**Step 1**
Personal Stress Management

**Promote Eustress**
- Develop self-awareness of own stress patterns
- Practice mindfulness
- Practice work-life balance

**Reduce Distress**
- Practice self-care
- Counselling/psychotheraphy if required
- Neurofeedback and biofeedback
- Substance use/addictions treatment if required

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**Step 2**
Stress Management in Teams and Organizations

**Promote Eustress**
- Build relationships and socially supportive workplaces
- Encourage choice, control, hope and humour
- Facilitate work-life balance
- Celebrate success

**Reduce Distress**
- Encourage self-care, debriefing etc
- Tackle workplace bullying/harassment
- Develop trauma informed practice
- Develop sensory friendly environments
- Develop family-centred care

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**Step 3**
Stress Management in Systems Transformation

**Promote Eustress**
- Advocate for psychologically healthy workplaces
- Promote work-life balance within health professions
- Disseminate evaluations of trauma-informed practice and sensory friendly initiatives

**Reduce Distress**
- Promote burnout prevention
- Advocate for patient and family-centred care
- Promote values-based leadership
- Engage with ministries, politicians and the media to gain wider support for transforming the healthcare system