

Definition of Stress and Benefits for Course Recognition

To be used in conjunction with the Course Criteria.

Summary of the ISMA^{UK} Course Recognition:

This great benefit is open to all Professional Members and Fellows who deliver courses, including Colleges and Training Schools where the Course Director is a Professional Member. This will bring considerable advantages to your working practice and enhance the appeal of your courses.

IMPORTANT: This is the definition of stress used by ISMA^{UK}

ISMA^{UK} only uses the HSE Definition of Stress (1999) and **ALL** Course Recognition applications are required to use this:

***"The adverse reaction people have to excessive pressures
or other types of demand placed on them at work."***

www.hse.gov.uk/stress/ - review the Management Standards ISMA^{UK} uses for workplace stress.

These terms are NOT used by ISMA^{UK}

- ✘ Positive stress
- ✘ Eustress/Distress
- ✘ Good Stress/Bad Stress

- ✓ The term PRESSURE should be used and not positive stress.
- ✓ It is excessive pressure beyond the individuals coping ability that leads to changes in the body and stress.
- ✓ Stress is neither good nor positive; no stress is good for you ... not even a little bit! There is no 'good stress / bad stress'.

The term Eustress was first coined by Hans Selye to refer to positive stress. However, current research is that no stress is considered positive and is referred to as pressure. Pressure can become stress due to excessive pressure or demands placed upon an individual beyond their coping ability.

***Your course definition and all your teaching materials are required to reflect this in order for you to achieve Course Recognition.**

(Other definitions can still be provided for discussion and comparison e.g. CBI, Lazarus)

Benefits of Achieving ISMA^{UK} Course recognition:

- Confers an annual recognition of your course in the field of stress management, wellbeing and performance at work, as set out in our Charter.
- Offers a level of quality assurance for the courses you provide, enhancing your marketing opportunities, whilst reassuring purchasers that your courses are of the highest standard and quality.
- This may also allow you to review your course pricing with this quality assurance from ISMA^{UK} supporting your programmes
- Allows you to state that your course is:
Recognised by the International Stress Management Association^{UK}
- Provides you with a Logo and Certificate to confirm your Course Recognition status.
- Allows you to use the Logo and state that your course is *Recognised by ISMA^{UK}* on your promotional material, website, course brochures, and all training materials.
- Increases your ability to offer CPD hours to students and delegates on your course, which may in turn improve uptake –*CPD hours are provided by you or your company, not ISMA^{UK}

To apply to have your Course Recognised by ISMA^{UK}, just review the additional information in this document and the Course Recognition Criteria required, and then complete the application form. If you have any questions, just contact admin@isma.org.uk

NOTE: Your Course Recognition is only valid while you continue to use the material that has been assessed. Omissions will invalidate the Recognition and any changes must be re-submitted for approval.