

Coping stressess in problem-focused method

[Health & Medicine](#), [Stress](#)



CLASS DISCUSSION It may seem that there's nothing you can do about stress. But you always have more control than you might think. Stress management starts with identifying the sources of stress in your life. For example, in dealing with an exam as a stressor, different people will have a range of different coping responses.

Problem-focused strategy has three steps-taking control, information seeking and evaluating the pros and cons. Comparing with the emotional-focused strategy, as a manager, I would personally prefer using the problem-focused strategy in coping with stress, since it can high effectively removes the stressor, and deals with the root cause of the specific problem. This way, it will provide a long-term solution.

In contrast, emotional-focused strategy means the reduction of negative emotional responses associated with stresses, for example embarrassment and anxiety, is less effective than using a problem-focused strategy. Reasons are emotional-focused strategy are more focused on emotions, rather than the actual root cause of the problem therefore it cannot provide long-term solution.

As a manager, I would ensure my employees are using the problem-focused strategy in the following way-figure out what is the root cause of the problem, and try to motivate employees to change the relationship between themselves and stressor, for example, escaping from the stress or removing the stress; Secondly, I will make sure if my employees really understand the situation for example using the internet, and help them solving the problem, so that to avoid having the same problem in the future.

Finally, I will let my employees to analyze and evaluate the pros and cons of the problem and figure out different options in dealing with the stressor.