Powerful and game-changing. We applied the approach in *Work Without Stress* and saw an immediate and positive impact on our team. Our leaders lead with a renewed sense of self-awareness and tangible skills to become more agile and resilient in the face of change, complexity, and challenges. We are better equipped to work smarter and add greater value. Resilience can be learned." —Bill Way, President and CEO, Southwestern Energy Company

"Petrie and Roger provide invaluable tips and tools to help develop resilience, limit stress, and refocus energy on improving effectiveness as leaders and contributors to the organization." —Sarah Bryant, SVP, Finance and Administration, Central Division, Comcast

"Packed with immediately actionable and useful insights, *Work Without Stress* offers relevant and practical concepts that help top leaders respond to and lead change." —Stephane Godin, president and CEO of Graymont

"In this extremely valuable book, Roger and Petrie lay out an approach that affords not only leaders but anyone seeking to thrive a proven way to be more present at work and in your life." —Charles Sarchione, PhD, PCC, Director, Executive Development, Entergy Corporation

"Highly recommended to any organization that wishes to strengthen its teams' resilience and ability to react positively to challenging situations." —Amanda Leonard-Embury, Learning and Development Officer, General Medical Council (U.K.)

About the Author: Derek Roger, PhD, is a psychologist who has spent 30 years researching the causes and effects of stress. He was the founder of the Stress Research Unit at the University of York, and is director of the training consultancy Work Skills Centre Ltd. His original research findings challenged conventional ideas about stress and resilience and led to the creation of the training program *Challenge of Change Resilience*. Roger has authored more than 100 articles in the scientific press.

Nick Petrie is a senior faculty member at the Center for Creative Leadership (CCL). He works with CEOs and their teams to create resilience strategies for their organizations, particularly in periods of significant change. He is the lead researcher and cocreator of CCL's *Change Equation* which shows leaders how to lead change in ways that minimize stress and maximize results. He holds a master's degree focused on leadership and learning from Harvard University.