

The Wellness Edge: Mastering Stress for Peak Performance

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Introduction



Cynthia Villalobos – She, Her, Hers

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Brief Intro

- Stanley Black & Decker (4 years)
- 14 years at ESPN & Disney, leading culture and talent initiatives
- Passionate about employee experience, wellbeing, and inclusion
- Committed to building workplaces where everyone can thrive



Passionate about workplace wellbeing, resilience, and helping people thrive



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The Wellness Edge: Why Wellbeing Matters

Wellbeing is more than just the absence of illness.
It's about thriving in all areas of life.

The 6 Dimensions of Wellbeing

Health

Resiliency

Safety

Growth &
Meaning

Connection

Achievement

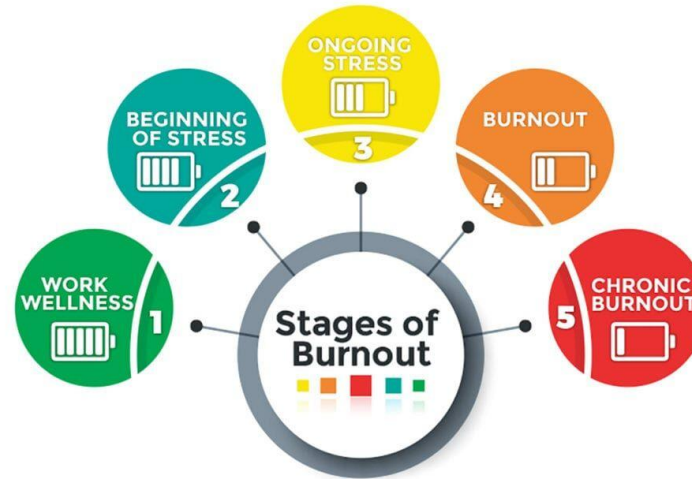
Vision: Help employees live to their fullest potential.

Understanding Stress & Burnout



Stress

The body's response to demands or challenges. Short-term stress can motivate, but chronic stress is harmful.



Burnout

Emotional, physical, and mental exhaustion from prolonged stress.

Signs & Symptoms: Fatigue, cynicism, disengagement, absenteeism, headaches, sleep issues.

Impact

On people: Lower energy, more sick days, trouble focusing.

On organizations: Lower productivity, higher turnover, increased costs.

Building a Healthy Daily Routine



Morning Rituals

- Wake up at the same time
- Positive affirmations
- Hydration
- Healthy breakfast
- Movement
- Get dressed for work

During The Workday

- Take breaks
- Stretch
- Mindful lunch
- Coordinate breaks with family if WFH

After Work

- Set boundaries, sign off at a reasonable time
- Physical activity
- Healthy dinner
- Family time

Evening Wind Down

- Reduce screen time
- Gratitude journaling
- Prepare for tomorrow
- Get 7–9 hours of sleep

Small changes make a big difference; **consistency** is key

Mental Health & Resilience Strategies

Connection



Combat loneliness with meaningful check-ins, team meetups, and sharing experiences

Calmness



Manage stress with mindfulness, limit news intake, find personal relaxation techniques

Happiness



Get outside, move, practice gratitude, avoid self-criticism, focus on bright spots

Coping



Set boundaries between work and life, structure your day, take breaks, communicate expectations

Health



Move regularly, eat well, avoid excessive alcohol/sugar, prioritize sleep

Fulfillment



Stay connected to your values, celebrate small wins, maintain relationships

Organizational Strategies for a Resilient Workplace



Brainstorm one way your organization could better support employee wellbeing.

Share your best idea with the room.



LEADERSHIP BUY-IN

Why top-down support is essential for wellness initiatives



PROMOTING MENTAL HEALTH

Normalize conversations about mental health, provide access to EAPs and resources



ENCOURAGING PHYSICAL ACTIVITY

Walking meetings, fitness challenges, flexible schedules



RECOGNITION & APPRECIATION

Regularly thank and recognize employees for their work and adaptability



CREATING A SUPPORTIVE ENVIRONMENT

Psychological safety, open communication, inclusive culture

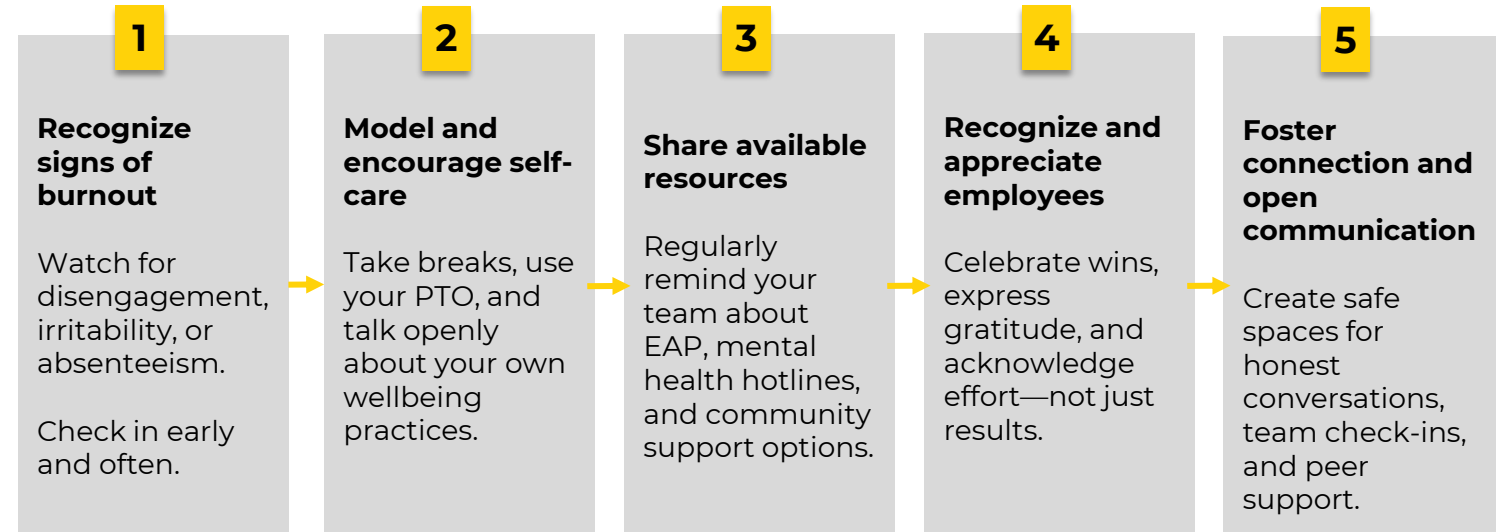
Practical Tools & Action Steps



Self-Care Checklist

- Step 1** List your top 3–5 health and wellbeing goals
- Step 2** Prioritize them
- Step 3** Schedule time for each goal in your calendar
- Tip** Start small. Consistency is more important than perfection.

5 Ways to Support Your Team's Mental Health



Sample Daily Routine

Morning: Wake up at the same time, hydrate, move your body, set an intention for the day.

Midday: Take a real lunch break, stretch, check in with a colleague.

Afternoon: Block time for focused work, take a 5-minute mindfulness break.

Evening: Disconnect from work, spend time with family/friends, practice gratitude, prepare for restful sleep.

Closing comments

Recap key takeaways

Small, **consistent** changes lead to big results

Wellbeing is a **shared** responsibility

Resilience can be cultivated - Individually and as a team

Call to Action



I challenge each of you to **pick one new habit** or strategy from today's session and commit to trying it this week.



Share your goal with a colleague or your team for accountability.



Remember, you're **not alone**. Reach out for support, use available resources, and keep the conversation going.

QUESTIONS?

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THANK YOU!

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