



# Preventive Stress Management in Organizations

By James Campbell Quick, Thomas A. Wright, Joyce A. Adkins, Debra L. Nelson, Quick Jonathan D.

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**Preventive Stress Management in Organizations** By James Campbell Quick, Thomas A. Wright, Joyce A. Adkins, Debra L. Nelson, Quick Jonathan D.

*Preventive Stress Management in Organizations, Second Edition* offers a comprehensive framework for creating healthy workplaces.

It begins by presenting the transactional relationship between individual and organizational stress. Each individual brings a peculiar pattern of responding to inevitable and necessary demands of work, and many experience psychological, behavioral, and medical forms of stress because of factors related to their work. Individuals and organizations can implement practices to reverse unhealthy stress (distress) and promote eustress, which stimulates growth and vitality.

Chapters examine individual and organizational sources of stress and their consequences; methods and instruments for diagnosing organizational and individual stress; ways to redesign work and improve professional relationships; and methods for managing demands and stressors. New findings from positive psychology are woven in. Methods designed to proactively enhance health and performance at work while averting the costs and discomfort of distress are explored and illustrated by examples drawn from healthy organizations.

Preventive stress management is a philosophy and set of principles grounded in public health, which organizational leaders and consultants can use to help their organization operate to its fullest potential. The approaches outlined in this book may be implemented by leaders in any organization.

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- Rank: #274879 in eBooks
- Published on: 2012-09-17
- Released on: 2012-09-26
- Format: Kindle eBook

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## **Editorial Review**

### **About the Author**

James Campbell Quick, MBA, PhD, is Professor of Organizational Behavior and Goolsby-Fouse Endowed Chair in the Goolsby Leadership Academy at The University of Texas at Arlington and Honorary Professor, Lancaster University Management School, United Kingdom and partner in NelsonQuick Group, LLC.

Thomas A. Wright, PhD, is an academic as well as founder and CEO of TKW Consulting Corporation specializing in finding innovative, positive solutions to employee stress management, health, well-being and character development.

Joyce Adkins, PhD, MPH, is an occupational health psychologist with 28 years of military service in clinical, policy, human factors, and executive positions in the U.S. Department of Defense. She was instrumental in establishing landmark programs in clinical and community psychology, occupational health and safety, deployment health, suicide prevention and health risk communication.

Debra L. Nelson, PhD, is The Spears School Associates' Distinguished Professor of Management at Oklahoma State University and author of over 100 research articles focusing on work stress, gender issues in the workplace, and leadership, and president of NelsonQuick Group, LLC.

Jonathan D. Quick, MD, MPH, a family physician and health management specialist, is the President and CEO of Management Sciences for Health (MSH), a non-profit global health consultancy working to develop local health leadership and sustainable health systems in over 60 countries in Africa, Asia, Latin America and the Middle East.

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