

How FAST Pathways Works



Whether it shows up as feeling anxious, frustrated, overloaded or upset, your people experience countless stresses every day - and not all that stress is bad. As long as it's matched by the resources for dealing with it, stress can bring out your people's very best, giving them energy instead of draining it away.

But when someone's stress outstrips those resources, it becomes unpleasant and disruptive - for both them, and your business. **There are two ways to stop that from happening**

Reduce the Stress to below the problem threshold. Great when it's possible, but it's not always an option. There's little you can do about the stresses from outside work, and even those related to work can be difficult to change.

OR

Increase the Resources, raising the threshold. The FAST Pathways skills boost those resources by changing the way your people experience stress, so they can maintain it below that disruptive problem threshold, keeping stress useful.

Stress is a little word which we use to describe anything from a traffic jam, all the way to a messy divorce. It's complicated. But boil it down, and every stress has something in common. There's a gap between what you want and how it is, and each gap can be experienced in one of three ways:

Problem Stress



These are the unpleasant stresses - the gaps which matter to you, where the discomfort persists. The more of them you're facing, the more stretched your resources become, making it more likely that your overall stress levels will start to become uncomfortable.

Neutral Stress



Something isn't as you'd like, but it doesn't carry on making you feel bad. You're able to stop thinking about it, so the discomfort goes away. This could be because the gap isn't very big, it's not that important to you, or you're able to put it on hold to focus on something else first.

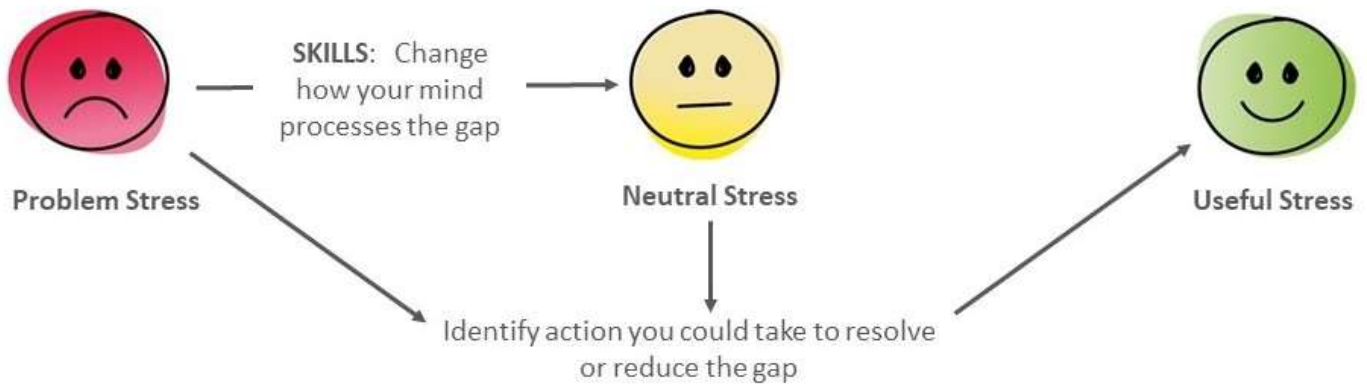
Useful Stress



A gap isn't always bad. It can be energising, working towards closing it. The skill you're determined to master, or difficult relationship you're working to turn around...

Useful stress feels focused rather than fearful, and it gives you energy instead of draining it away.

Our unique **Stress Converter Process** builds awareness of all three types of stress, and embeds the skills to convert the disruptive into neutral or useful stresses. It gently builds on what's already working, underpinning increased wellbeing.



Some of the most common benefits of the skills include

- Improving problem-solving and focus, even under pressure
- Increasing confidence and ability to embrace change and new challenges
- Reducing conflict and improving working relationships
- Reducing worrying, and improving sleep quality

A Powerful Alternative to Managing Stress

Most approaches to stress and mental ill-health centre around managing it. Managing's better than not doing, but after a long career taking waste out of organisation's processes and systems, changing cultures and saving £millions along the way, it frustrates me to see so much time and effort being wasted on approaches which might work, but might just become hard work.

Because managing has a major drawback. Whatever method you choose requires doing something different - prioritising, practising mindfulness, taking time to exercise or talk things through.... **And we don't always do what's good for us** (the diet industry relies on it!), or at least not consistently enough to maintain the results.

The FAST Pathways skills are different. Equally applicable to preventing and resolving the common forms of mental ill-health, they work by re-training the outside-awareness thinking, so that with a little deliberate guidance, it can start to do things differently all by itself. Meaning that the results last without on-going practice, delivering natural resilience to life's challenges.

We can get very caught up in what we're thinking about (the content), and we notice how it makes us feel (the effects). But most people don't realise that in between them, thinking has a process, and its characteristics determine how those thoughts make you feel. So even without changing the situation itself, you can often change the way it makes you feel by tweaking the process.

This ability to change the way you automatically respond to a stressful or challenging situation has two key advantages

- It removes the reliance on having to change the situation itself (which isn't always possible) to resolve the discomfort.
- Ending the unpleasant fight-flight reaction, as well as feeling better, also re-enables your more creative thinking and problem-solving which shut down when you're under threat. So often, just by reducing that discomfort, new ways to address the situation become clear. Which can be good for business as well as your people...

Each of the skills takes only around 10 minutes to learn, so breakthrough results are often experienced quickly.

Explore a few examples of the many successes at <https://www.fast-pathways.com/successes.html>



Strategic - We work with you to help embed wellbeing at the heart of your strategy and culture

Straightforward - Every skill's delivered with step-by-step guidance, and most take less than 10 minutes to master

Sustainable - FAST Pathways outcomes aren't reliant on changing behaviours, so results last

Accessible - Our on-line resource library gives access to refresh and add skills when they'll have most impact

Adaptable - The skills can be applied to any kind of mental wellbeing challenge

Affordable - Access to our on-line resources can be as little as 10p per person per day

To explore how the skills can work in your organisation, do get in touch...