

Human Adjustment Processes
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Module - 7

Lecture - 3

Facets of human adjustment: Stress, Resilience and Coping

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Burnout

- Maslach et al. (1970)
- It represents
 - state of emotional exhaustion with diminished sense of personal accomplishment
 - state of long-term emotional exhaustion
 - reduced interest reflecting failure of individual's defense at the personal as well as work place
 - feeling overworked and undervalued

Having discussed stress is especially the gas module general adaptation module. Today we are going to talk about a concept called burnout. Now, as we can see that burnout was know construct, which was basically coin the storm of coin in 1970. So, historically, if you look at it compare to the other type of construction psychology it is not so old. And what it actually represents is a state of emotional exhaustion with diminished sense of personal accomplishment. So, primarily if you are experiencing burnout what you are actually experiencing is state of know exhaustion where you feel that you are completely, completely, completely emotionally exhausted and this has also to know associated with the concept that you know have know not achieved what you actually aspired to. So, there the sense of accomplishment will always be low that is one, two that this is basically a state where you do not have a short term emotional exhaustion rather you have a long term emotional exhaustion. So, you feel that you are emotionally exhausted, but that is for a long, long time. There is also a reduction in the interest that gets reflected know interms of the failure of the individual, to use defense either at the

personal friend or at the work front.

So, it could be something known of personal nature it could be something that has to do with the work front, but then the person is not able to use the defenses. These defenses we have known exhaustively known gone through in the past. So, here you realize there we had discussed at know human beings by default have the capability of using one or the other defense in order to safeguard their ego structure. So, the integrity of the ego is never put at stage, because the defense is operational, but here what happens one realizes that the person shows greater degree of inability in terms of utilizing those defenses. And you feel that you are working too much you are over worked, but then also the fact that you are undervalued.

So, now, the moment you read is you basically sense that it has largely to do with work place. So, burnout known is construct which basically represents known an interaction of a human being at the work place with the situation there and then experiencing this type of a state of emotional exhaustion. So, burnout will always be associated with work place.

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Stress & Burnout

Stress

- One shows over engagement in stress
- Certain degree of hyperactivity

Burnout

- One shows disengagement
- Hopelessness

Now, if you try to understand the distinction. What is the distinction between stress and burnout? In the case of a stress, one still shows known over engagement in the situation

were as in the case of burnout one completely shows disengagement that is the major thing and two the stress of a state know also includes certain degree of hyperactivity, whereas in the case of burnout one shows finally, the extreme sense of hopelessness. So, these are the two important know determinants, which establishes the distinction between the stress and burnout. Now, what could be the causes of burnout, because it has to do with work therefore, work related issues such as lack of or losing control over the task. So, either ok.

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Causes of burnout

- Work-related issues such as
 - lack of or losing control over the task
 - lack of recognition
 - work environment full of expectations and pressure

You do not have sufficient control over whatever you are supposed to do or you realize that initially you had a greater command over the situation, but over a period of time you have a started losing it. It is further associated with the fact that, if I am losing control of the situation; that means, that others might get the credit of whatever happens at the workplace. So, even though I have put my head, I have put my effort, I still do not get the credit for doing whatever this accomplished whatever the achieved at the work front.

And third the work environment full of expectations and pressure and you realize that the place where you are working it is full of demands, full of pressure and basically you realize at the situation that you are in it demands more and more from you. And up to a certain time you keep on keep on trying to a know maintain that level, but then gradually

you failed you are completely exhausted. Remember one thing pressure at work place expectations at work place these are normal know expectation at the work front.

No companies going to hire you saying that know we have no expectation whatever do is with us, the company with put fourth know an expectation in front of you. We usually have a know feeling that usually in the government sector probably there is no such expectation or no such pressure, but there are no several, several, several professions where you would realize at there is there are tremendous pressure and I should rather tell you that when you of the decorated jobs, which otherwise fails know you feel that it is really a very decorated job, where you keep on giving commands to other. In reality, if you look at their work front you would realize at they are into much more pressure. Say for example, you take district man state of any place and you realize, oh great very celebrated and that is the reason why there are many many aspirants of the civil services.

But if you actually realize what happens at their work front you realize oh their under tremendous pressure know. There are extreme degree of expectations from you both something, which are positively oriented things that you should not do or hence negatively oriented, but people expect you to do it. So, basically what I am trying to say is that any work front will demand certain things from you, you would certainly we put forth with the target you would be supposed to achieve it. So, expectations might vary at the work front, but absence of expectation you cannot think of it. And similarly pressure you will certainly have it, it could be know little hire at times there it could be it will lower at times, but it is not that you will not have pressure at all.

And therefore, what we had discussed in the past that it is primarily your ability how do you interpret the situation, wherever you feel you use your know different forms of defenses. In case you realize that know there are still certain know problems at hand you can a still know try to go for certain strategies that can help you minimize it or handle it properly, but you can still manage it. And therefore, it is not that all those know work somewhere certainly become know victim of burnout that is not true.

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Physical indicators	Behavioural indicators
Mostly tired and drained	Withdrawal from responsibilities
Frequent illness	Omitting work
Frequent head and back aches	Taking longer time to do things
Change in food habits	Isolation
Change in sleep habits	Reflecting frustration on others

Just like a stress we are once again coming to burnout we are trying to look at the physical and the behavioral indicators. Physical indicators you usually feel that you are no completely tired and drained. I do not if you have a seen there was a very old advertisement of a health drink, singara have you seen this add? This is avenge of free know is just like this it is like a know lump of cloth that if you leave it free it was collapse on the ground. So, he is in that state and there is a background narration, which says know that [fl] name of the brand comes car singara know, and he takes know one tea spoon of singara and suddenly you know there is a full of energy and starts dancing at the work place and so for. So, mostly you feel at you are completely tired know you are drained of energy, very frequently you have to apply for medical leaves you become ill, you have frequent headaches and backs ache, headaches and backs aches you remember in the stress also this was there.

Change in the food habit change in the food habit we all also discuss this part of a stress were either you under eat or over eat. And change in the sleep habit this is also overlapping with the stress symptom. Behavioral indicators you withdraw from your responsibilities. So, certain responsibilities that you are assign to at the work friend you start withdrawn from them. Omitting work, taking longer time to do things, you prefer to remain mostly in isolation and you reflect frustrations on others. So, these are know the

physical and the behavioral indicators that you are probably now becoming acceptable to burnout or you have developed it in the full blown shape.

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Phases of Burnout	
<ul style="list-style-type: none">• By Freudenberg and North• The phases need not follow sequence	
1. Compulsion to prove	7. Withdrawal
2. Hard work	8. Obvious behavioural changes
3. Neglecting needs	9. Depersonalization
4. Displacement of conflicts	10. Inner emptiness
5. Revision of values	11. Depression
6. Denial of emerging problems	12. Burnout syndrome

Now, there are no basically twelve phases of burnout that has been discussed, what is important is? That these phases need not follow a sequence it is not that first stage one then stage two then stage three it could be a randomly know one can come to these stages, the stages are compulsion to prove.

So, you somewhere within feel a stronger that I have been given the task and I certainly prove my work that yes I am the only one in the office, who can do this nobody else. Hard work you put more and more effort, neglecting needs remember that this is only at work front. So, there would be several other need that we will have to know achieve. So, you are start certain, you are start neglecting certain needs, just last week we had guest speaker, who was talking about know different types of addictions and there he mentioned about addiction to work, but is popularly refer to as work Horlicks.

So, he was referring to some of the business tycoons, who happen to be his client, because he is the practicing psychiatrist, know at Bangalore. So, he said that know that there are the certain business tycoons, so have been to be his client. And phases of their

life were they would invest excessive time at the work front and they would be no busy doing certain things for their profession at the cost of many things including a case, where he said that the child was suffering from meningitis and the father still continued working in the office did not take the child to the hospital. His over engagement with work came to the extent were the wife decided that let us be separated, but then these were the people, who later on know chase the whole phase of software industry in India.

So, these are interesting things know burnout basically says that it is a straight way of you have multiple needs and you are developing you are reflecting your inability to a strike balance between various types of needs. If your child is suffering from meningitis it is your responsibility to take her to the hospital and of course, it is your responsibility to work in your office and know mid things they headed lines, but then if you comprise one, because of the other that is the trick know that all of us up to play that is basically a skill know how you certain things know you under do at time certain thing that you over do at some time, but in the phase of burnout one constantly reflects this tendency of like neglecting certain needs, displacement of conflicts.

So, usually when you confront a conflicting situation in your tendency to displace it. So, displacement would be something like say I have a confrontation with her and in turned I reflect that conflict in my relationship with him. So, the actual source of conflict is displaced over to the relationship with somebody else. Revision of values, you start revisiting your own value system, something which is extremely difficult know. You remember we had talked about the frame of reference, we had talked about know the value assumptions and know values it is not easy to change the belief value system that you are now completely end out with, but then in this case you start know relooking at it. Relooking does not mean that it will undergo a change, but still you will revisit it.

Denial of emerging problems, the problems that are now the sprouting out you, show you might show a tendency of overlooking them. Start showing withdrawal symptoms obvious behavioral changes, changes very, very operant for others, but you do not find those changes in yourself depersonalization. So, you have tendency to know dissociate things and make them depersonalized inner emptiness you feel as if you are completely within you are completely empty tendency of developing depression. And finally, the

full blown symptom of burnout, the symptoms that, we had scenarios now, in the previous life.

So, it has been suggested that burnout will now follow these twelve phases. The only difference that is like many other types of illnesses, where you have the full protocol here, you will go through these twelve stages, but it could be known that it might not follow exactly the sequence in which it has been presented here. Largely it might follow in at times you will find that now it follows and suddenly something will come first. So, these are basically the phases of burnout. Having discussed now stress and burnout, we would now come to perhaps an interesting thing, I thought that I must certainly discuss it. Basically it is the self-help tips, there is a long list of now what one should do basically the recommended strategies for handling a stress and burnout, but most of them are supposed to be done under a supervision.

So, if you have a supervisor to look what exactly you are doing then only you should practice those things. And therefore, I am putting here things where you do not need a supervisor. For example, say yogic meditation for example, transcendental meditation for example. Now, they are supposed to really help you a lot in terms of handling your stress and burnout, but then you cannot now start closing your eyes that's I am in transcendental meditation. Or yoga is not only now adopting a particular practice, it also I should do with breathing regulation and hence it requires supervision. So, this list has a so, thing which accurate does not need any supervision.

One eat right and exercise, eat right basically means that you should have a pattern of consumption of food, means say approximately fixed timings, fixed is not so rigidly defines. Say for example, if 8 o'clock, if you have your breakfast then it you can postpone it or postpone it by half an hour also, but then ensure that your breakfast time remains the same. If your lunch time is one o'clock ensure that your lunch time remains the same, problem comes when you have a variable eating habit. Sometimes you will skip breakfast, sometime you have eat at 6 o'clock, sometime you have eat at eleven o'clock, your dinner time also now varies right from 8 o'clock to 3 o'clock, three AM in the morning. So, such type of thing should not be done, maintain a time frame for eating to usually this is true for that dinner timings.

So, that it is always good not to have a know spicy food in dinner, not to have oily food in the dinner, because it is interrupt with your sleep cycle, you might feel know drinking water more, if you feel drinking water more then you have a more the need to go to the toilet and this all this disturbs you sleep cycle. So, that is the reason behind that and do some type of an exercise it could be anything, if you are interested in aerobics do aerobics simple walk then go for a walk.

If you hate walking and, but you enjoy a playing then play whatever you do, but know physically you should certainly put yourself under some type of an exercise this helps a lot. In fact, I am going into the scientific details of it, but you remember we had talked about the biochemical regulation of a stress and it has been observe that, if you practice the first step the biochemical regulation starts getting affected.

So, finally, what you achieve is much more than what you actually apparently get involved in. Besides know eating habits and regular exercise it is also important to know maintain certain sleep pattern sleep pattern maintaining sleep pattern simply means that again just like food have a consistent pattern. So, if you go to the bed at nine o clock in the night when every night you should go to the bed at nine, if you have a guest and therefore, it has been postpone by half an hour or one hour that is fine, but it is not that know when ever I feel sleepy, I will go on sleep and whenever I feel waking up, I will wake up would realize that such people know very early in their become insomniac, know insomnia is basically the state of sleeplessness know.

And many people you would find know that whose initially started with the fact that know I am working and whenever I will feel sleepy I will sleep, you would realize that they are the people who I know for first few days will sleep late in the night know say may be two o clock, three o clock would be early in the morning and after four five days suddenly after right from six o clock they will start feeling dizzy there is no beauty in having that type of a random sleep cycle, there is always know it is good to maintain a consistent pattern. In fact, know you would realize that people who maintain consistency in their sleep cycle will tell you that last night even though he or she had gone late to the bed the wake time was the same. So, even if you delay one part of it the second part become systematic and these are the people who do not need any alarm know to wake

them up. So, they will wake up first and switch of the alarm ok.

And you can compare them with people who would put the alarm sleep the alarm goes on stop it or put it in the snooze mode and again sleep and alarm does not have any purpose for them. Maintaining eating a proper eating habits, maintaining a regular exercises, maintaining your sleep cycle, it really know affects the biochemical regulation of the stress mechanism like anything. Importantly community involvement is also supposed to help you a lot community involvement would basically mean that you get involved in work where other side world. So, it is not your individual involvement in an enterprise rather it is a group, which is instrumentally doing in. Say for example, I take a larger example of from the society and then come to smaller subset of it which has to do with your current state.

Say if the society engages itself in organizing some festival and group of students or a group of member from the society they are involved in collecting the donation organizing everything participating in the whole process. These are considered to be great stress busters, because the whole thing that, it is my target and I have to achieve it know you personalize everything to the greatest extent. Those things are not involved enhance the sense of achievement is far more the know apprehension of failure is much less and over all, because it an involvement of a group of individuals therefore, over all you even get a chance to show your inter personal skills also while interacting with the group.

So, committee involvement has always been considered to be the best stress busters. People who are involved in some (()) type of religious activities for example, that also is considered to be a good mechanism of handling a stress. So, you show certain degree of commitment, every day you go to the place of worship, you surrender yourself to the god and that also is a very interesting stress busters, you release yourself know all your pent up feeling gets released and you hold the god responsible for all the sufferings that you have. Poor god cannot respond back at no, no, no, I am not responsible for it, you had credited this codes, all bad grades that is credited goes to you or the instructor, I am not a party, but because god does not have this know freedom to says, so to somebody who is showing extreme degree of commitment.

You intern experience great degree of soul is know and you would realize that people who have been into such practices for long usually their stress level is for lower compare to people who are not involved into it. I am not recommending that you should worship one god that, you should go for one type of prayer that I am not recommending. All I am saying is that, this is basically a state where you show certain degree of commitment to somebody who is beyond your own self. So, when you surrendered yourself to the god to a devotee, it works as a stress busters similarly when you involve in community activities you do not take pride in completion task rather you surrender yourself with the group goal.

And therefore, whether you go into something like as individualized as prayer and religious commitment the benefit that, you get here is equivalent to the benefit that you get out of getting involved in community tasks. So, it helps like anything. In fact, know there are interesting studies showing that people who work for larger courses in their life. They are usually not disturbed by the usually stressors that otherwise adversely of it is normal human being who are does not fight for bigger courses.

For example, say I am an individual who is just involved into know his professional activity his household responsibilities and that is it. Compare me with somebody who is fighting for the independence of the country, much larger course and you would realize that know, if you take top ten stress induces although ten would I know very seriously and adversely affect me and most of them will not at all matter for the person who is fighting a much bigger course. So, that is also an interesting thing. So, when you start getting involved in community activities usually the target that you have is usually of a hire order and therefore, the fact that know success and failure can adversely affect you that is not going to happen for such type of things.

An interesting thing is, what is called as self hypnosis, hypnosis I am sure you must be aware of hypnosis is. Now, in hypnosis primarily what happen is that you are made to go to a transtate by an expert gives you certain instructions have you seen an actual hypnotic session? Do not give me reference of movies, they are not actual know hypnotic sessions that you see there. Usually you have very know cinematic representations of hypnotic sessions in the movies know, somebody who would do like this, somebody who would

know move a locket like this, all villain type of creatures know, but in the clinical set up if you see a very interestingly know the client is made to laid down on a comfortable bed or a couch and then the psychotherapy would sit there give some instructions know and that is it. No locket, no such know movement of the fingers and even not that villain type of an appearance where you have a well dressed psychotherapist sitting in a clinic.

Now in a hypnotic sessions you are given suggestions you follow them and you are a know compliance to the instructions given by the psychotherapist makes you reach a transtate, in the transtate you are ask certain things either the psychotherapist would seek certain information from you or the psychotherapist ask you to perform some task. For example, I will give a session that I have seen myself, may be thirteen, fourteen, fifteen year old girl, who had the problem of conversion, the study conversions a she was made to laid down on the bed, here was an elderly psychotherapist who give an give her an instruction that, you will now have that conversion and she had that thing, but that on a safe place know.

So, it was bed where she was ask to have that conversives know attack and then she was given the instruction that now you are going to regain your consciousness. It is in hypnotic sessions there is something called post hypnotic instruction, post hypnotic instruction basically is an instruction that you give to the client before he or she is made to regain her consciousness, but this instruction that you give is supposed to be comply to after he or she has gain the consciousness.

So, just before she was made to regain her consciousness she was told that you will not be able to know speak till you have a glass of water. And she was made to regain her consciousness and she kept on having this tendency to clear her throat till she was having a glass of water and then she could speak and talk to us. The primary benefit a post hypnotic sessions instruction in such case would be you ask the client that now you will not have a convulsive attack till I ask you to have it. This means that once you regain your consciousness at any other place, which could otherwise vary dangerous of you would not have the convulsive attack. And then you will be told that fine came again back to me after fifteen days, again after fifteen days I make you laid down comfortable and I tell you that fine now you will have the convulsive attack and gradually this

duration the buffer period will be gradually become a more and more longer.

Self hypnosis a similar type of a state, but with the change that, you do not have an instructor telling you that, these are the commands that you have to follow. You this is the, there is also the word called auto suggestion, you keep on constantly suggesting your own self and you comply to those suggestions that is the state of self hypnosis. Perhaps initially when you listen to it, is it seems difficult that one can achieve that state, but if you try out it works and with practice you can really achieve that state that I will not do something unless I instruct myself to do it ok.

So, that is self hypnosis and that is the state, I little later will associate it will something else also, that is the state where you decide that know you will not get over indulged in the something, which in turn becomes source of stress or burnout for you. Another important thing also know is that you can develop certain special interest know. So, if you are interested sports maximize your interest literature music, dance, drama anything everything that you are interested in know invest more time in energy into that. And that brings me to an interesting issue, I thing know you can give me your feedback. Usually students who participate in such type of activities club activities for example, you have dramatics club, you have music club, you have film club, different, different clubs.

And students who are more and more involved into club activities usually they are greats are also know relatively better compare to students who will refrain from know participating in anything, because he or she to study. One second dimension in terms of placement students who have this versatility, usually they get placed first and usually they are know overall accomplishment in terms of placement indicators is also relatively better compare to if you have only an only been into studies, is that? If it is not true, you can tell me know.

Student: The second one is true.

Second one is true, the first one is not true?

Student: You do not thing, so...

Hm, hm.

Student: First one is not true ok.

I would still know say that the first one see compare a situation, I am x and you are y, x know continuously only studies and does nothing else. Gets an a y studies, but is also interested into say something like sports and has invested sufficient time into being into field and participating in inter IIT sports and athletic competition has know lost certain games has won certain games, got cups at times, got meddles at time, got prizes at times and finally had to get a b ok.

Now, in absolute terms, if you only look at a and b and which is better you said at of course, no there is a big difference between these two, according to you, according to me there is in much of a difference, but that is know I think student and instructor prospective when you say [fl] b is still eight and a is ten. So, a ten ten how can you say that it is one in the same know, but in terms of most of the activities of your life, which actually helps you manage many manys fears you would realize that your involvement in multiple tasks is still better compare to when you know have invested yourself in unilaterally into one direction and you have achieved only and only in that direction. I will give you many examples many examples last week when we had that guest speaker, we had know several rounds of know parties, where mostly it was the doctors who joined the group, because the guest speaker happen to be from that profession.

And I could very easily a no sense the difference between different types of medical practitioners there. A medical practitioner who joined the part somewhere around eleven forty five in the night, both the couples say coming in say we are a just close the clinic to come forward the party. And somebody who says six o clock I had closed everything and eight o clock I am here see, how you manage things is a skill. All I am trying to says that, if you have certain special interests, it still know that is not the correct word to use, but still it helps you not to get completely corrupted by the unilateral type of activity that you are involved in.

And therefore, managing a stress know, when you have multiple sources of interest that

is the still better and it serves you better compare to when you have only unilateral things to do. Then there is an interesting thing that has to do with vacations, if you can afford to go on vacation, affordance means financially should be able to afford it also, you should have we able to know have that much time with you quite possible that, you do not have know the liberty to I enjoy live for four long days and therefore, you cannot go for a vacation. Then there is a word call mini vacations know.

That I have will have just few hours and that is the vacation that, I will enjoy remember that, specially Europeans they usually give discredit to the Indians that we do not know how to enjoy a vacations, our work and vacation is mixed. So, even though it is a weekend, what I call as a weekend I will check my mail, I will draft something, I will do something, make my slide know it is half the vacation is work, there are several countries, if you have a interacted with people on some other side of the globe you would realize that at in certain places vacation and weekend is weekend know. So, if Saturday Sunday happens to be weekend, it is weekend you do not even check your mail, you do not receive any official phone call nothing.

So, end of the week is really an end, were end of the week is something like know either clearing of the pendup pending job or to prepare for the coming week. So, we are giving this discredit. There is also interesting concept is psychology, what is called as mind vacations know, mind vacation is something like you laid down comfortably, close your eyes and imagine as if you have visited a place, say for example, you could not know manage to go to kovalam, because your office did not give vacation to you or because of other other constraints, but say if you can close your eyes and visualize yourself on the beach at kovalam and you can hear the sound of the sea waves, if can hear the know if you can feel know the pleasant feelings that you usually would have had, if you would have had gone to that place that is know called mind vacation.

There is an interesting technique in psychology it is use in clinics it is called Sosnaker technique, there what happens you have room, which is very dimly light know so, minimal light in the room, you are made to go there and laid down. And then they will play a music and the music is exactly this thing. So, but before introduce you to such technique the therapist would have certainly talk to you and identified, what is something

that you like the best, say for example, you see that I am fascinated to visiting a seashore then I know what type to play, you say that know forest know where you see birds and in this case you have tapes, which has know very fantastic audios know chirping of the birds for example, all types of birds and beautiful records know.

So, the therapist just asks you lie down, relax your body, close your eye and will play that tape. And my experience is that at max ten minutes and most of the people who come to the clinic will later on the sleep, because we are made to laid down on bed on the floor. So, you lie down listen close your eyes listen to such music for ten minutes and you fall asleep. So, that is the reason why mind vacation is also consider to be a very very effective a technique. In fact at places now, a know very, very limited places, where you have know oxygen clinics, if I do not know if you have heard this word, if you are in the urban area, where everything is very congested and you feel very bad, you have insufficient fly of pure oxygen in the air. Now, you have oxygen clinics.

So, you just go there you are made to stand in the chamber, where you have the real oxygen you breath in Helen then after sometime you come out of puts you have to pay for this service. Similarly here also, if you are going on a mind vacation in that set up there also you have pay for it, but then you can have it. The most economical a thing would be that you can just lie down in the hostel on your bed run the fan and constantly look at it know, and look at the movement of the fan, you can blink, but then you a rate of blink slow up know. So, gaze it blink and then gaze it you would realize that it really clears of certain things from your mind.

Now, the important once identify goals and work toward them. So, finally, you have to identify what are you trying to achieve. This would also basically mean that once you have certain set of goals, you are having the ability to priorities them, what to do first. Say, if I have left my bed little late today and then therefore, I cannot come to the eight to nine lectures, what should I do? Should I have breakfast first or lecture first? I am not saying, which is important all I am saying is that in life, you will have many such things all that you need to do is to priorities that this is utmost important this is important this is also important this is little bit important this is likewise, if you priorities and accordingly, if you know try to achieve something and compromise on achieving certain thing it is

fine.

It might look philosophical, but the truth is that what is extremely important today after certain time, if you would revisit your own experience of those days in many cases you would feel it to a silly firm it to think it was important to had given so much of importance to that. So, retrospectively when you know visit you own life experience and reflect upon it, many a things usually does not appear as important as you thought of it add that point of time. Important thing in corporate hummer in life difficult, but usually most of us tend to be extremely serious know and if your smile also then there are plastic smiles know you know how many millimeters this to move and that to move, but if you remember, when we were talking about the damage repair mechanisms we had talking about laughing it off.

Now, laughing it off is not only the very fact that you are laughing at the event, but it also means that you are able to see things in a much broader perspective and you know how know an important or a fuzzy this whole construct of important is govern around this type of circumstances. So, people who are otherwise know very humorous in nature they are very less acceptable to these things and even, if they become a stressed they are very easily able to manage it. And that is the reason you would realize that people who are of know members of dramatics type of a thing, they are much easier it is much easier for them to manage such type of a situations rather than those who are into hard core three to nine laps type of a certain.

And biofeedback of course, is not something that you can do it on your own, but I deliberately added something in the self help tip, I have been talking about it repeated times, that now, they are our mechanisms to show you usually how your entire body system is functioning. So, something that we had you studied as part of the autonomic nerve system, saying that know these things we do not have a voluntary control over them. Now, you have technology available to usually show you how these involuntary task are being performed and bio feedback is a technique were sensor are attach to your body you are in a whatever state you are. And then you can see how you are bodily functions, actually functions whether it is in a hyper state in that hypostat and then you have told at see you know this is how it should have been the standard template.

And then you just look at the screen and you will struck yourself come down come down come down come down just like self hypnosis a part of it. You give suggestion to yourself you look at it and you would realize that within few minutes there are changes know. And if you keep on keep on practicing it for little duration periodic session you would realize that you gradually developed that tendency to have control over yourself. And therefore, all the physical changes that we had talked about with respect to both stress and burn out your able to manage good part of it. So, when it says know that heart beat increases, pulse rate increases, breathing increases, perspiration increases, g s r increases and you say oh common I have seen all of this many times.

I am well trained. So, I will tell my heart slow down here there is no point no beating faster and I will have a control over it, because I can control x therefore, all x 1, x 2, x 3 is the factors, which are dependent on this I will also have certain degree of control over it. So, this is these are the interesting techniques, I thought before we know close the chapter on this stress and burn not, because it was heavily loaded with problems and symptoms and nothing more. Therefore, I thought will end of the stress. Tomorrow when we meet will be starting with another construct what is called as posttraumatic stress.