

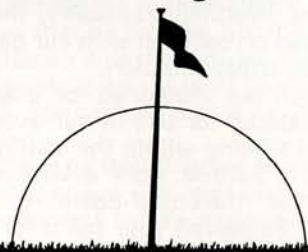
See below for a financial summary of 18 hole regrassing:

\$ 1,500.00	Labor (estimated)
3,500.00	(lift and remove sod)
\$ 5,000.00	(remainder of project)
\$10,180.00	Fumigation
	(\$11,019.00 less \$839.00 staff labor)
\$ 3,760.00	Seed
	(600 lbs. at \$5.35/lb.; 200 lbs. at \$5.50/lb.)
\$ 633.00	Fertilizer
	(2 lbs. 12-12-12 = \$772.00; 1 lb. 12-12-12 = \$86.00· 1 lb. 21-3-16 = \$375.00)
\$ 488.00	Subdue
	(\$122.00/gal.)
\$ 200.00	Landfill
\$ 1,575.00	Topdressing
	(90 yds. at \$17.50 each)
\$ 2,438.00	Hydromulch
\$24,274.00	

Timothy Kelly, Superintendent
Village Links of Glen Ellyn

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COPING WITH STRESS

Stress is a serious matter. It is a very significant element in a golf course superintendent's life, as well as every person in our fast-paced society. I'm not going to present here, new data from research or personal success I experienced growing grass. So nothing will follow in the familiar lbs./1000 sq. ft. or in "Royal" Stimp Meter measurements. Rather, I am going to deal with quite an abstract matter. I am going to relate to you some adversities and how I dealt with them, and how you also might deal with them.

Your reading this might not directly improve your ability to grow fine turfgrasses, but it just might help you to live longer. It may also help you improve your outlook thus, indirectly assist you in growing fine turfgrasses. It will hopefully allow you to control the emotional distractions, which attempt to obstruct you from achieving your goals.

Stress! What is stress? Why should we concern ourselves with it? We concern ourselves with it because we have to control stress. Medical research is uncovering daily, more and more links between major physical disorders and stress. Stress leads to psychosomatic disorders, such as heart attack, high blood pressure, ulcers, cholitis, respiratory and digestive disorders and it's been proven recently, rheumatoid arthritis. The underlying biological weakness determines the type of illness we express. Under stress, the parasympathetic nervous system (present under calm times) gives way to the sympathetic nervous system. This change has been conclusively shown to cause an undesirable metabolic change, leading to various physical and mental disorders.

Some common causes of stress:

- Time deadlines
- Anxiety
- Future uncertainties
- Boss pressure
- Uncontrollables
- Worrying
- Adversities

You don't have to look far to find potential uncontrollable adversities. Anthracnose, Dollar Spot, Ataenius, Spretulus, Poa annua. Disasters just waiting for a place to happen. It is these sometimes uncontrollables which set our jobs apart from other jobs.

What is the distinguishing element? Nature, and its infinite matrix of variable situations, thrust upon us in such an unpredictable manner. So much is emotionally at stake. We put so much time, effort and investment into what can be swept away by a three inch thunderstorm the day before the invitational or Pythium seemingly feeding on your just applied Dollar Spot preventative.

Truely, our work environment is unique. A far cry from the Airline Pilot, who is most of the time on autopilot, or the train conductor whose destination is established and route clearly defined by the two steel rails. A different ball game indeed, when your success or failure greatly relies on the perpetuation of the living organism.

Ours is a challenge unparalleled. Think about it a minute. We must at 6:00 a.m. motivate the minimum wage earner, and at 8:00 a.m. explain to a chief executive officer of a billion dollar corporate conglomerate on the first tee, why frozen turf succumbs under the wheels of a golf cart. One might consider that a crisis, another might consider it opportunity/challenge. Depends on how you look at it.

Our work environment is a stage set. With stress playing the leading role. Supporting actors, we got

plenty, you can name them just as well as I can, their names are in the club directory or membership list. They come with scripts well written and intentions, though not harmful. Somehow the result is all too often dramatic, with our emotions the victim. Triumverate system? Or three ring circus. You're at the controls. Indeed, with all those self-acclaimed authorities posing as consultants, deciding when the golf carts can roll, why the greens are slow or why the tees aren't cut daily.

So, ours is a tough task. That of developing a system to deal with stress, so we are left emotionally uninhibited, to control and organize the unpredictable elements of nature, into a consistent product, a golf course. A "perfect" golf course.

There are many approaches to dealing with stress, some good some bad. Some very expensive. I would like to discuss two, which I relate to the golf course superintendent's situation. One I will call the direct method, the other the aversion method. The two methods differ in the way they approach the problem of stress.

In the direct method, you attack your stress factors, thus the direct approach. The first step is to identify these factors, or things which trigger tension in you. Physically write them down. Even those you think are not significant (if they came to mind then they are significant). A typical list might approach 70. Such things as superior pressure, fungal attack, 3" Friday thunderstorms or undisciplined employees. Next step is to single out ones you feel you can effectively control, then eliminate them, one by one.

To realize how important elimination is we must understand the effect each additional stress factor has on the individual. As we add stress factors we are not simply adding the weight of another "straw to the camel's back" bringing us close to the breaking point. We are not only adding the tension associated with the new factor, but adding a composite stress factor. In other words, we compound the amount of stress caused by each of our previous stress factors when we add additional stress factors.

I personally don't put much confidence in the direct method, because quite frankly I feel there isn't much we can do about the unreasonable boss, unexpected rain storms or a furious golfer that lost a \$200 bet because he missed a 20 foot putt that he stroked **perfectly** across your **terrible** greens.

So, I rely on the aversion method which I find very helpful. It goes like this. Stress factor present: April first greens loaded with snow-mold damage. I can hear them now. What happened to the greens? Will the grass come back? When can we play? This provides the setting which starts the process, which provides the tension, which triggers the sympathetic nervous system which results in what we recognize as head throbbing, dry throat, queazy stomach or body jitters.

Now it's time for you to step in and do something positive, take control of the situation. Apply the aversion method. How do you do that? I call it flashback. Flashback to some memorable experiences, places, events or people you have met. Relive those precious moments in your mind. Take yourself back in time, momentarily away from your present stress.

This will help you maintain your composure when faced with the various pressures surrounding such an adversity. This aversion or flashback process will allow you to regroup your thoughts, maintain that overall perspective to allow you to keep the impact of that stress factor/adversity in context. Don't allow it to balloon out of proportion. Don't let it dictate your mood.

The system works for me. I am sure it would work for you. It's simply a way to actively take charge of your mood. Doctors have a system called hypnotherapy. They are much better instructors of the system than I am, but quite frankly, I can't afford their \$100 plus per hour fees. So, it's imperative that we develop our own system to cope with our individual stress factors.

By all means don't think this is a one shot process. It is a perpetual process, requiring periodic implementation. Because sure as you think you have the situation licked and are "flying high" here comes that 3" Friday afternoon once in a "100 year" rain storm that seems to come every other year.

This can send you reeling down once again, to the emotional cellar (don't reach for the wine, it's not that kind of cellar). As you know, it's not hard to slip and bury yourself in your sorrows, heaping great mental anguish upon yourself and get into a downright irritable mood. Thus, creating a much less tolerant mood to listen to petty complaints.

When periodically confronted with these stress situations, practice the aversion method. It will serve to release tension and block the inevitable, "multiplier build up effect" of tension. A way to wisk away those headaches. Giving you a soothing feeling, like emerging into a hot tub.

Let me take a moment to dwell briefly on one of the previously listed stress factors, time deadlines. I would like to give this stress factor special attention because it is a very common and important self-inflicted potential adversity. I'm talking about scheduling more than can physically be completed in a given period of time. Commonly referred to "Biting off more than you can chew". Due to a break down in the planning and scheduling phase of your operation. Whatever the fault, the result is obvious. We distort the impact of time. This forces us into an accelerated pace, uncharacteristic of us. Working frantically, therefore we risk an obvious head-on collision with our deadline, leading to an inevitable stress situation.

As we search our memories for possible flashback subjects or material for use in our aversion system, I might suggest looking within the confines of your own club. Ours is a natural work environment second to none. If one likes "the out-of-doors" you can't beat our surroundings. So search your mind for those pleasurable moments, experiences or accomplishments on your own golf course, that might serve as reserve subjects for pleasant recall process. They might be such things as special reconstruction projects you completed, or a successful tournament, or just seasonal course beauty. Keep your mental registry process open at all times, so you can actively add subjects for future recall reinforcement of your mood. Good luck! Hang in there! Stay in control. Hypnotize with pleasantries.

Carl Landgrebe

LIVELY RECEIVES TUCO TURF SCHOLARSHIP

Thomas Lively, a senior in the two-year Turf Management program at Michigan State University, has received a TUCO Turf Scholarship for 1982. The award was recently presented at the 52nd Annual Michigan Turfgrass Conference by Russ Tiller, TUCO representative.

The annual scholarship is sponsored by TUCO, Division of The Upjohn Company, to assist turfgrass students in meeting their educational needs. The scholarship is awarded for scholastic ability, personal integrity and professed career interest in turfgrass management.

Lively is the son of Mr. and Mrs. Robert Lively of Chicago Heights, Illinois.