

Leadership & Stress in Crisis Teams

a multi-professional field investigation



nazl

netwerk acute zorg limburg

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Ph.D. at SBE in cooperation with Oto Limburg



M.Sc. in Legal Psychology



Internship & interdisciplinary Projects



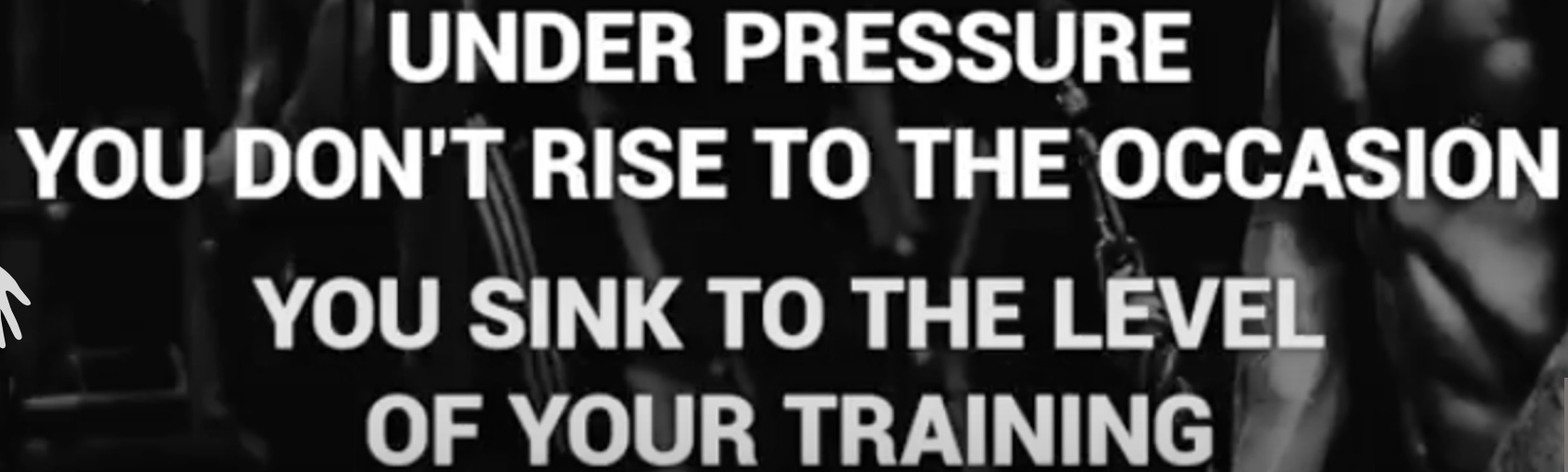

Psychiatric Nurse & B.Sc. Psychologie



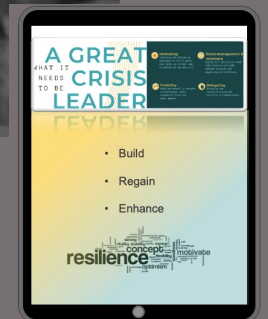
Covid ~~19~~ ~~20~~ ~~21~~ 22



Why measure or manipulate stress?



**UNDER PRESSURE
YOU DON'T RISE TO THE OCCASION
YOU SINK TO THE LEVEL
OF YOUR TRAINING**



Research plan

2021-2025/6

Study 1 – How do Crisis Leader experience and deal with stress?

Interview study _ 18 _Interviews_

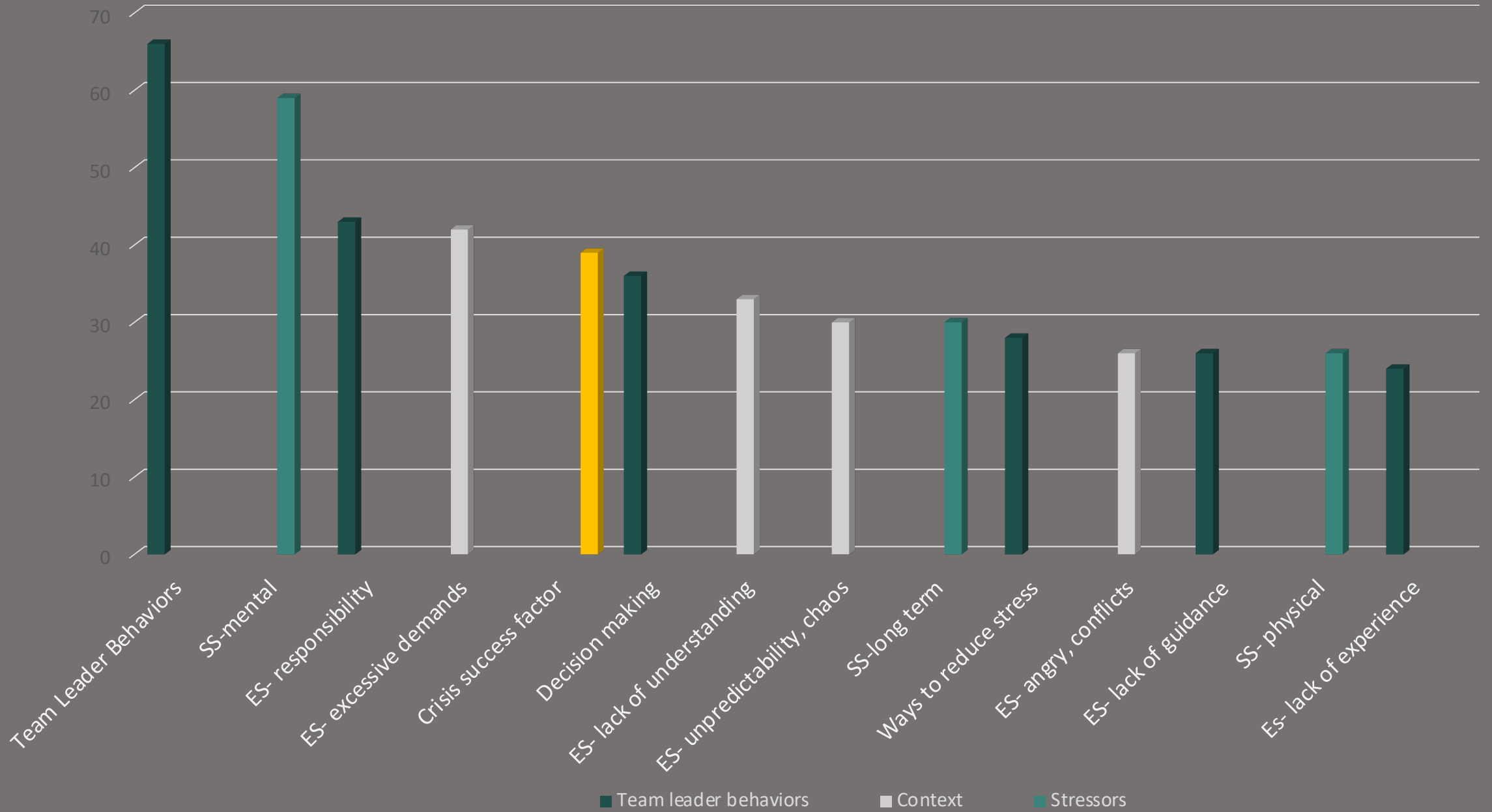


Qualitative Interviews



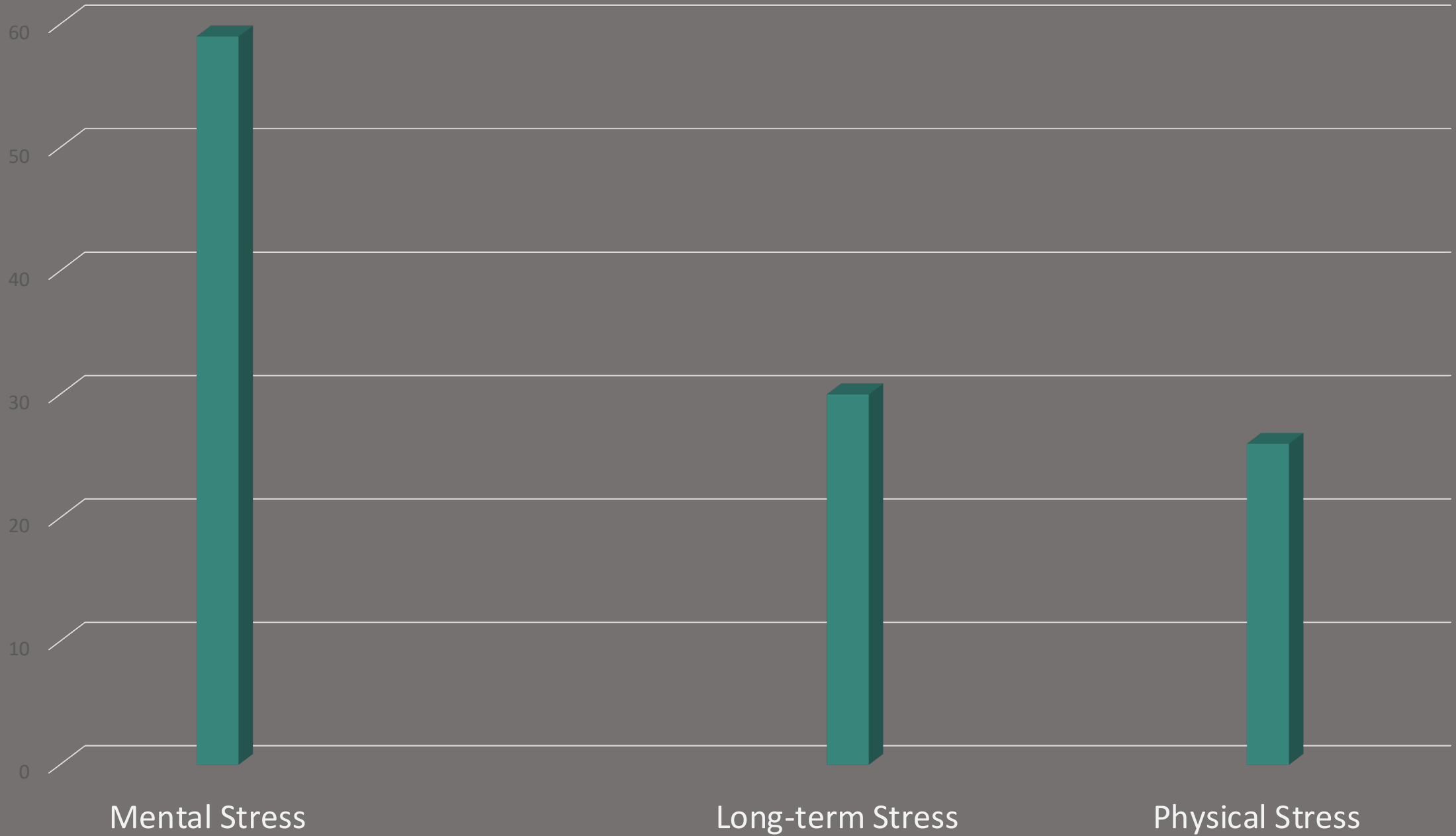
Study 1

Top Codes





Stress Types



How to participate?



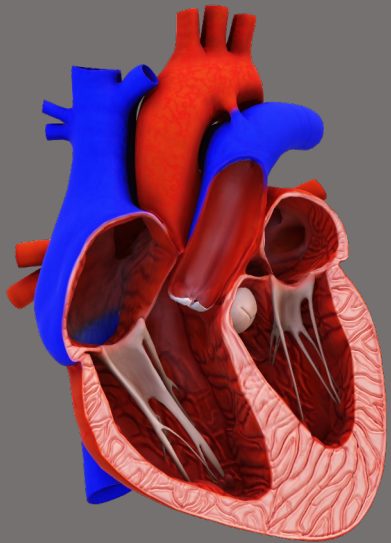
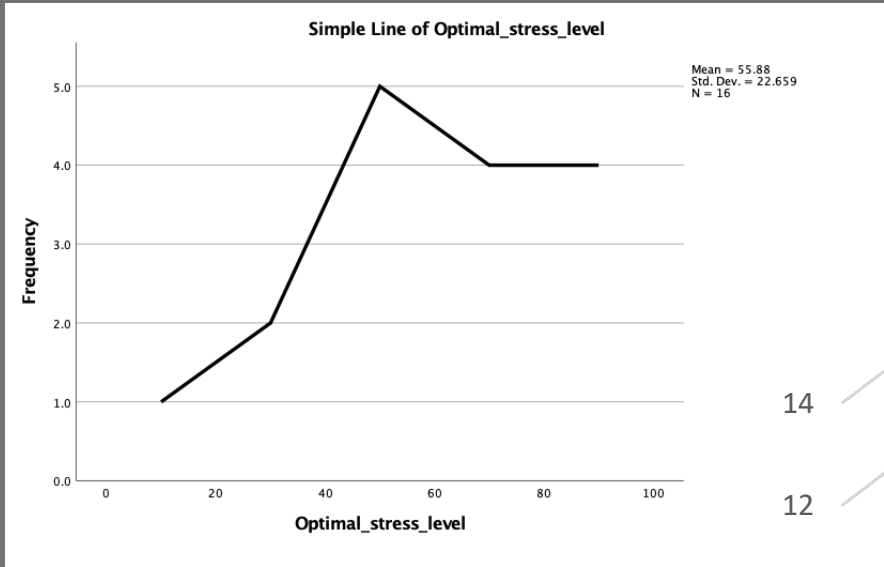
WEB

- 1 Connect to www.wooclap.com/TFOSGX
- 2 You can participate

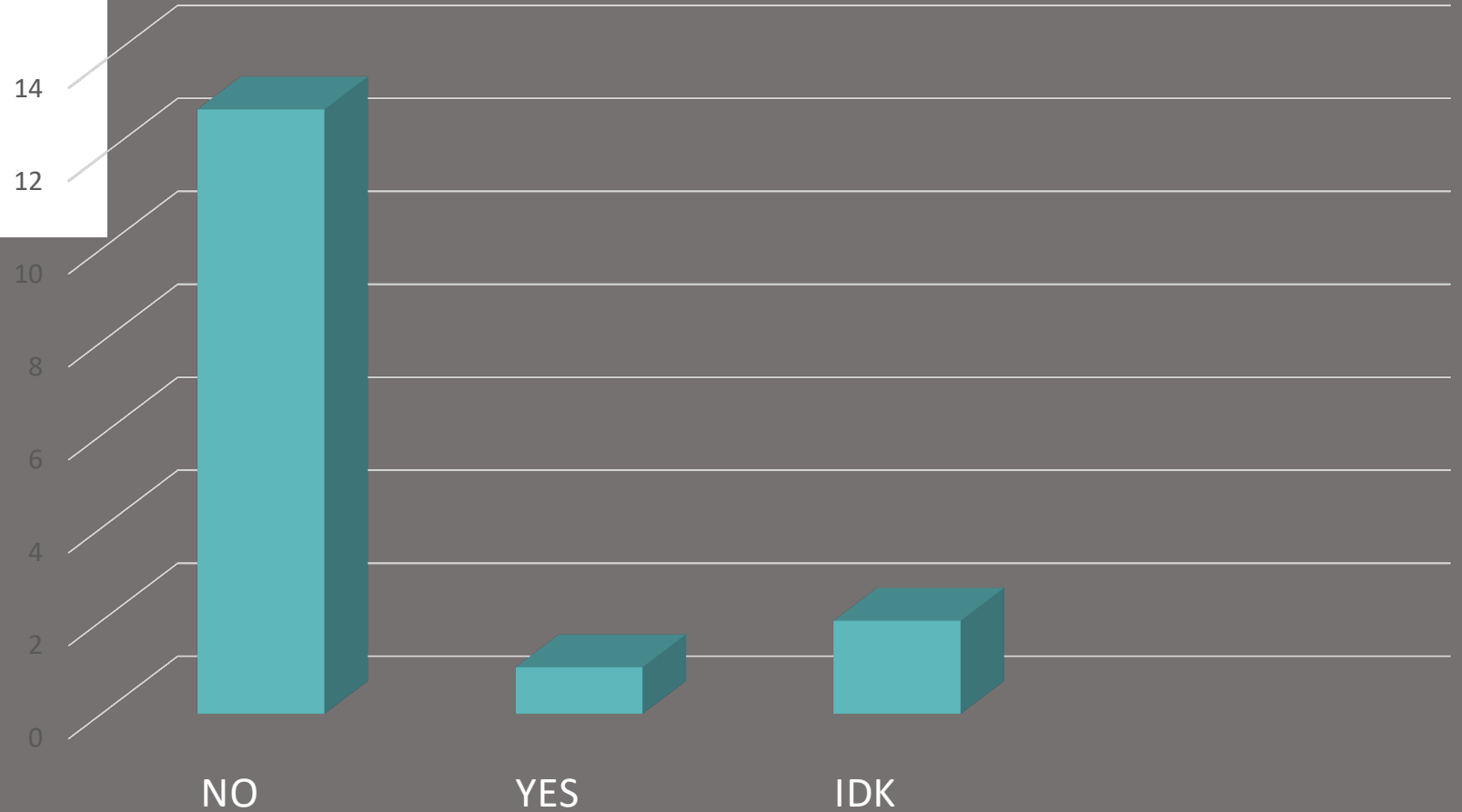


SMS

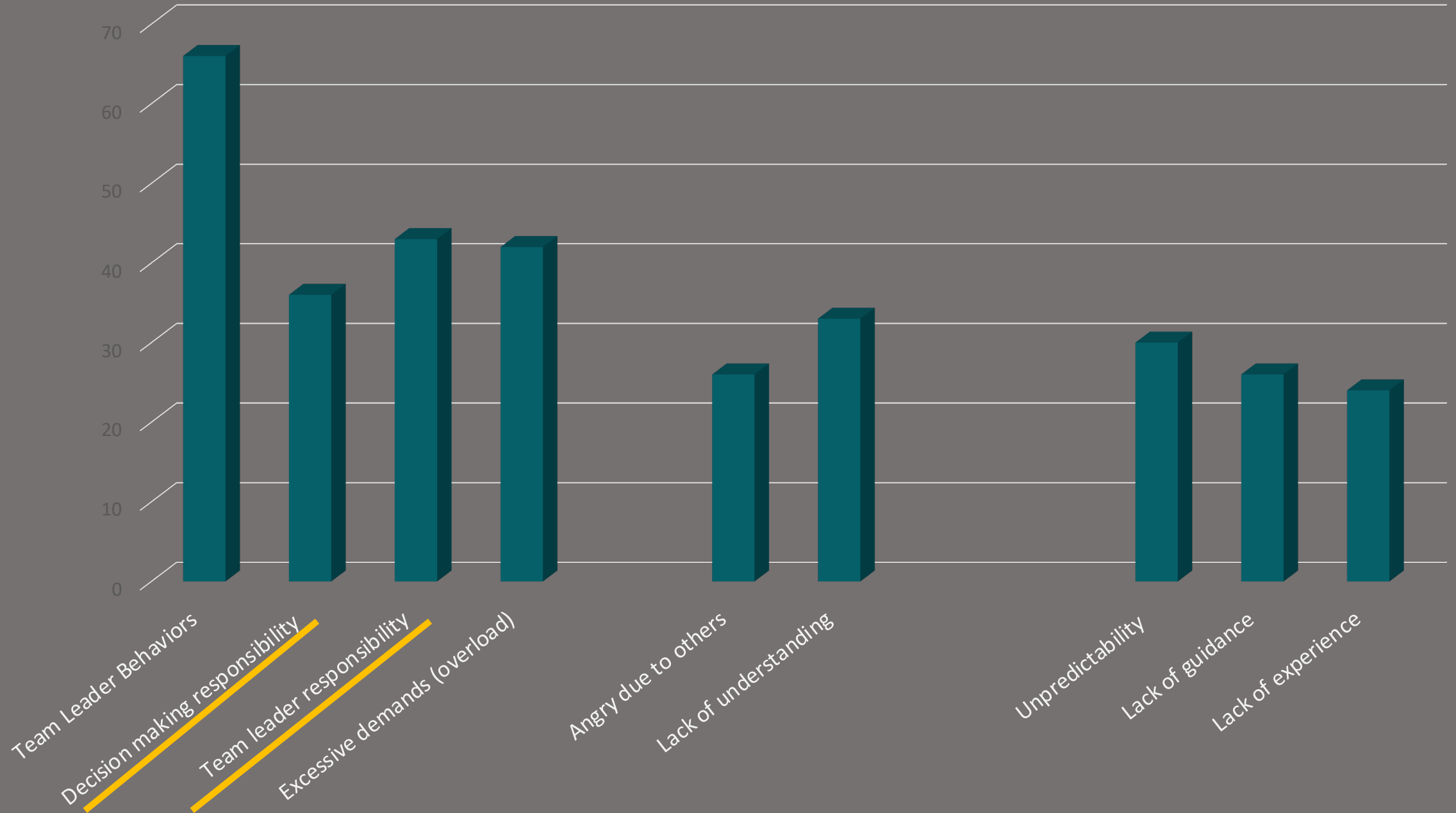
- 1 Not yet connected? Send **@TFOSGX** to **0970 1420 2908**
- 2 You can participate



Do you want to reduce your average stress level?



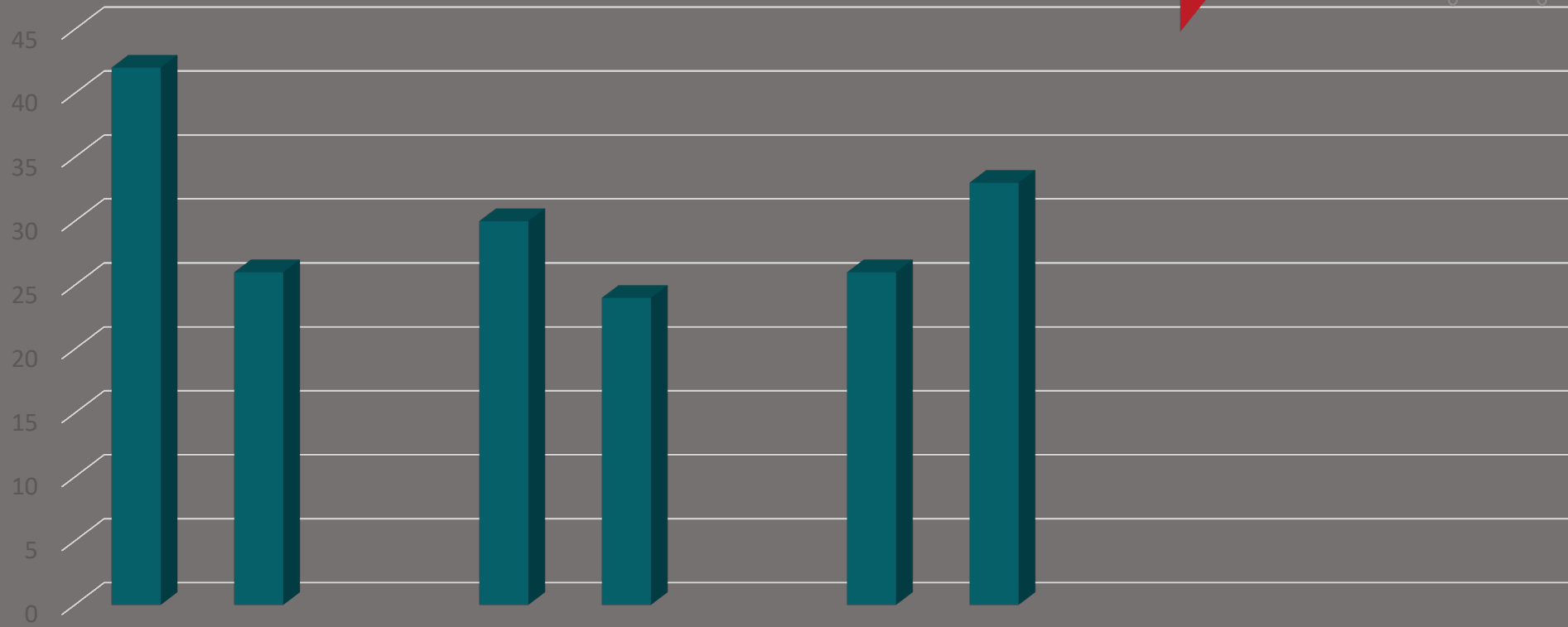
Team Leader Stressors





wooclap

Procedual and socio- procedural factors adressed at



Excessive demands (overload)

Lack of guidance

Unpredictability

Lack of experience

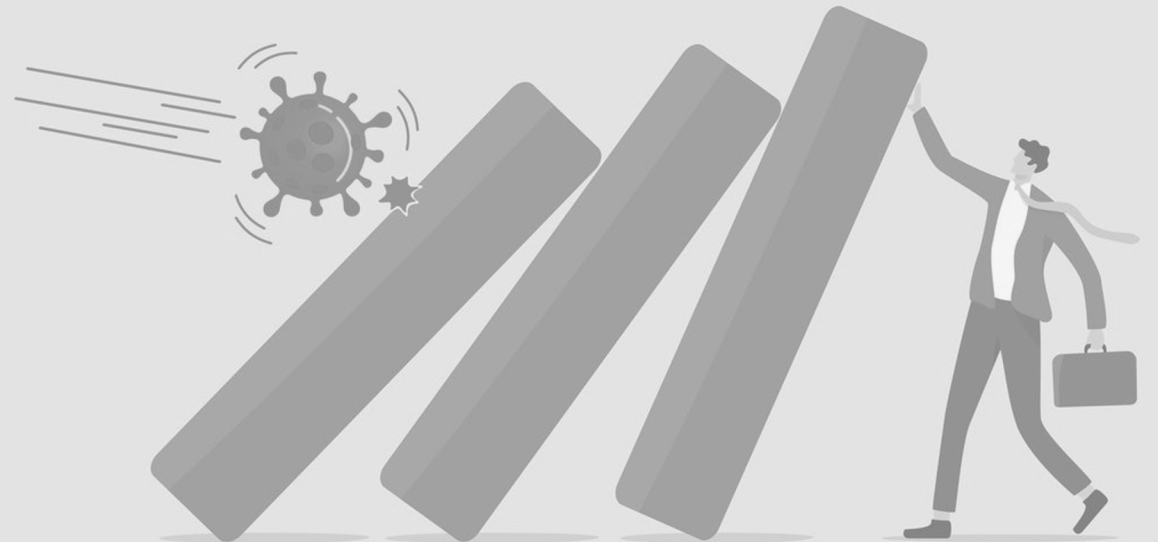
Angry due to others

Lack of understanding

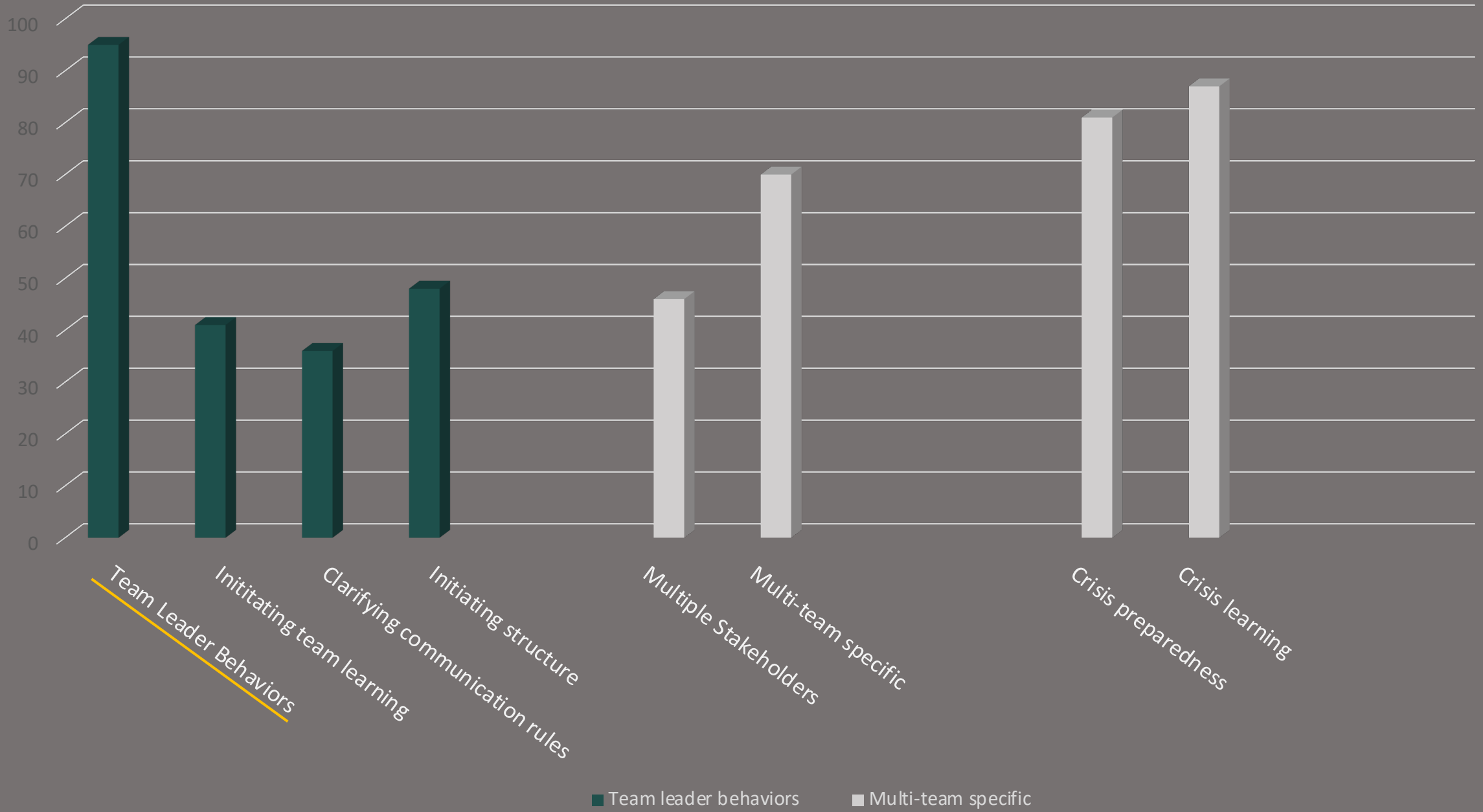


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Co-occurrence with the code Crisis success



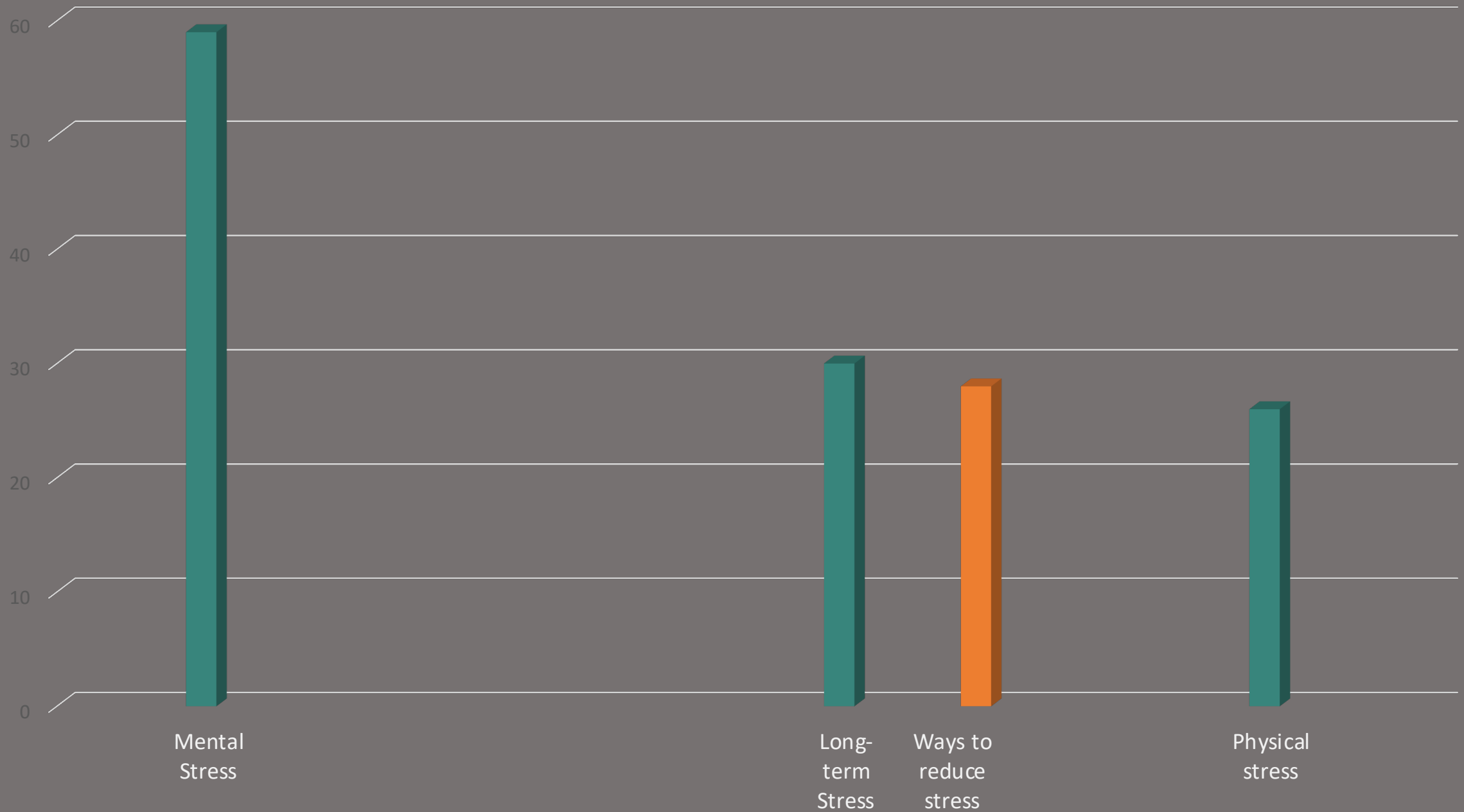
Team Leader Behaviors

Study 1 – How Do Crisis Leaders experience and deal with stress?



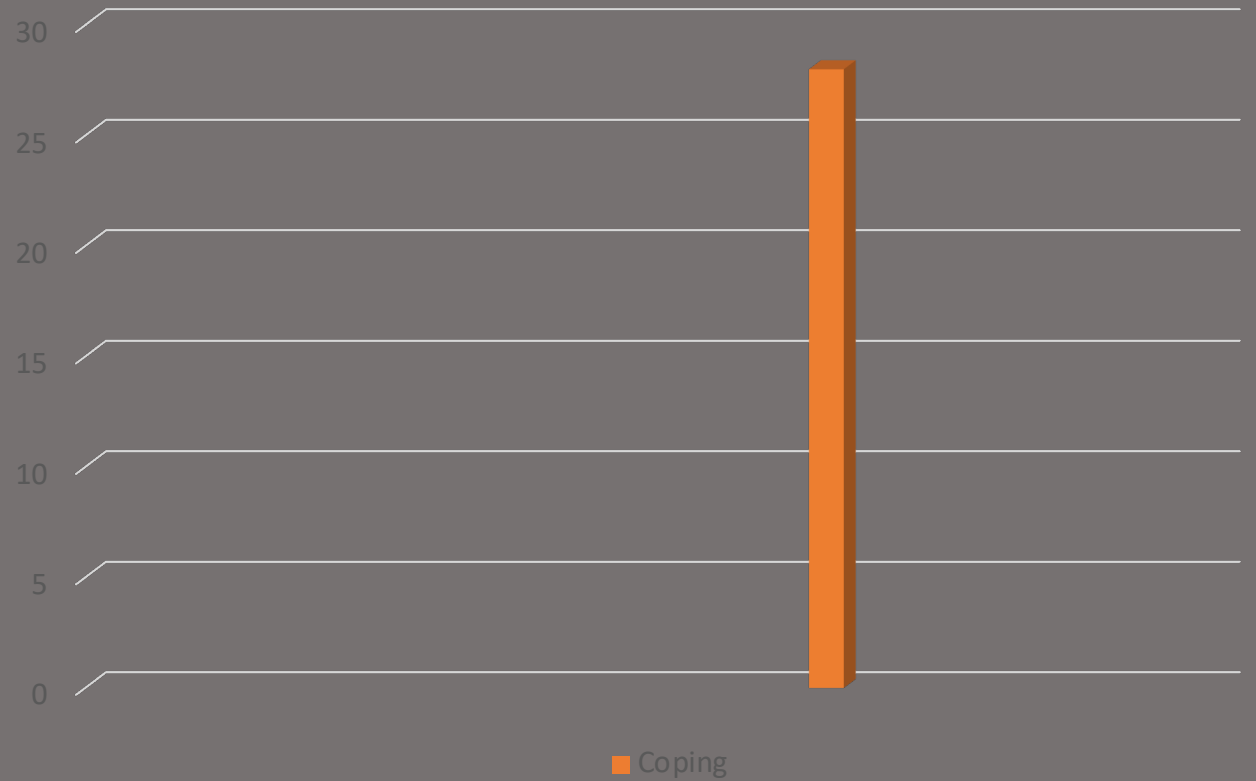
- are a stressor
- are associated with crisis success
- focus on gaining an overview and distributes tasks
- entail a severe responsibility (emotional and decision making)
- are associated with control and structuring behaviors (such as clarifying communication rules and initiating team learning)
- demonstrate the leader's responsibility to navigate stakeholders

Good NEWS! - Co-occurrence with the code stress



**Activating their
(own) resources**

Ways to reduce Stress



Results

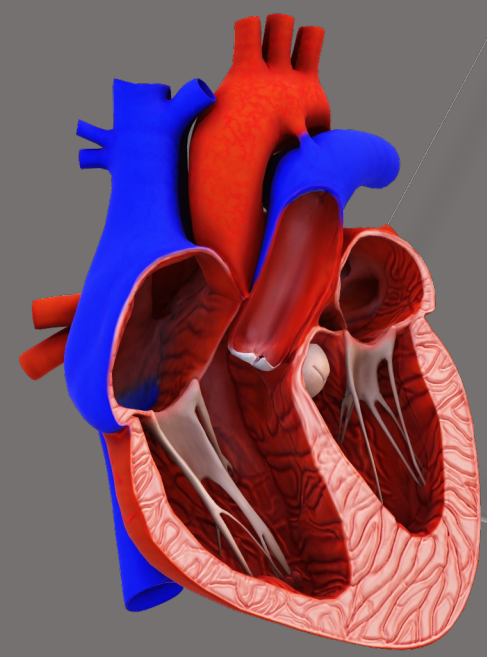
Study 1 – How Do Crisis Leaders experience and deal with stress?



Crisis Leader face:

- A proplonged stress process
- Team leader are high performers and stress enthusiasts
- Team leader might need situation specific support per crisis phase





Research plan

2021-2025/6

Study 2 - Measure and manipulate stress

Interview study

Study 1 – How Crisis Leaders experience
and deal with Stress





Develop a tool

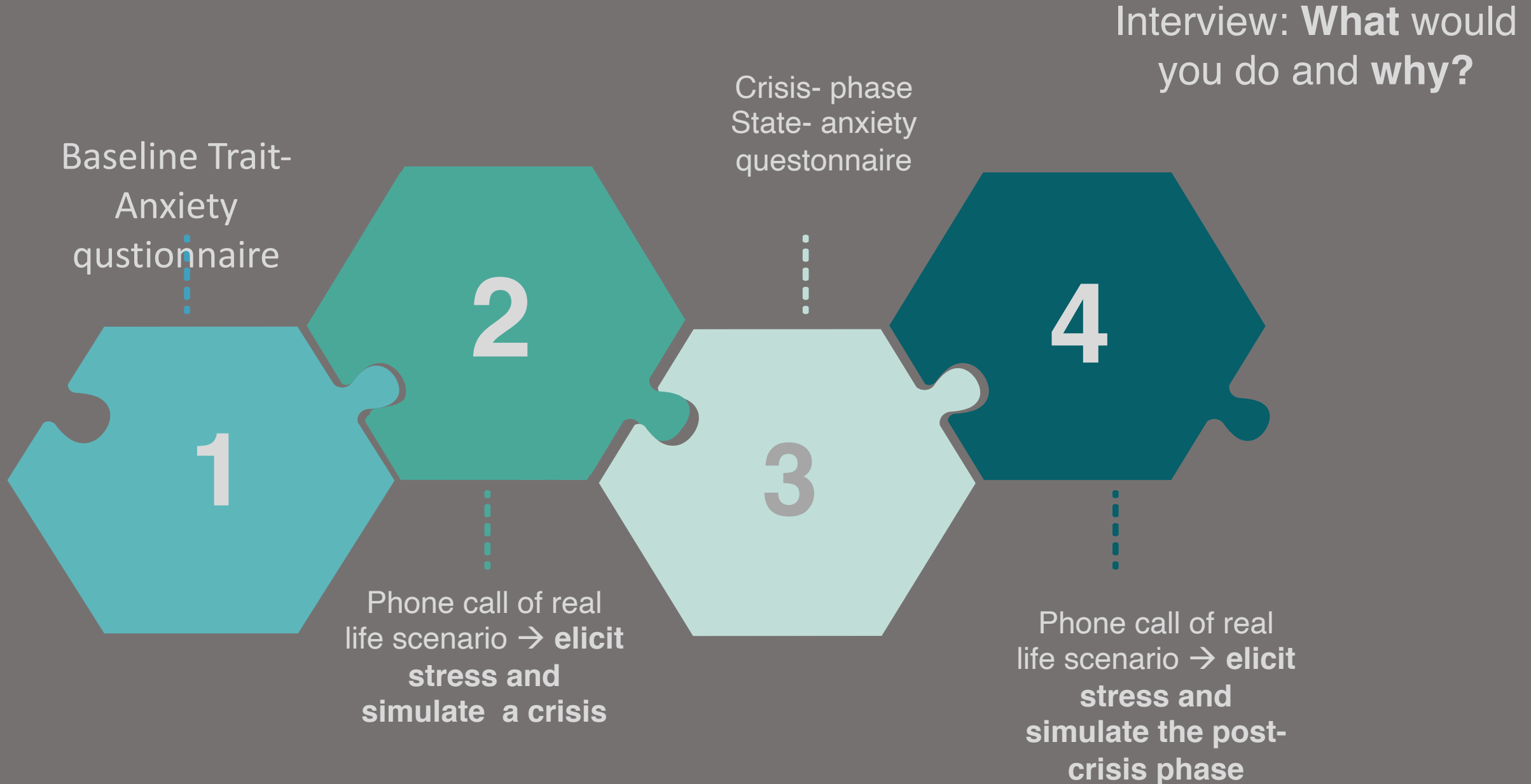
Elicit team leadership behavior of crisis leaders in different crisis phases

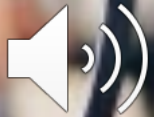
Uncover the reasoning behind team leader behavior

Manipulate crisis leaders stress level

RQ : “How and why do crisis leaders change their team leader behavior across a crisis situation?”

Research Method





Research plan

2021-2025/6

Prototype of a Feedback tool

FieldLAB: Collect affective data

How and why do crisis leader change their team leader behavior?

Study 1 – How Crisis Leaders experience and deal with Stress

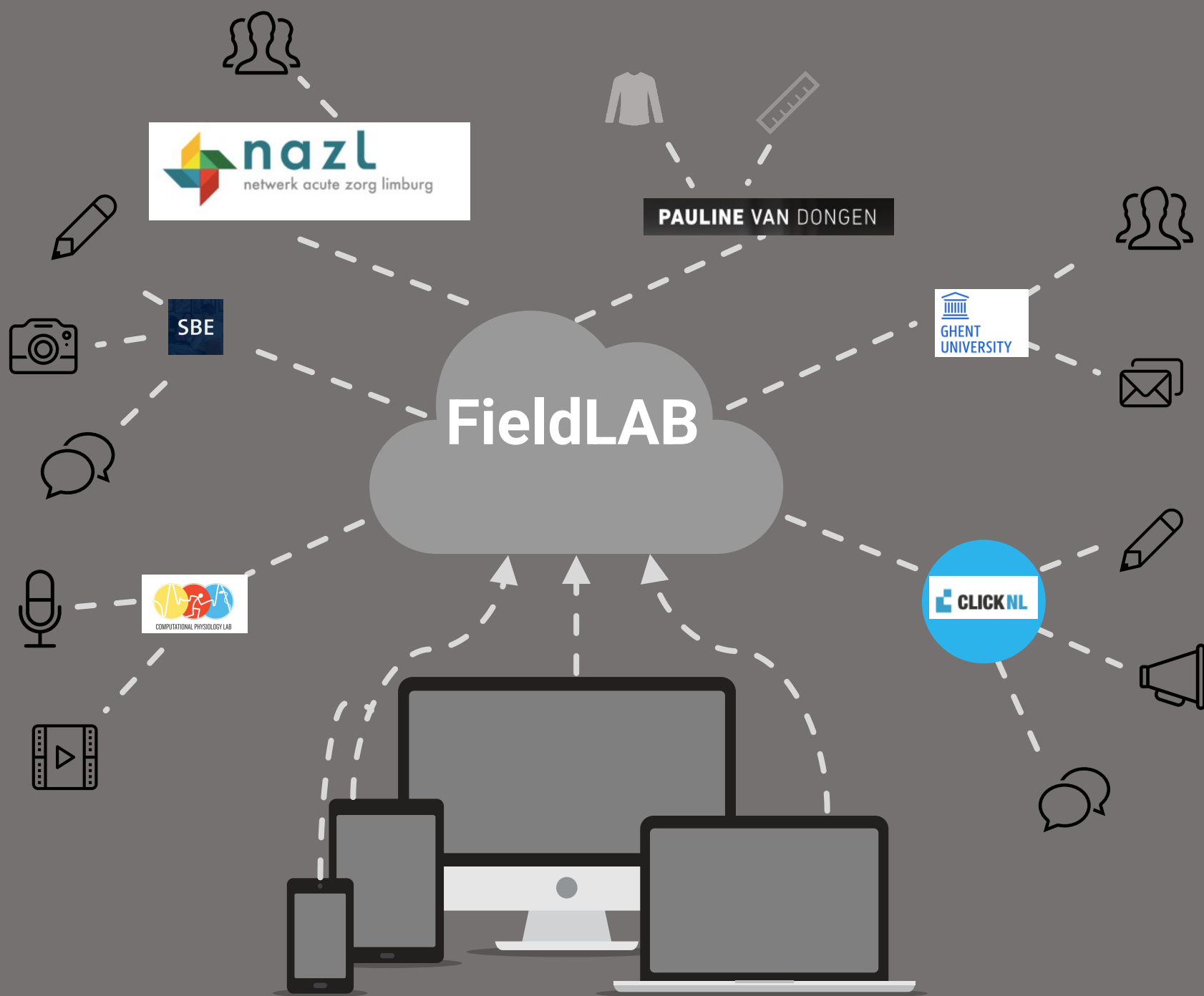
Interview study _ 18 _Interviews_



Leadership and Stress in Crisis Teams



FieldLAB



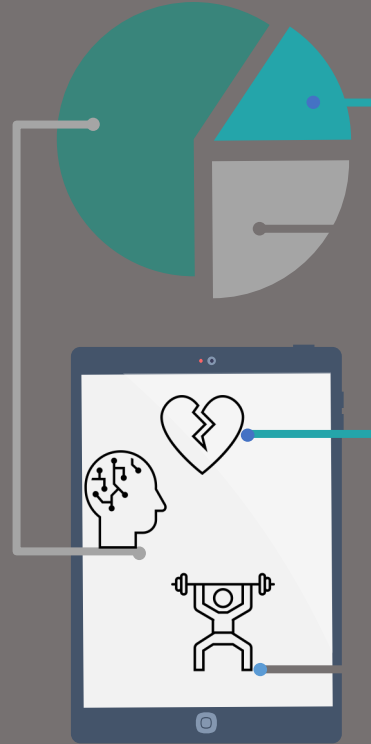


FieldLAB

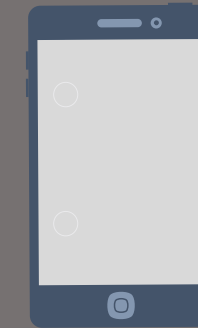
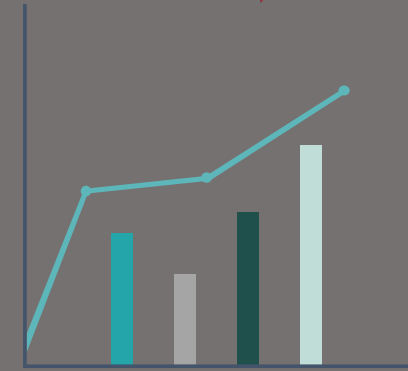
Potential implications using biofeedback



Evaluate stressors and performance
link them to best practices



Provide user with
an intuitive visualization to
enhance their stress awareness



Monitor resilience
and performance
over time

Research plan

2021-2025/6

Prototype of a Feedback tool

FieldLAB: Collect affective data

How and why do crisis leader change their team leader behavior?
Can we manipulate Stress in a laboratory setting?

Study 1 – How Crisis Leaders experience
and deal with Stress

Interview study _ 18 _Interviews_



FieldLAB

SMART Textiles



wooclap

All

Images

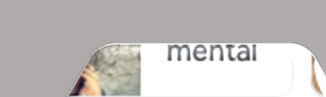
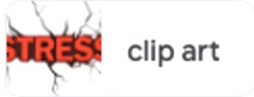
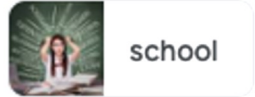
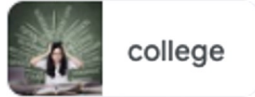
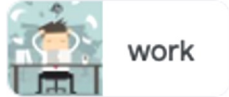
Videos

News

Maps

More

Tools



Discussion hour: Stress and Burn-out ...
thor.edu



Bad Stress | Banner
bannerhealth.com



9 Simple Ways to Deal With Stress at Work
verywellmind.com



Jobat.be
jobat.be



How Stress Affects Your Brain | UPMC ...
share.upmc.com



This Is Your Skin on Stress - The ...
nytimes.com



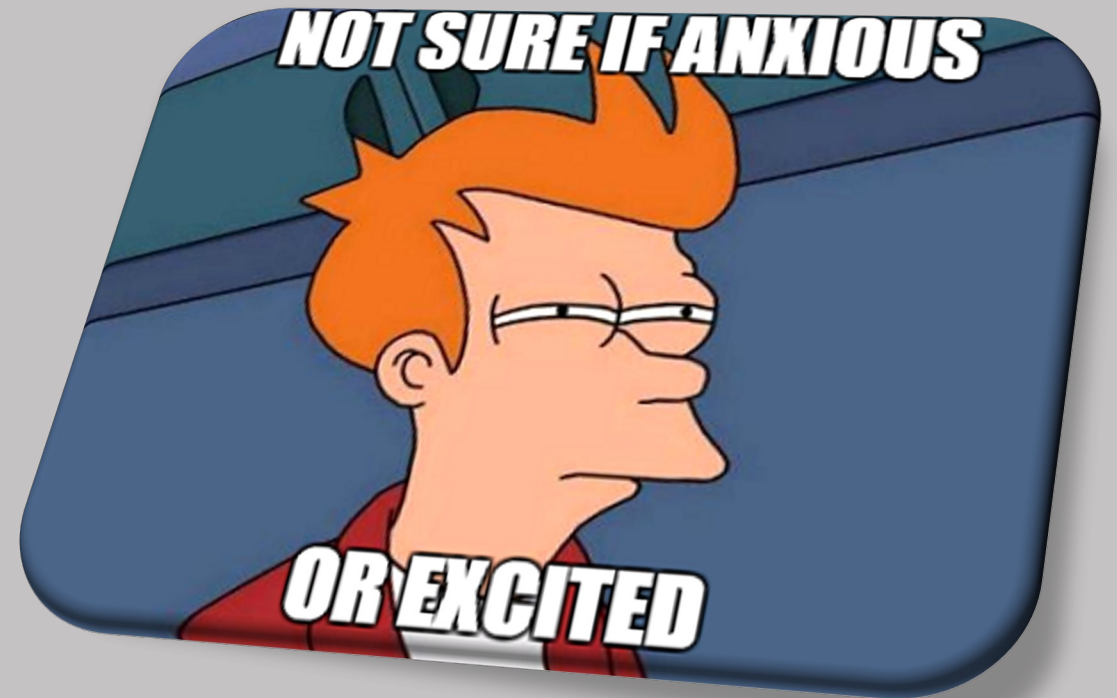
Stress Illustraties en vectorbee ...
istockphoto.com



Wat is licha ...
serenityfit

It's not the Stress
that is hurtful
it's the Mindsets

43%



Stress Mindsets

A Curse or a Blessing?

Makes you ill:

- Gastrointestinal diseases
- Heart failure
- Inflammation diseases

Impairs decision making

Unhealthy coping and premature death

„Stress is bad-
mindset“

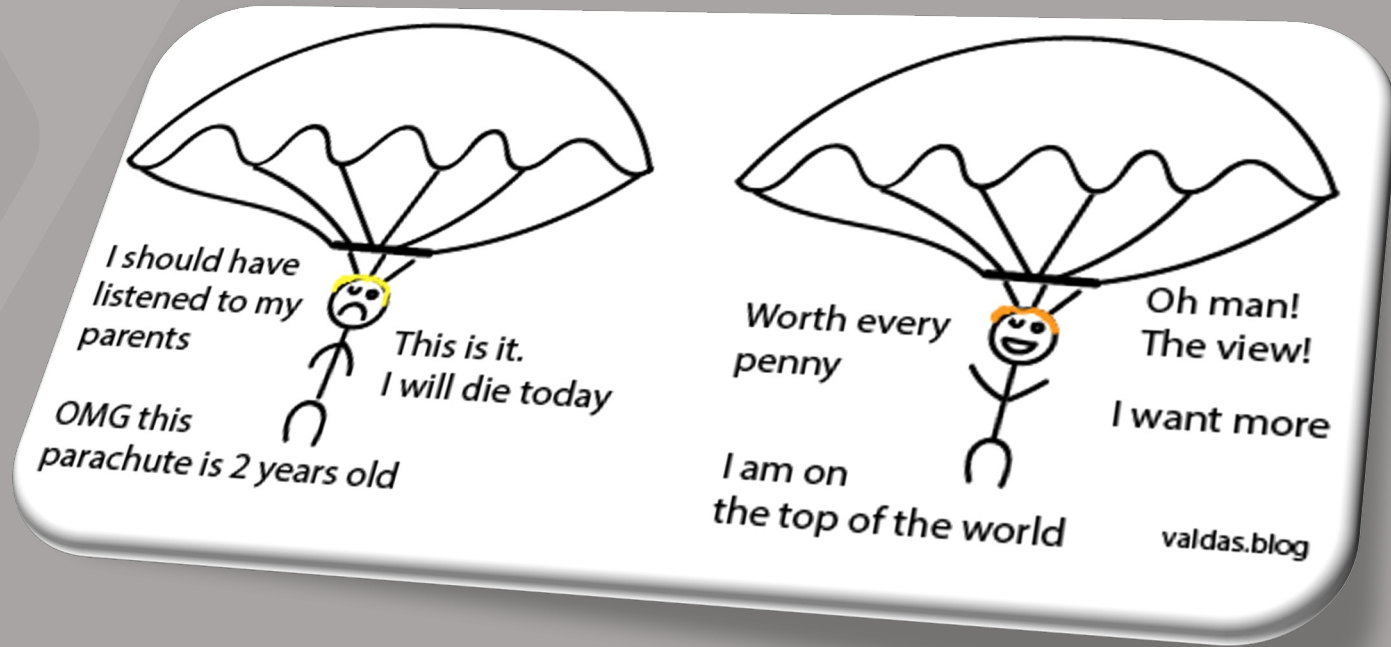


Enhances **your cognition & supports neuronal growth**

Openly displayed stress reduced risk of depression and isolation

Oxytocin is a natural anti-inflammatory, cell-regeneration-booster

Makes you live a longer and more meaningful life through bonding empathy and close relationships





**UNDER PRESSURE
YOU DON'T RISE TO THE OCCASION
YOU SINK TO THE LEVEL
OF YOUR TRAINING**





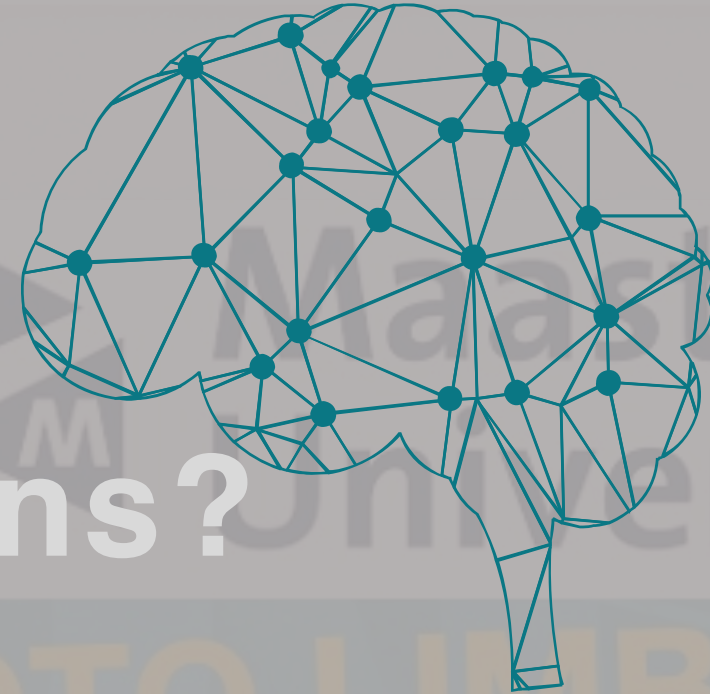
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“When you choose to view your stress response as helpful, you create the biology of courage.”

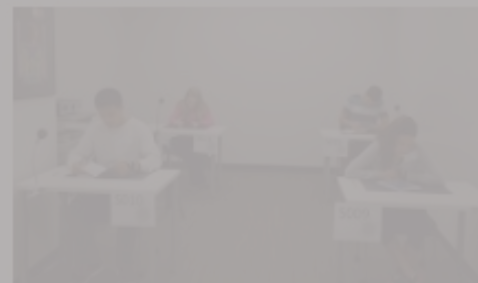
Kelly McGonigal



Projects / *Work we've done so far*

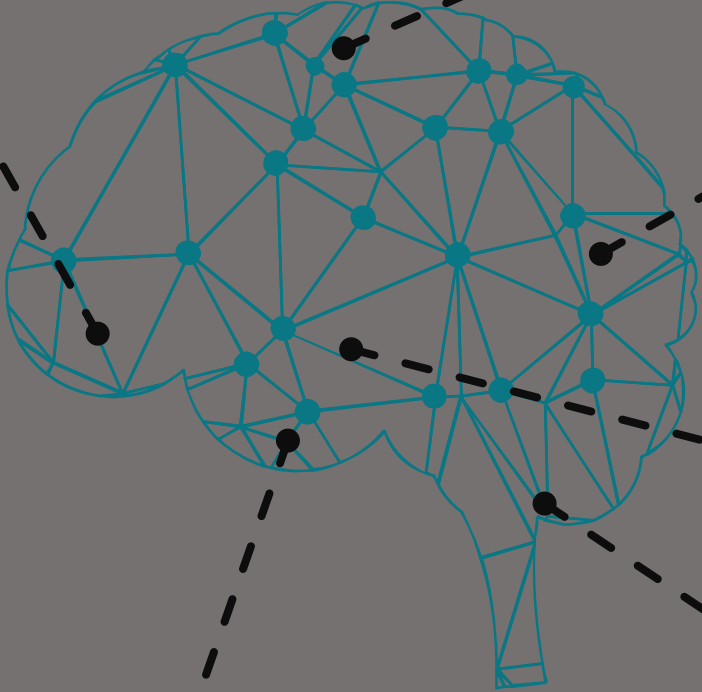


Questions?





PAULINE VAN DONGEN





FieldLAB