

ACCORDING to the 2016 SANOFI Canada Healthcare Survey

- More than half of plan members (59%) have at least one chronic disease or condition. This climbs to 79% among employees aged 55 to 64. Chronic conditions include but are not exclusive to arthritis, asthma or other chronic lung condition, cancer, depression or other mental health issue, diabetes, heart disease, high blood pressure, and high cholesterol.
- 40% report that the work environment negatively affects their ability to manage stress, jumping to 68% among those who are dissatisfied with their jobs.
- The needs and expectations of employees are changing: 86% of employees expect employer support for psychological health, and 84% expect support for physical health.

The take away tip from the survey is that organization's should cast a more critical eye on the workplace's impact on stress management, and increase or promote the availability of stress-management and resilience training.

ACCORDING to the STATISTICS CANADA (2010)

73% of workers are mildly to severely stressed and over time stress contributes to,

- lose of productivity through absenteeism
- reduced work output
- increased disability claims

Chronic stressor overload can manifest into any of a number of conditions that hinder the productivity, creativity and resilience of the individual and by extension the organization.

COMMON STRESSORS

- chronic pain
- chronic conditions other than pain
- caring for a sick friend or relative
- financial burdens
- perfectionism
- workplace deadlines
- family obligations
- insufficient water intake

CHRONIC STRESSOR OVERLOAD

- insomnia
- memory loss
- high blood sugar
- high blood pressure
- cognitive impairment
- irritable bowel syndrome
- poorly controlled diabetes
- fatigue
- asthma
- arthritis
- anxiety
- depression
- migraines
- panic attacks



Wellness Strategies
for People and Organizations

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The BENEFITS of WELLNESS SESSIONS

Common daily stressors, such as lack of hydration, have a cumulative effect on the body. Chronic stress overload impacts the body by initializing the sympathetic nervous system. The sympathetic nervous system, known as the fight or flight response, triggers chemical reactions to occur within the body. The result of these chemical reactions can include but are not exclusive to:

- accelerated heart rate (increased blood pressure)
- accelerated lung action (shallow chest breathing)
- decreased or stopped digestive processing
- constricted blood vessels to organs not vital to muscle action
- liberation of nutrients into the blood stream to provide energy to muscles (fat in the form of triglycerides and sugar)
- auditory exclusion (loss of hearing)
- tunnel vision (loss of peripheral vision)
- cognitive Impairment

Wellness sessions help to transition the body from functioning within the fight or flight response to functioning within the rest and digest response.

The parasympathetic nervous system, known as the rest and digest response, helps to create a state of equilibrium within the body which aids in providing the structure required by the body to start to heal itself.

As the body can only function through one system at a time, enlisting the aid of a wellness practice can be equated to taking that much needed mini vacation or respite from life's stressors.

A practice which can help to provide widespread rejuvenating effects.