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Eustress: Harnessing stress as a motivational tool

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Abstract

Stress is often seen as a barrier to success, but it also has a positive side known as eustress. Eustress is the good form of stress that energizes and motivates individuals to perform better. In the workplace, eustress can become a powerful source of inspiration, helping people push beyond their comfort zones. When managed well, this positive stress encourages employees to stay focused, take on new challenges, and work towards both personal and professional goals. Effective stress-management techniques can help transform everyday pressures into meaningful motivation. By using eustress wisely, individuals can turn stress into a helpful tool for achieving success.

Keywords: Eustress, Motivational Tool

Introduction

Eustress is a term used to describe positive stress or the type of stress that is beneficial for an individual. Unlike distress, which is the negative form of stress that causes anxiety and harm to a person's well-being, eustress is stress that motivates and energizes. It's the feeling you get when you're excited about a challenge or a new opportunity.

Eustress can push you to achieve your goals, enhance your focus, and boost your motivation. It's like the adrenaline rush you experience when you're engaged in something you enjoy or when you're striving to accomplish something meaningful.

Eustress is the kind of stress that challenges us, motivates us, and pushes us beyond our comfort zones. It's the stress we experience when taking on a new project, preparing for an important exam, or pursuing a challenging goal. While distress can lead to burnout and negative health consequences, eustress can be a catalyst for growth and success.

Review of Literature

Sarada and Ramkumar (2015)^[8] say that eustress is a kind of stress that is good for you because it makes you more enthusiastic, energetic, and willing to work. Author says that a little bit of stress is good because it boosts motivation, focus, and overall performance. Eustress helps people stay focused and do better by making a stressful situation feel both hard and fun. The authors also say that eustress boosts enthusiasm and confidence without overwhelming the person. Stress becomes painful and diminishes motivation and well-being when it exceeds a tolerable limit. The research concludes that eustress is essential for motivation, productivity, and exceptional performance.

Nangia and Chaturvedi (2015)^[9] say that eustress increases job satisfaction, excitement, and productivity, which makes it a strong motivator for workers. Author says that good stress keeps workers motivated, interested, and eager to finish tasks. They stress that when workers get the right amount of eustress, they feel challenged and engaged, which makes them to do better. The study also warns that too much stress can make people unhappy and make bad decisions, while not enough stress can make people bored. Keeping stress levels low can help companies keep their employees motivated and working well. In general, the authors show that eustress is very important for keeping people motivated, healthy, and doing good work.

Sivasubramanian (2016)^[10] explains the difference between eustress and distress clearly. The review says that eustress happens when a goal is hard but still possible, which motivates people to work harder. This good stress makes you feel better about yourself, makes you happier, and pushes you to do better. The author says that eustress is strongly linked to positive attitudes and self-efficacy because people think they can handle the problem.

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Distress, conversely, occurs when demands appear overwhelming, leading to anxiety or impaired functioning. The paper says that perception is important because one person may see eustress and another may see distress. The review indicates that eustress increases motivation and promotes advancement.

Pavithra and Sivakumar (2019) [11] looked into how eustress affects job satisfaction among Indian public sector bank workers. Their study shows that eustress boosts self-esteem, motivation, and the ability to handle tough tasks. Employees who use eustress are better at dealing with stress and feel better about their jobs. The study also shows that eustress boosts personal efficacy, which makes workers feel more capable and competent. Eustress also makes work relationships better and lessens the bad effects of work stress. As a result, employees are more committed, engaged, and happy with their work. The authors conclude that eustress significantly contributes to the enhancement of motivation and the promotion of organisational development.

Objective of the Study

1. To study various effects of Eustress on performance.
2. To study the role of Eustress for success.
3. To understand review of literature in the related area.

Effects of Eustress on performance

Achievement in the workplace, where passion and competitiveness are frequently high, can be greatly influenced by eustress

- **Enhanced Focus and Performance:** Whether used for educational, professional, or competitive exams, eustress can help with focus and performance. Positive tension is what drives people to achieve success.
- **Motivation and Determination:** Hard work and dedication are highly regarded in Indian culture. Stress has the power to awaken a feeling of purpose and motivate people to put in endless effort to achieve their objectives.
- **Adaptability and Resilience:** Adaptability and resilience are necessary in India because of the country's dynamic and quickly evolving surroundings. Eustress promotes resilience, which enables people to flourish in trying situations.
- **Innovation and Entrepreneurship:** The need to solve difficult challenges has led to the emergence of numerous successful firms and organizational changes. Stress might encourage people to think outside the box and take calculated chances.

Role of Eustress for Success

- **Set Ambitious Goals:** Clearly state your aspirations for your career or academic path. Eustress flourishes in situations where there is a difficult goal to achieve.
- **Mindfulness and Yoga:** The Eastern practices of yoga and meditation are great ways to reduce stress. These procedures can support the upkeep of a targeted and impartial strategy.
- **Seek Mentorship:** Mentorship is highly regarded in the workplace. Make connections with seasoned people who can offer direction and encouragement when things go tough.
- **Balance Work and Life:** It's important to strike a

balance between work, family, and social obligations in the Indian environment. Prioritize taking care of yourself and prevent from overcommitting.

- **Learn from Challenges:** Assess previous instances of de-stressing and extract insightful insights from them. These classes will help you on your path to achievement.

Conclusion

A healthy form of stress called eustress motivates people to reach their objectives. An in-depth understanding of stress and how to apply it in daily life definitely improves job quality and fosters a sense of accomplishment in both the personal and professional spheres. Eustress is pushing oneself to perform better than you did yesterday and creating excitement about finishing tasks without experiencing negative stress. It improves people's capacity to operate effectively at work and maintain a good work-life balance, which will eventually lead to long-term success in a range of spheres of life.

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