



Stress is the New Normal in Industry 4.0:

How Can Career Development Professionals Help?

Presented by:

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Agenda

The
New Normal

A Fresh Look at
Engagement

Tips &
Strategies

Technological Evolution



“Free Agent” Trend in the Asia Pacific

Likely impacts included organizational challenges integrating freelancers and permanent staff (44%) and potential for workers to lose protections and access to health/safety provisions etc. (36%)

workers prefer flexible, contract-based roles include
flexible working (60%), looking for more varied/interesting
work (43%), and looking for work more suited to specific skills (41%)

47% of hiring managers agree that work is shifting away from traditional permanent roles
creating preference for more flexible roles
include Hong Kong (55%) and Vietnam (50%)

Source:

<https://www.persolkelly.com/media/persolkelly/client/2018%20APAC%20Workforce%20Insights%20-%20Q1/PERSOLKELLY%202018%20APAC%20Workforce%20Insights%20-%20Gig%20Economy%20How%20Free%20Agents%20Are%20Redefining%20Work.pdf>



Workplace Stress in the Asia Pacific

Only 15% of employers are
a priorit

Only 26% of employers currently offer
a program to manage stress or promote resilience

Asian employers rank stress as leading
workforce
countries in the region

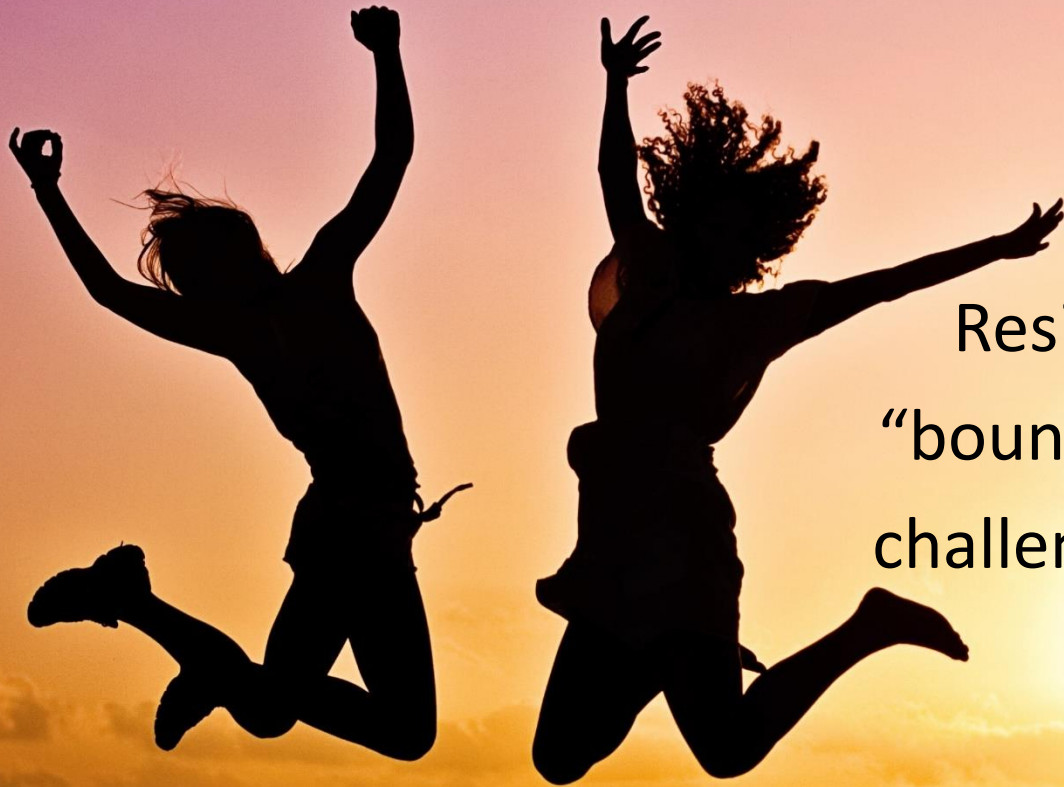
Top 3 cause of stress in Asia Pacific include
Inadequate Staffing (41%), Low Pay (37%), and
Lack of Work/Life Balance (32%)

Source: <https://www.towerswatson.com/en/Insights/IC-Types/Survey-Research-Results/2014/06/infographic-workforce-stress-the-employer-employee-disconnect>





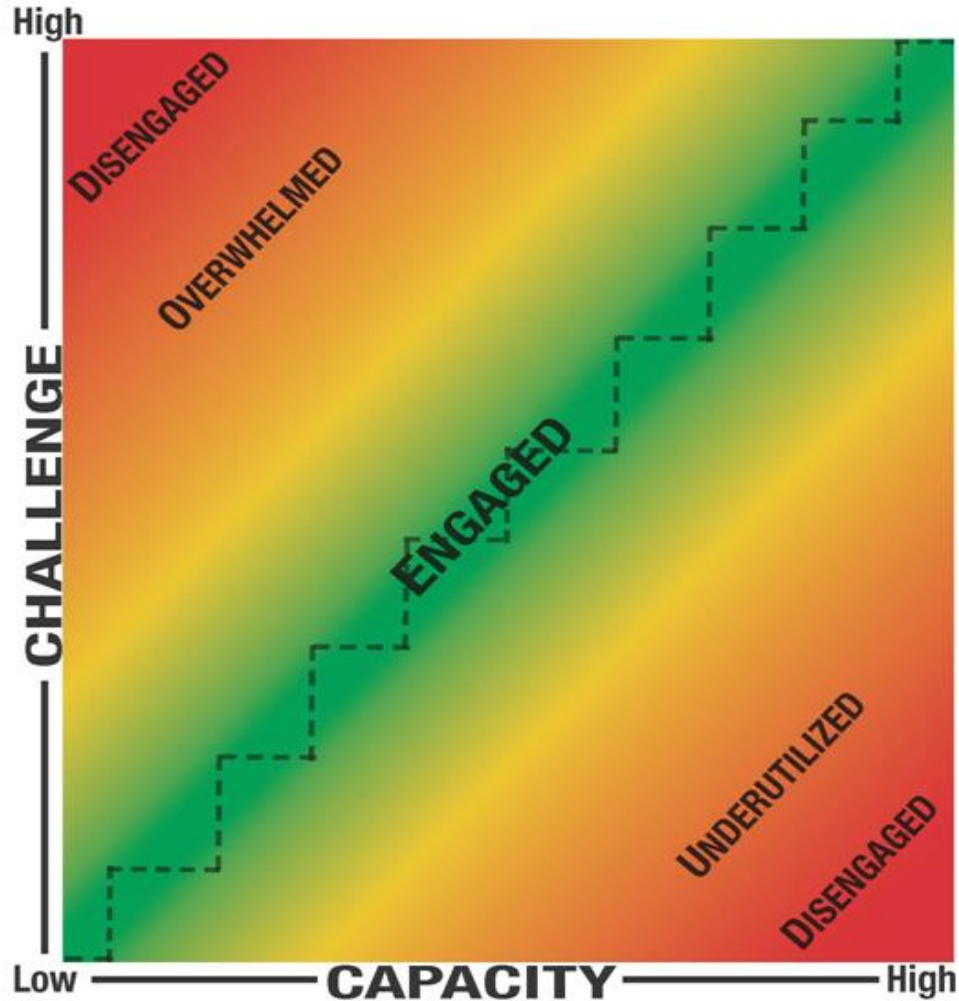
**A FRESH LOOK
AT ENGAGEMENT**



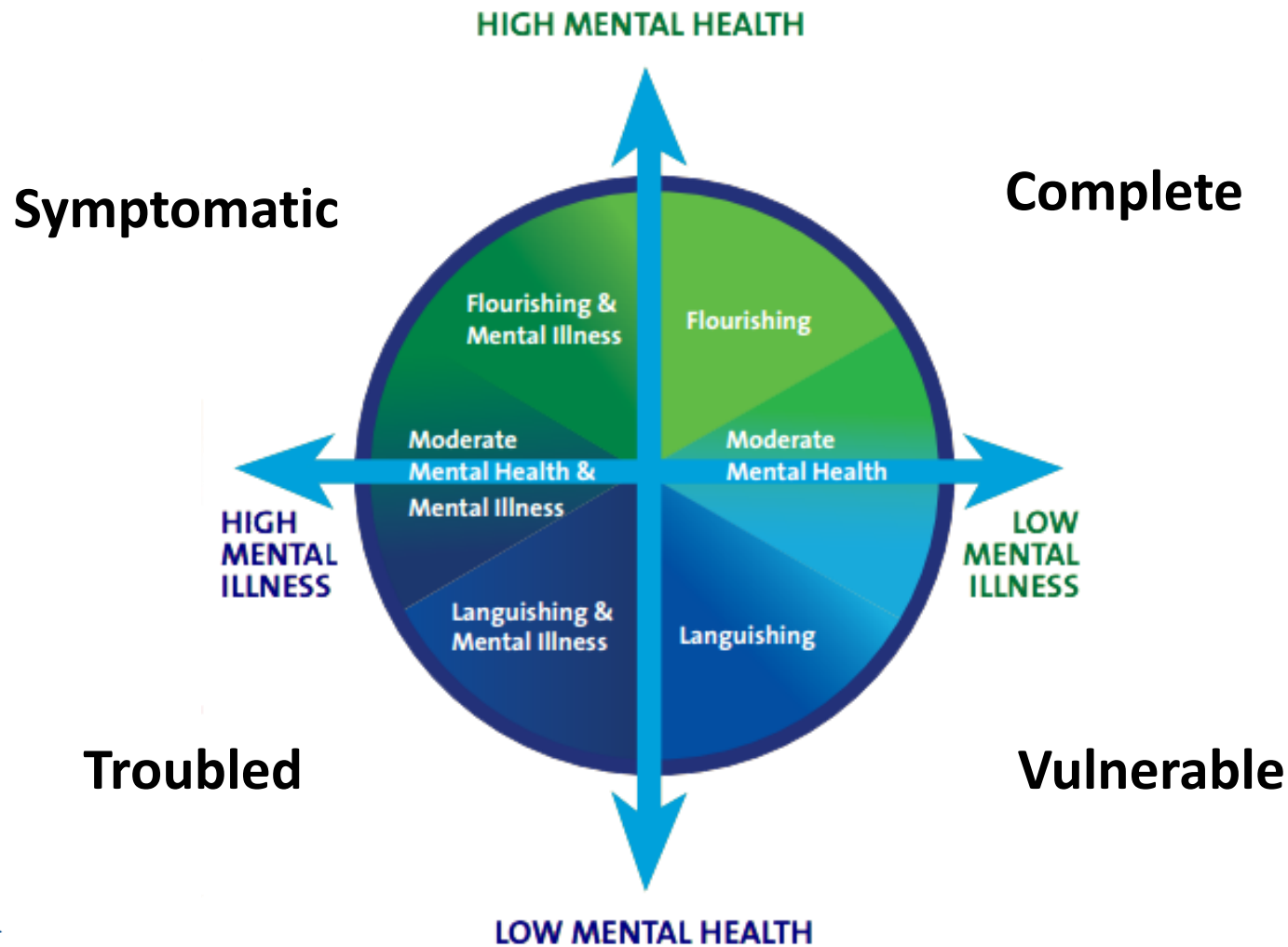
Resilience

Resilience is the capacity to “bounce back” from setbacks, challenges & disappointments and to keep moving in a positive direction toward your goals.

Resilient Engagement



Mental Illness & Mental Health Together



Occupational Stress Inventory - Revised

Occupational Role Questionnaire (ORQ)

- Role Overload (RO)
- Role Insufficiency (RI)
- Role Ambiguity (RA)
- Role Boundary (RB)
- Responsibility (R)
- Physical Environment (PE)

Personal Strain Questionnaire (PSQ)

- Vocational Stress (VS)
- Psychological Strain (PSY)
- Interpersonal Strain (IS)
- Physical Strain (PHS)

Personal Resources Questionnaire (PRQ)

- Recreation (RE)
- Self-Care (SC)
- Social Support (SS)
- Rational/Cognitive Coping (RC)

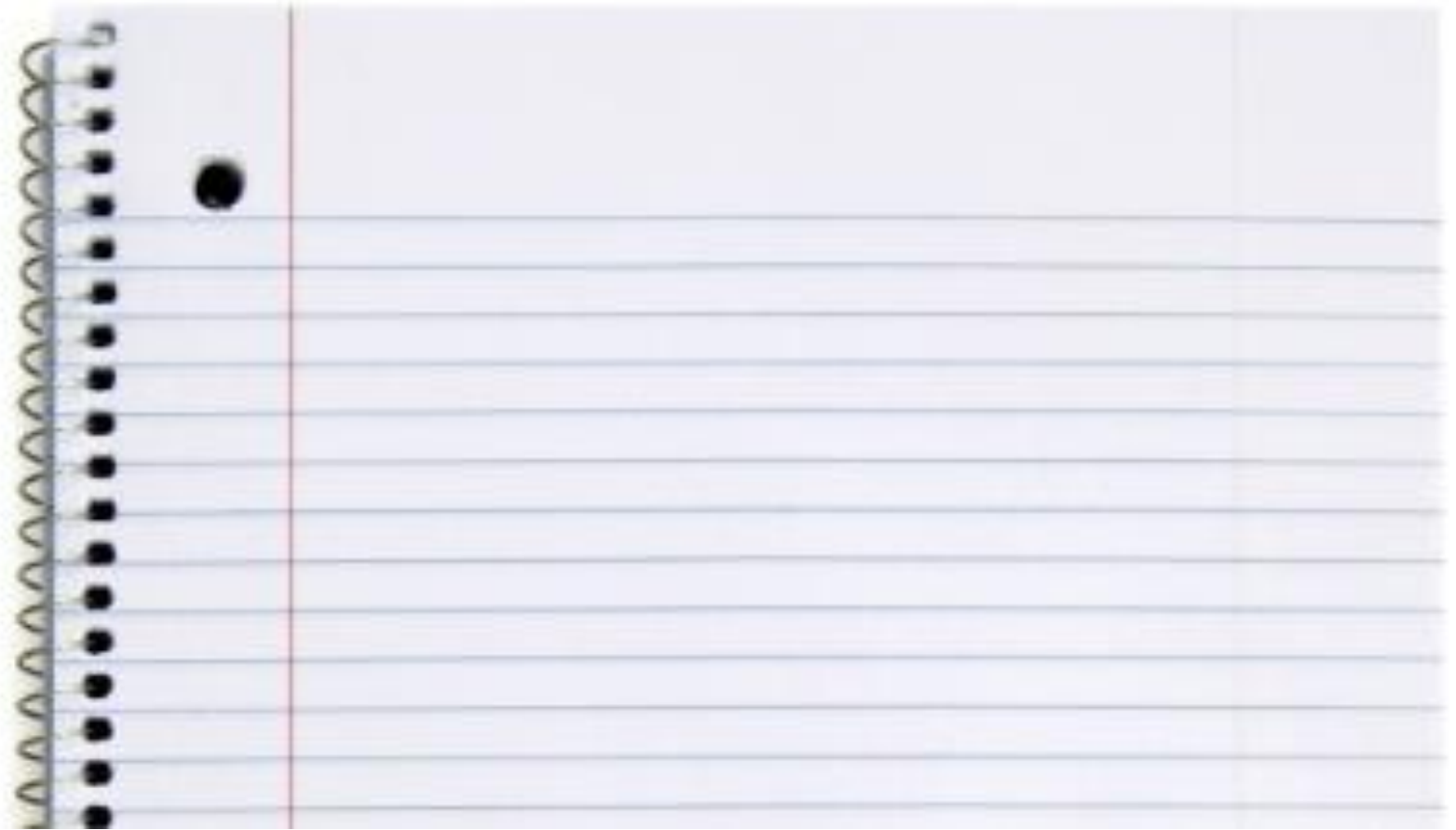
Source:

 <https://www.sigmaassessmentssystem.com/assessments/occupational-stress-inventory-revised/>

A photograph of a single, full-canopied tree with green and yellow leaves standing on a grassy hill. The sky is blue with light, wispy clouds. The tree's shadow is cast on the grass to the left.

**10 TIPS TO
FACILITATE SUSTAINABILITY**

1. LEAVE “WHITE SPACE”



2. EAT WELL





3. GET ENOUGH SLEEP

4. MAKE CONTINUOUS ADJUSTMENTS



**5. DEFINE A
UNIQUE FORMULA
FOR YOU, FOR NOW**



6. ACCEPT THAT BALANCE IS A MYTH



A close-up photograph of a butterfly with dark wings and yellow spots, perched on a red flower. The butterfly's wings are spread, and it appears to be feeding. The background is a soft, out-of-focus green, suggesting a natural setting. The text "7. TAKE A SYSTEMS APPROACH" is overlaid on the left side of the image in white, bold, sans-serif font.


**7. TAKE A
SYSTEMS
APPROACH**



8. ACCESS YOUR ALLIES



**9. RECOGNIZE
WARNING SIGNS**

A close-up photograph of two hands, one from a person with a darker skin tone and one from a person with a lighter skin tone, both wearing dark suit jackets and white shirts. They are holding a single wooden pencil horizontally between their fingers. The background is a light blue surface with a white document and some crumpled paper. The text "10. ACKNOWLEDGE THAT PERFECT ISN'T POSSIBLE" is overlaid in the center in a bold, black, sans-serif font.

**10. ACKNOWLEDGE
THAT PERFECT
ISN'T POSSIBLE**

10 Tips to

Facilitate Sustainability



1. Leave “white space”

2. Eat well

3. Get enough sleep

4. Make continuous adjustments

5. Define a unique formula for you, for now

6. Accept that balance is a myth

7. Take a systems approach

8. Access your allies

9. Recognize warning signs

10. Acknowledge that perfect isn't possible