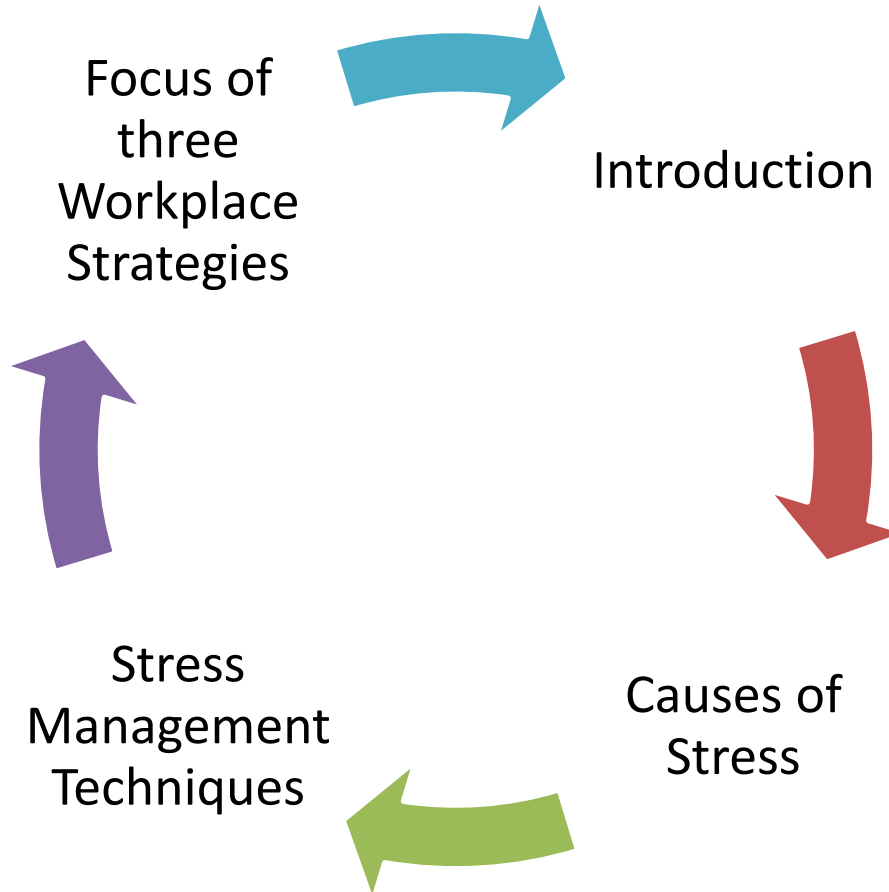


Stress
Management:
A Calming
Approach to
Workplace
Wellness

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Chief Human
Resources Officer
Monterey-Salinas
Transit District

Agenda

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Introduction



Chief Human Resources
Officer for Monterey-Salinas
Transit District (MST).



Worked for MST for 23 years.



I have my Bachelor's in
Psychology with emphasis in
Industrial Organizations.



I have my Master's in HR
Management.

Statistics of MST

- Located in Central California in Monterey County.
- We serve 13 jurisdictions
- Our Operating budget for FY24 was \$60 million.
- Fleet size:170
- Passengers carried in FY24 was 2.6 million and climbing.
- We have 260 employees. 133 of those are drivers.

Understanding Stress


What is stress and
how does it affect
us?

Causes of Stress


Common sources of stress in personal and professional life:

1. Job insecurity/financial problems
2. Health issues
3. Relationship difficulties
4. Life changes
5. Work deadlines
6. Traffic/Commuting
7. Family Responsibilities
8. Social Pressures

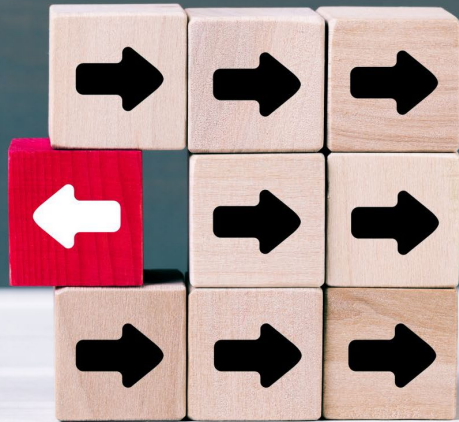


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Effects on Health and Productivity

- How stress impacts physical health, mental well-being, and work performance.
 - If not addressed can lead to: anxiety, depression, headaches, heart attack, stroke, hypertension, and sleep issues.
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Stress Management Techniques



Practical methods to reduce and manage stress:

1. Exercise/Physical Activity
2. Deep Breathing Exercises
3. Mindfulness and Meditation
4. Progressive Muscle Relaxation
5. Adequate sleep
6. Healthy eating
7. Time Management
8. Social Support
9. Hobbies and Interests
10. Positive Self Talk

Time Management

Setting Boundaries

1. Working hours
2. Email communications
3. When to say “No”

Workload priorities

1. Clear timelines
2. The goal and does it fit with organizations strategic plan
3. Resources
4. Delegation



Social Support

MST's Mentorship Program for Drivers

Started in Fall of 2024 but first class of mentors and mentees was February of 2025.

This is partnership between MST Management and ATU with help and funding from CTW.

Positives: change in culture, more employees want to be part of the program, and new drivers are staying.



Interests and Hobbies
