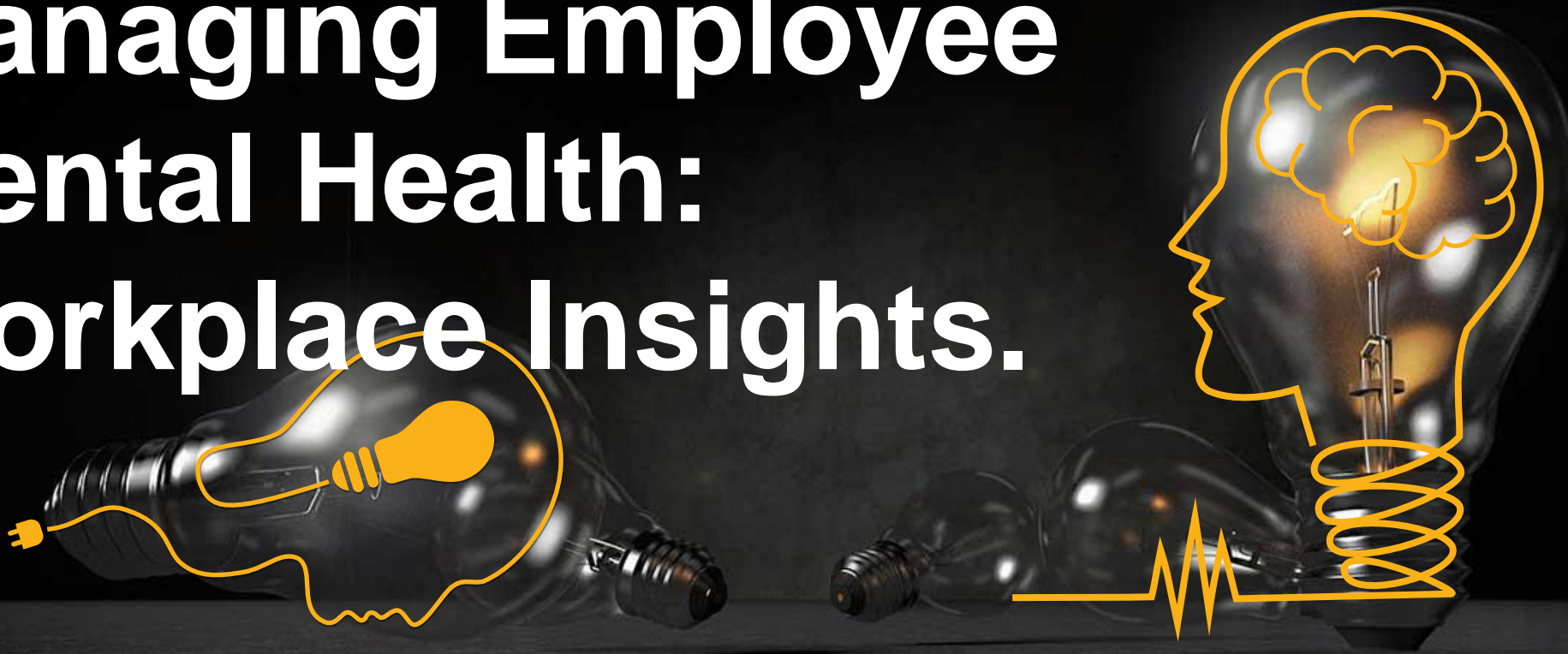


Managing Employee Mental Health: Workplace Insights.



Dr. Dalal Naeem
Mental Health Consultant

How do you lead for Wellbeing?

The Impact of Leaders on Mental Health:
New data suggests that for almost 70% of people, their manager has more impact on their mental health than their therapist or their doctor—and it's equal to the impact of their partner. - Tracy Brower





01 Overview

02 Stress and Duress

03 Work – Life - Balance

04 Boundaries and Check-ins

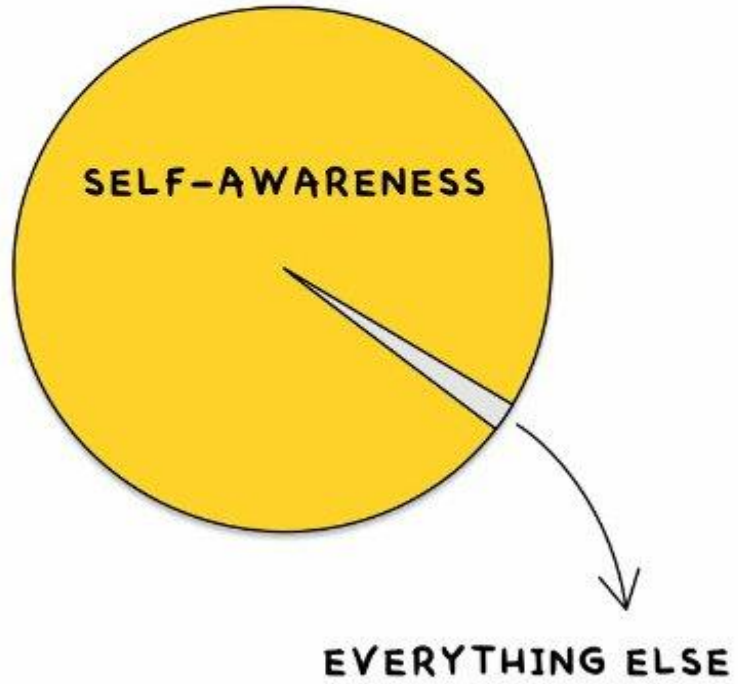
Talk Pearls!

Let's Have a Look at a Few Ways to Empower Ourselves and Those We Lead.



A thriving Journey! Champion Wellness

PERSONAL GROWTH IS ABOUT



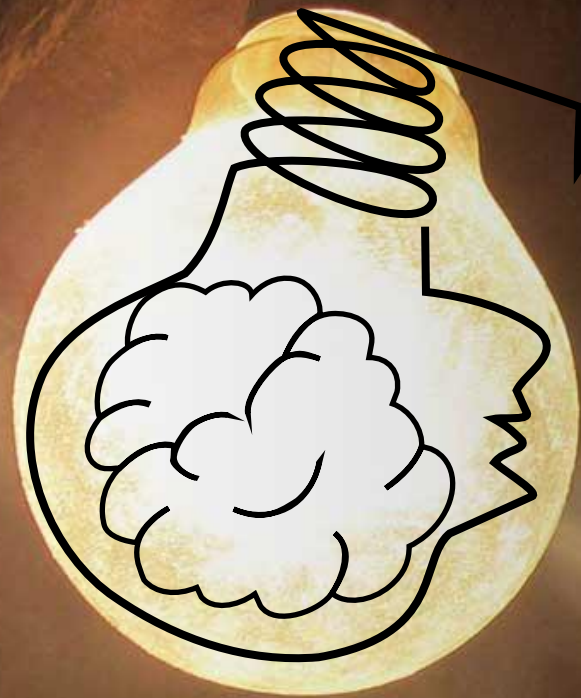
What will I actualise?



To actualise
means to
understand from
ones own views
and experiences



You will actualise and
reflect on stress,
triggers and
boundaries. What it
means to you and
why...



Can

Y O U

**Achieve a Work
Life Balance?**

Lets Break it Down!



WORK

What impact does your WORK have on your wellbeing?



PERSONAL LIFE

What impact does your PERSONAL LIFE have on your wellbeing?



What impact does your PERSONAL LIFE have on your WORK?



What impact does your WORK have on your PERSONAL LIFE?



Physical



Emotional



Environmental



Financial



Intellectual



Social



Spiritual



Occupational

Dimensions of Well-being



Work – Personal – Life Balance



I am many things.



33.3 % of your TIME.

Work
The average person will spend 90,000 hours at work over a lifetime..

33.3
%

Family
Unknown....

?%

Other
Unknown..

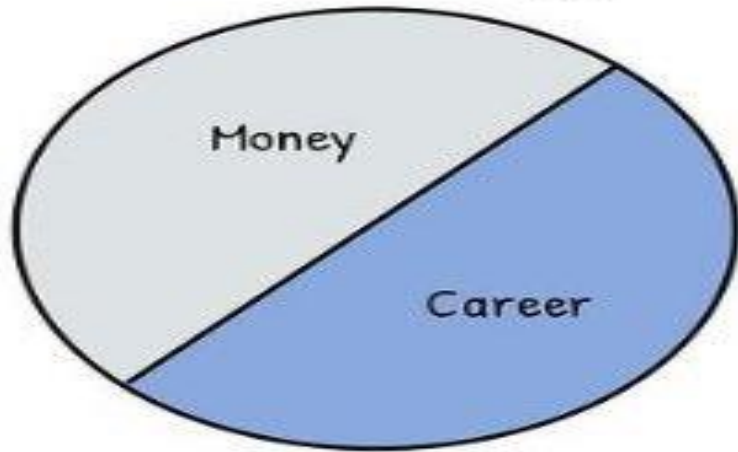
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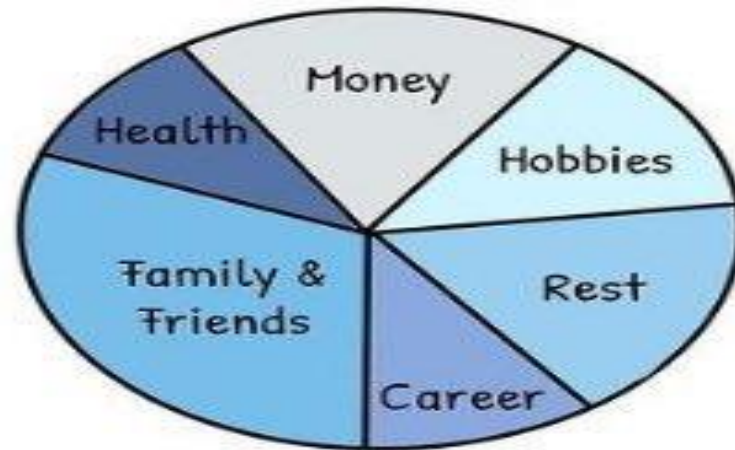
95% 95% of time is YOU/Personal!
We Spend 95% of the Time Thinking About Ourselves and Our Own Story



What we think would make us happy



What actually does



Do You Take care of yourself?

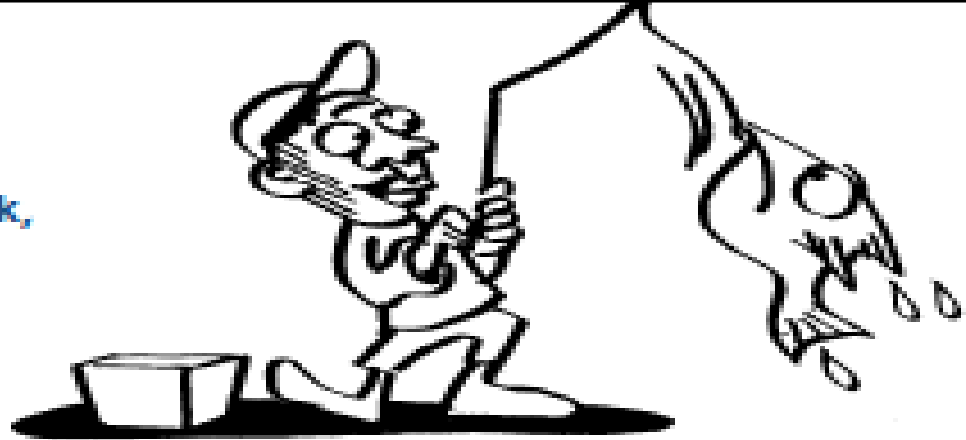
“Do you take care of yourself?” many will answer “yes” — we’d even think, “Why am I even being asked? Of course, I do take care of myself.”

When further asked **“How do you take care of yourself?”** — the many who answer yes, often get stuck.

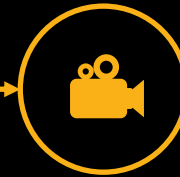


HOOKED! Stress and its effects.

When something is on a hook,
it cannot get away.
The hook traps it.



What stresses me,
may not stress you

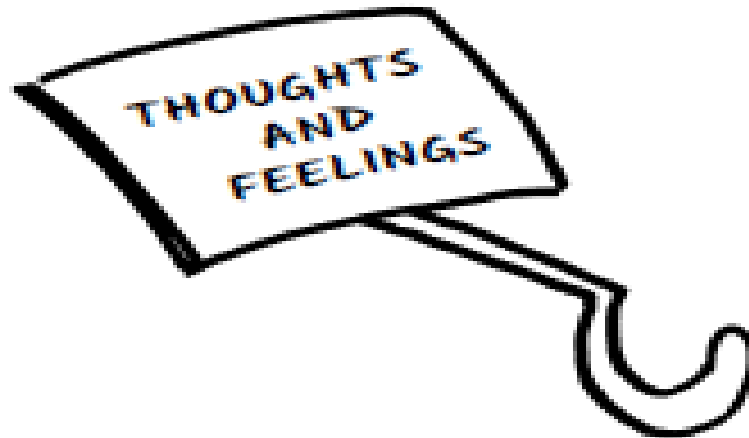


Stress is additive.



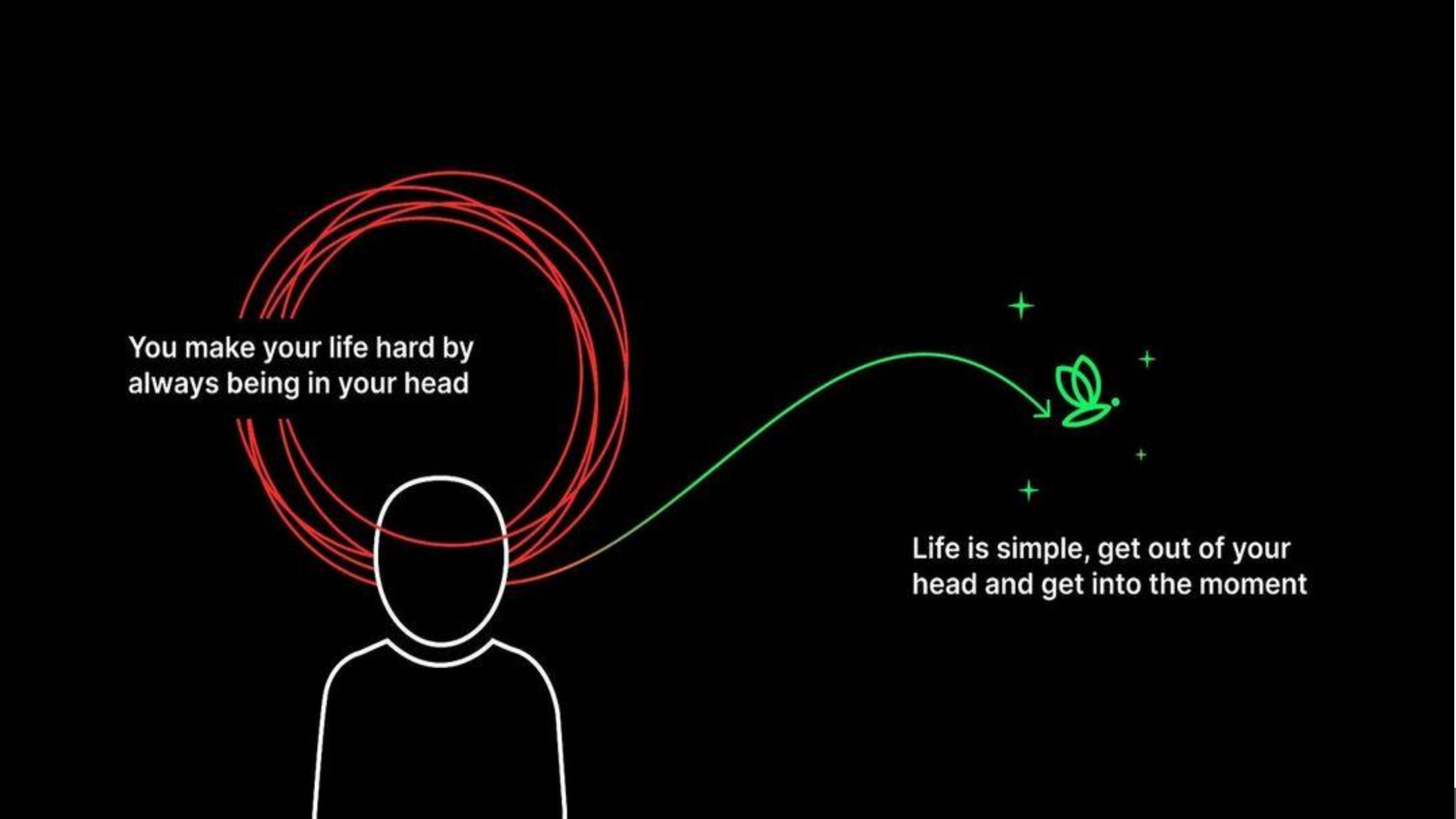
Chronic Stress
leads to illness

Types of hooks, When something
cannot get away. The hook traps it.



In the same way, we can get
hooked by our difficult thoughts
and feelings.





You make your life hard by
always being in your head

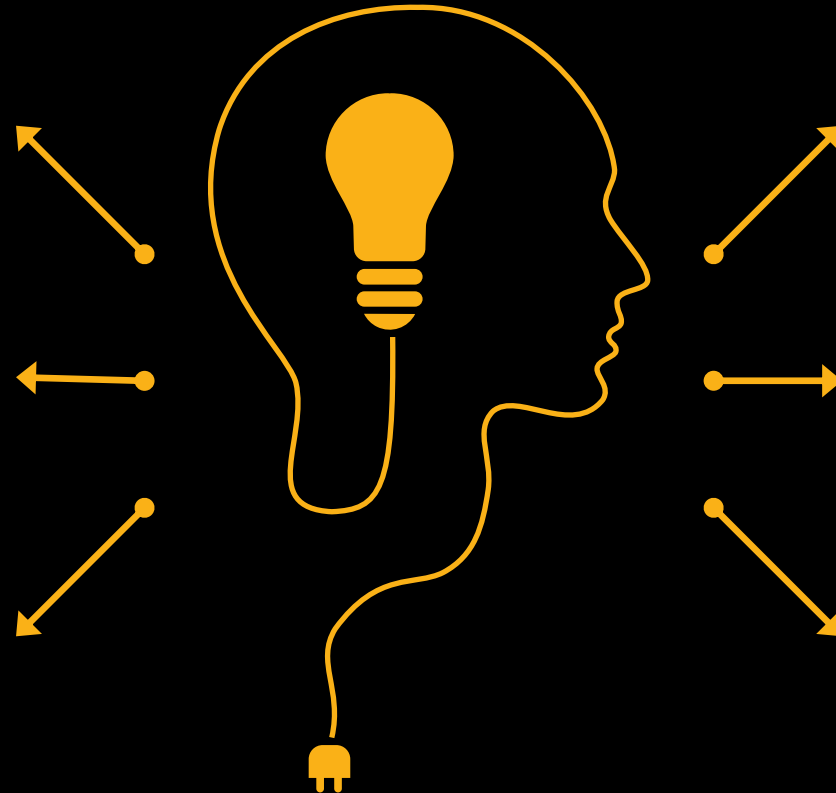
Life is simple, get out of your
head and get into the moment

Values

Difficult thoughts and feelings
"hook" us and pull us away from
our VALUES.

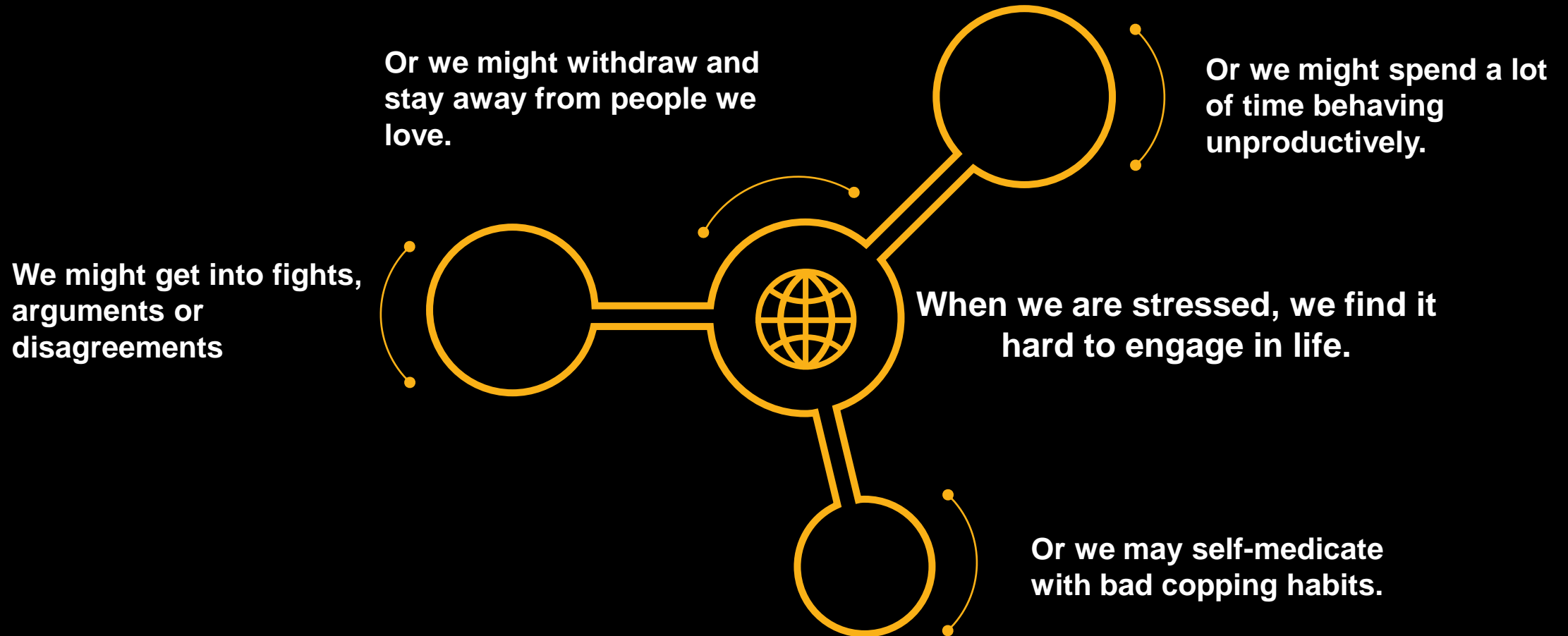
**Values are your deepest
desires for the sort of person
you want to be.**

Values describe the sort of
person you want to be; how you
want to treat yourself and others
and the world around you.



Away moves
and stress

Away Moves = Check YOURSELF!



Emotional Storm.



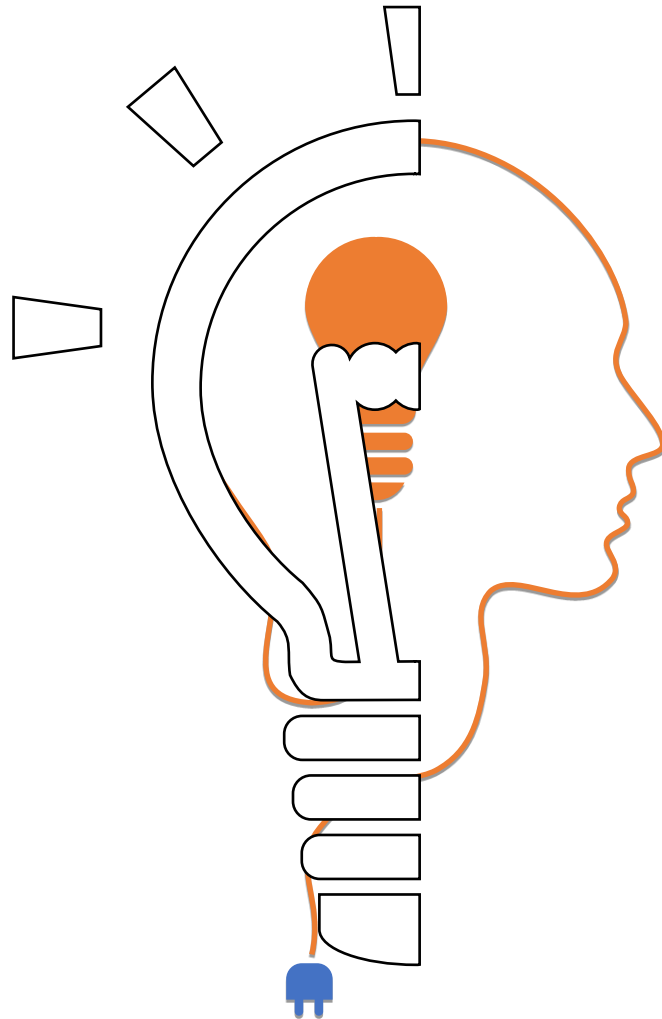
An "emotional storm" means that you experience intensely difficult thoughts and feelings. They are so strong they are like a mighty storm, and they can easily overpower you.



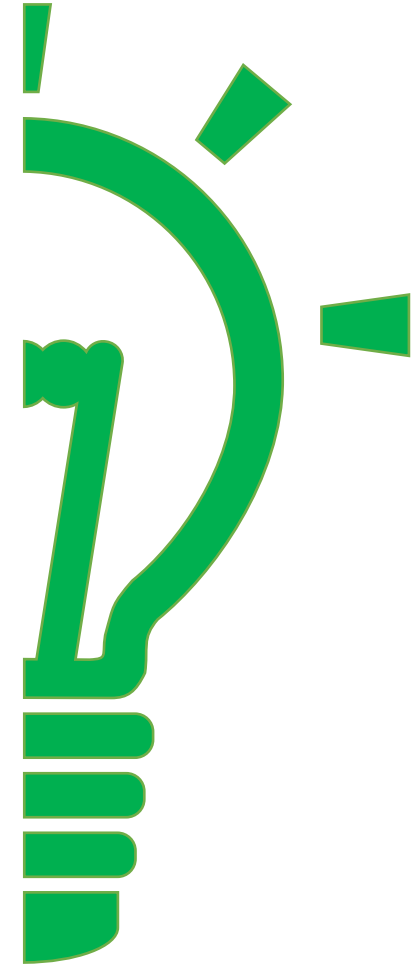
Doing What Matters in Times of Stress: An Illustrated Guide (WHO) An easy to read illustrated guide with information and skills to help manage stress. Techniques can be easily applied in a few minutes each day <https://bit.ly/3aJSdib>



Stressful events



- The experience of stress is an inescapable part of the human condition.
- Generally, we deal with these challenges without even considering the stress involved.
- From time to time, however, everyone experiences events that require more than the average psychological energy.





A ship is always
safe at the shore,



but that is not
what it is built for.

Its not always obvious.

When they are stressed, many people ...

...cannot focus



...get angry easily



...cannot sit still



...have difficulty sleeping



...feel sad or guilty



...worry



...cry



...feel very tired



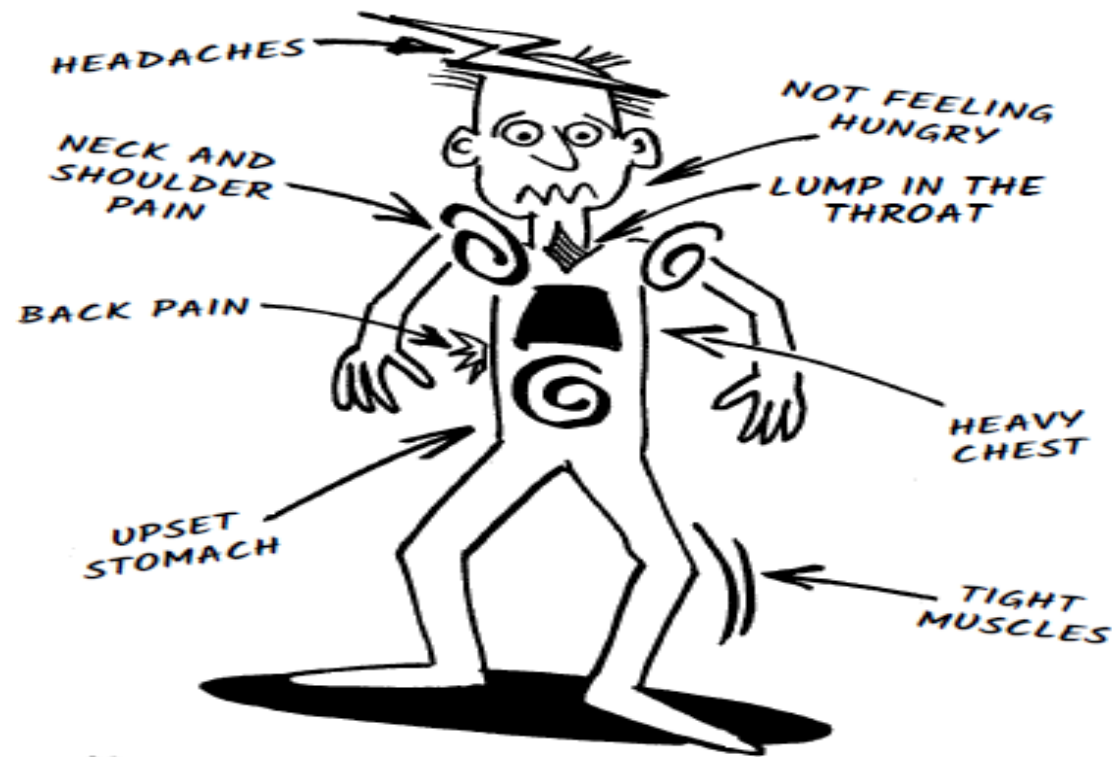
...have changes in appetite.



And many of us think a lot about bad things from the past or bad things we fear in the future.



But very high stress often affects the body.
Many people get unpleasant feelings.



Other people find their body gets sick – skin rashes, infections, illnesses or bowel problems.



Physiological

Distress

- Change in appetite
- Change in libido
- Psychogenic headaches
- Psychogenic muscle aches/spasms
- Decreased immunity
- Note: any prolonged physical/physiological changes or any symptoms of concern s evaluated by a medical professional

Dysfunction

- Changes in cardiac and gastrointestinal function
- Unconsciousness
- Chest pain
- Dizziness
- Numbness/paralysis (especially of arm, leg, face)
- Inability communicate
- Note: seek medical care for above

Cognitive

Distress

- Temporary confusion
- Inability to concentrate
- Reduced problem-solving capacity
- Overwhelmed
- Obsessions
- Reliving the event
- Nightmares

Dysfunction

- Incapacitating confusion, diminished cognitive capacity
- Hopelessness
- Suicidal thoughts
- Homicidal thoughts
- Hallucinations
- Paranoid delusions

Behavioral

Distress

- Temporary phobic avoidance
- Compulsions
- Hoarding
- Sleep disturbance
- Eating disturbance
- Easily startled

Dysfunction

- Persistent avoidance
- Immobilizing compulsions
- Aggression/violence
- Reclusiveness
- Impulsiveness, risk-taking
- Self-medication
- ETOH
- Abusing prescription drugs
- Energy drinks

Emotional

Distress

- Fear
- Sadness
- Irritability
- Anger
- Frustration
- Bereavement—loss
- Anxiety

Dysfunction

- Panic attacks
- Immobilizing depression
- Affective numbing
- Post-traumatic stress disorder (PTSD)

Spiritual

Distress

- Questioning faith
- Questioning God's actions

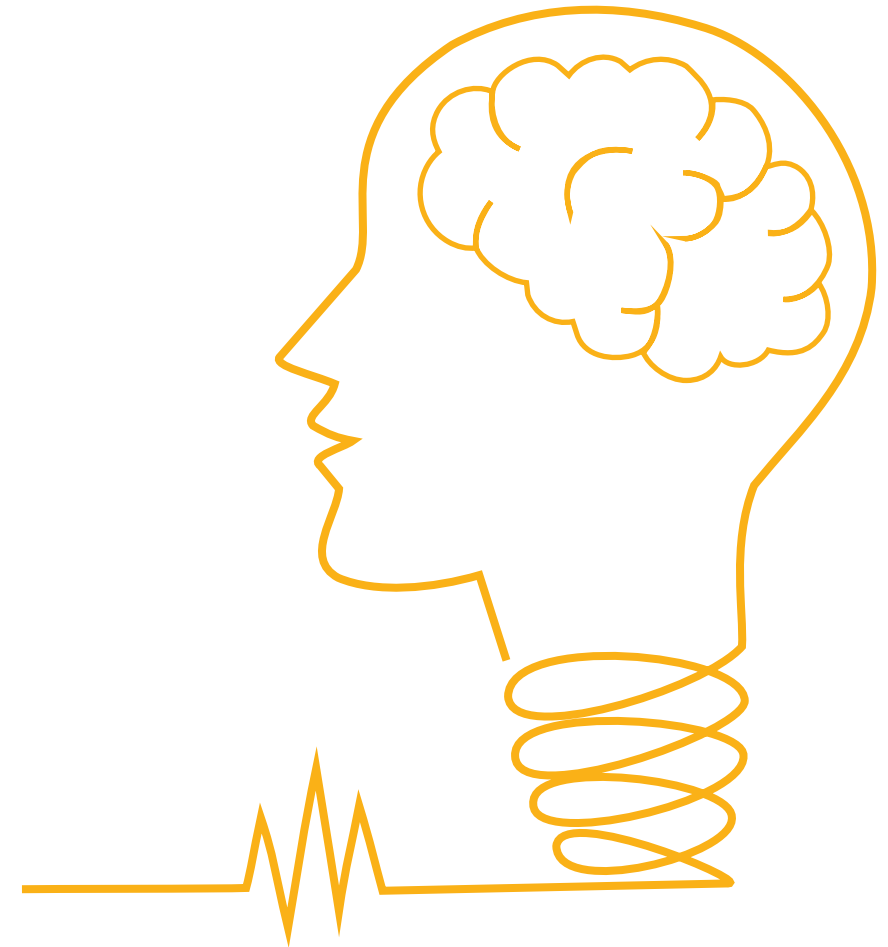
Dysfunction

- Cessation of faith-related practices
- Projecting faith onto others

Burnout is about being 'worn out' and can affect any profession.

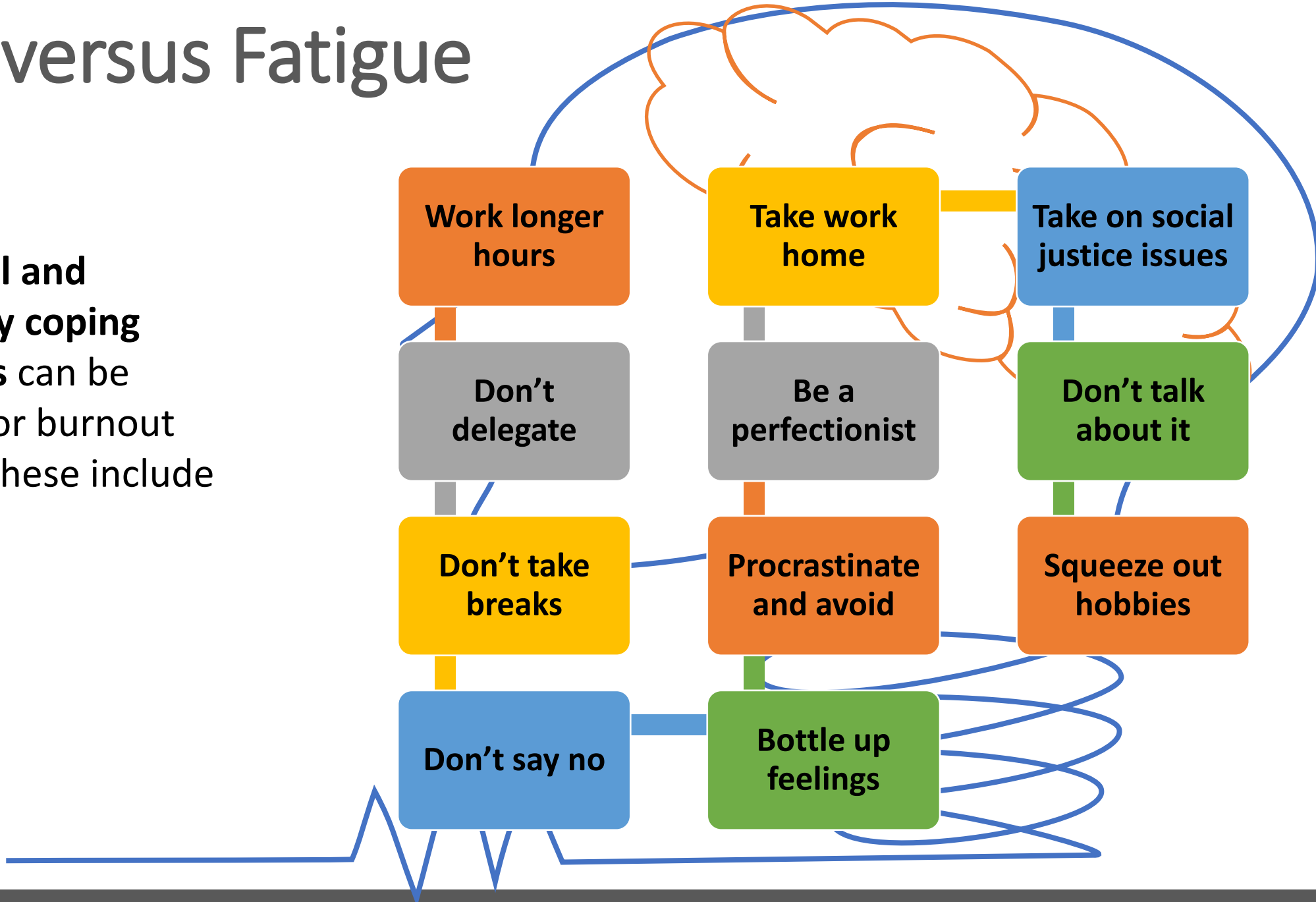
Usually emerges over time

- **Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.**



Burnout versus Fatigue

Unhelpful and unhealthy coping strategies can be triggers for burnout some of these include

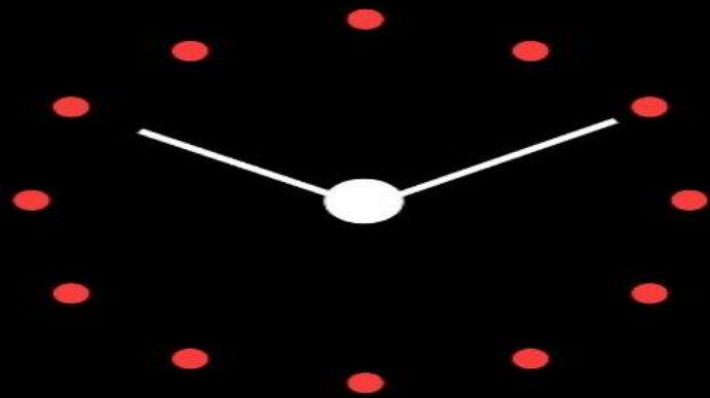




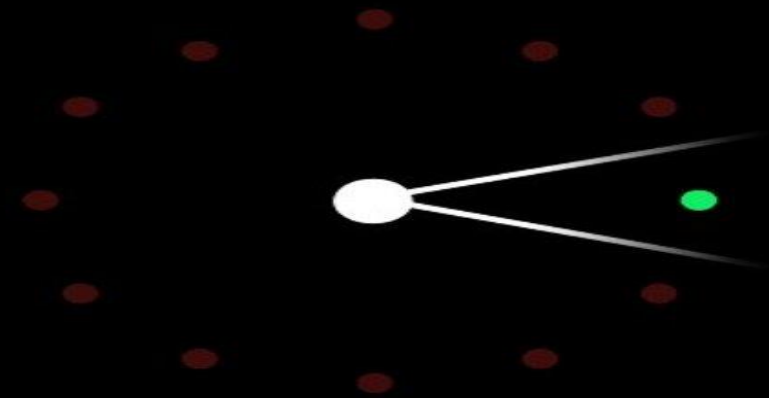
Problems are a part of life.



Facing them is an art of life.

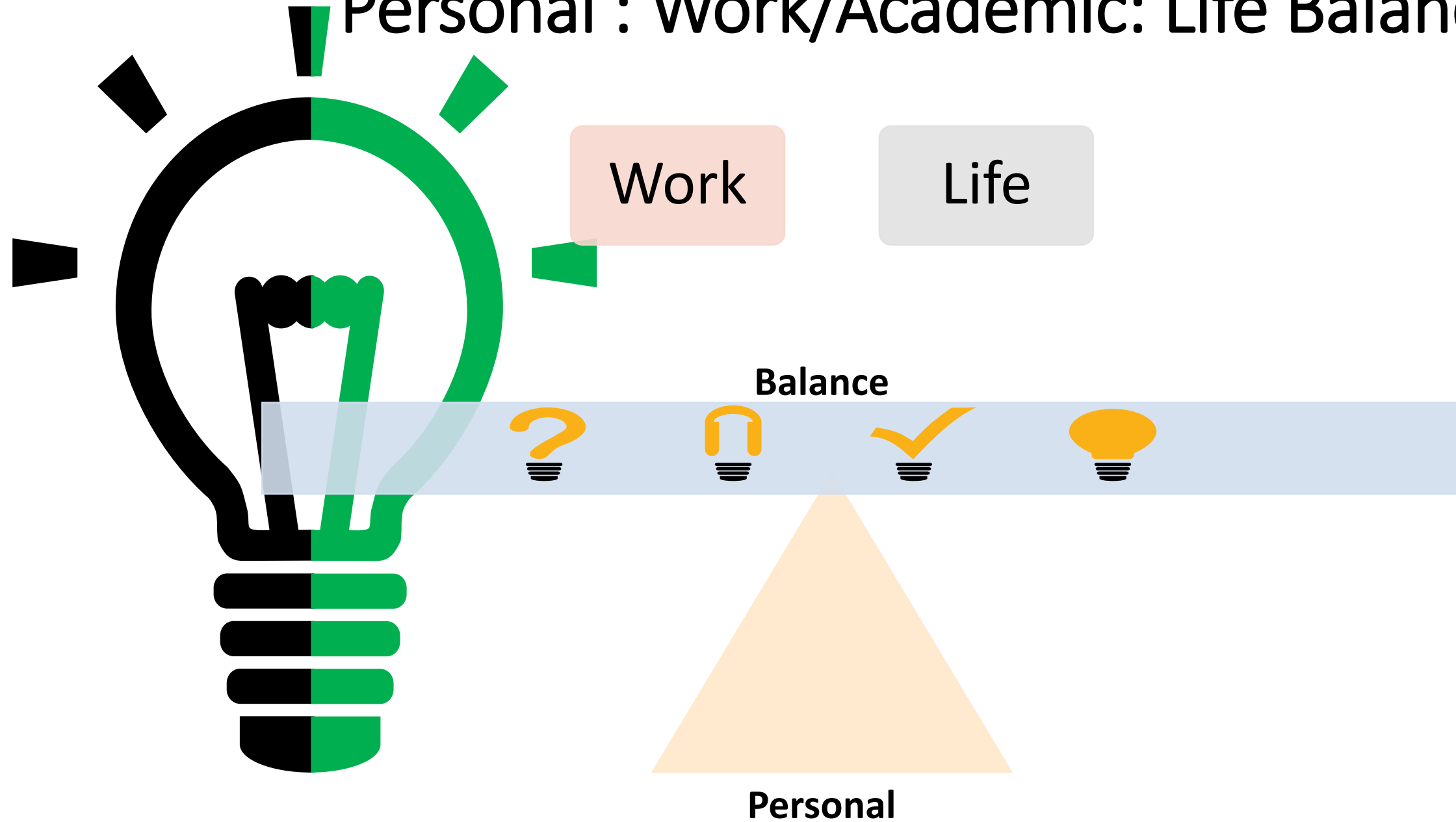


You don't need more time

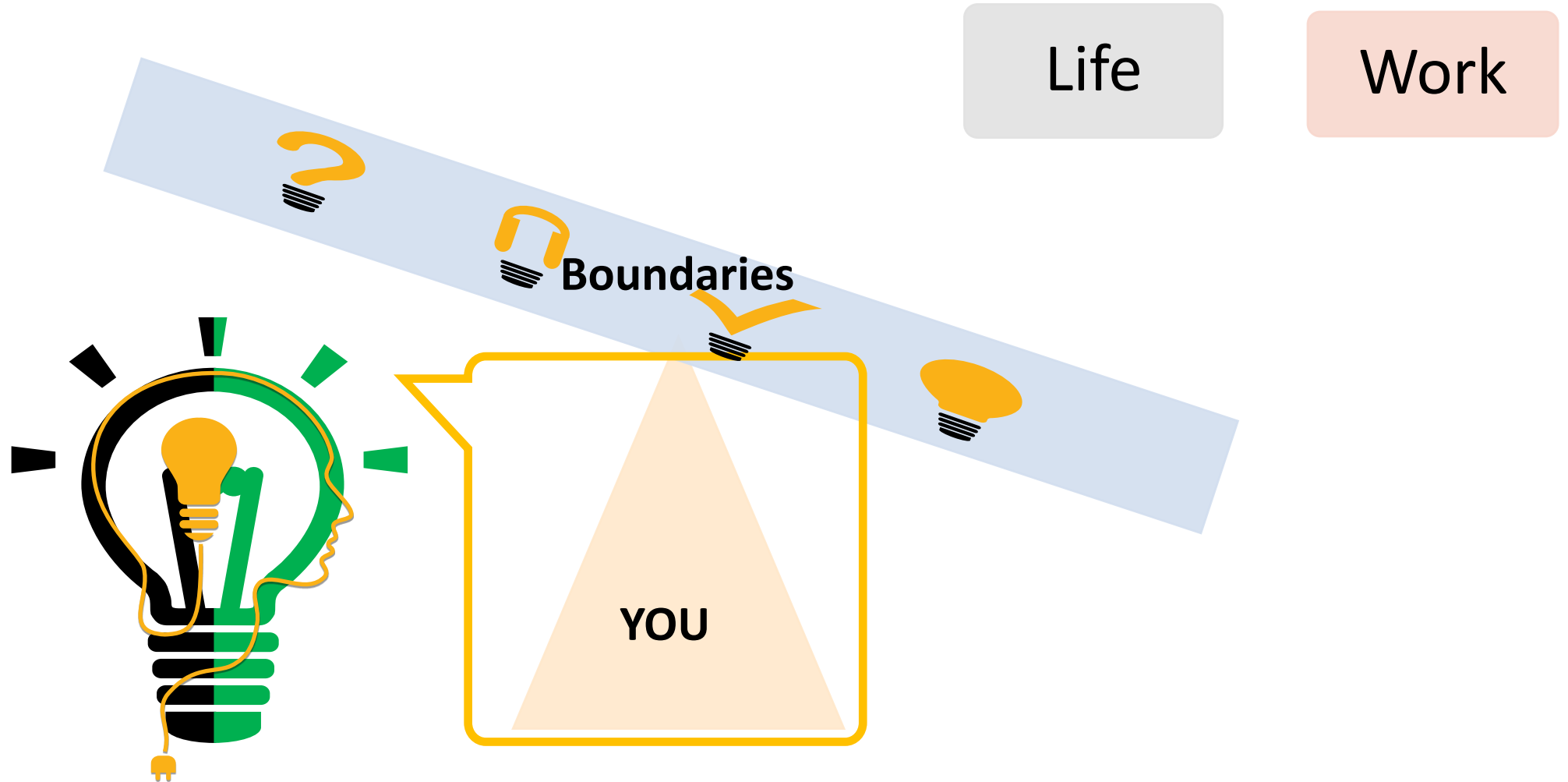


You need more focus

Personal : Work/Academic: Life Balance



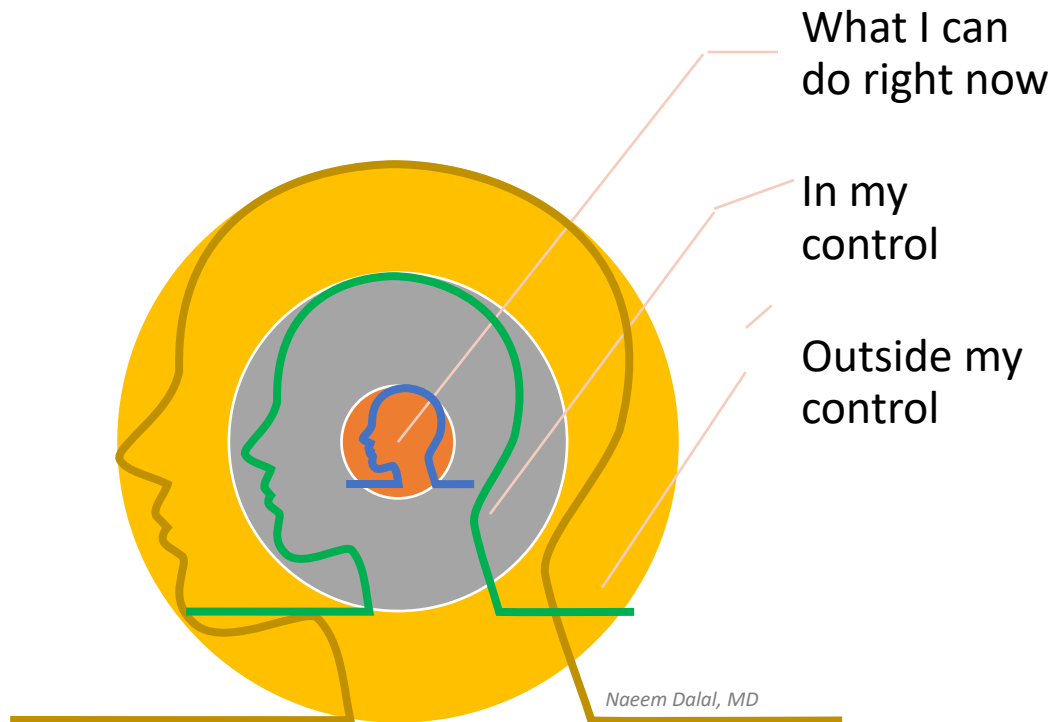
Personal : Work/Academic: Life Balance



Guide: problem solving.

know your limits and understand

- Take a pause, and consider what problems are most urgent.
- Use the **circles of control** to identify and choose a problem which they can do something about.



- Choose a way to manage that problem and try it out.
- If it doesn't work, try another solution.



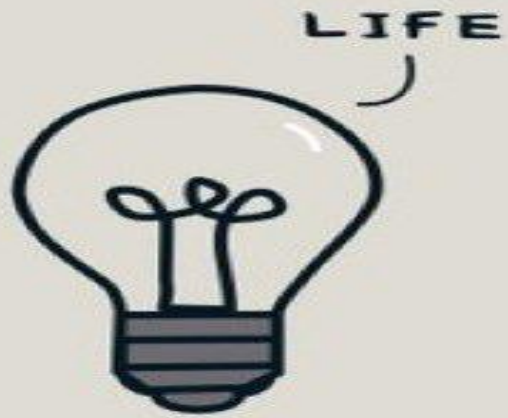
It is out of
my control



It is out of
my control

Do not waste mental energy on things
that are out of your control.

A BALANCING ACT



NOT ENOUGH
STRESS



JUST RIGHT.
EUSTRESS



TOO MUCH
STRESS



What we Think is Happening:



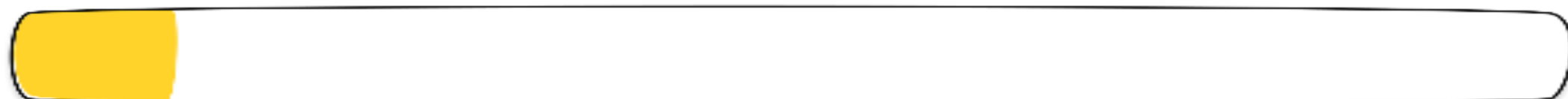
everyone watching me and judging me

What is Actually Happening:



everyone is focusing on themselves and worrying about their own problems

YOUR CREATIVITY



WHEN YOU ARE STRESSED



WHEN YOU ARE HAVING FUN

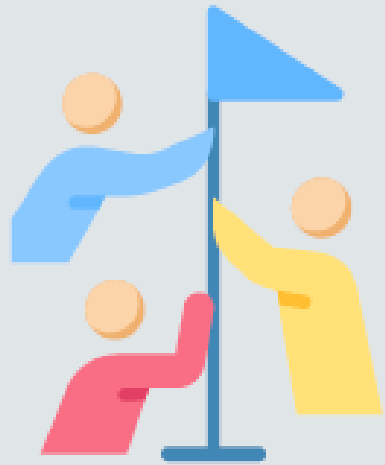
The importance of Kindness in today's Workplace



Kindness goes beyond being nice. It's about understanding, empathy, and genuine concern for others. It translates to better teamwork, improved communication, and a more inclusive environment in the workplace. Moreover, kindness has tangible benefits—it can reduce workplace stress, increase employee engagement, and even boost productivity.



KEY TERMINOLOGY



TRANSFORMATIONAL LEADERSHIP

An avant-garde approach, you don't just manage; you inspire. You will cultivate a workspace grounded in trust and mutual respect by aligning teams with a collective vision.



AUTHENTIC LEADERSHIP

Beyond just leading by example, it's about authentically living the values, behaviors, and ethos expected within the organization, ensuring a genuine commitment to kindness at every level.

ADDITIONAL STRATEGIES



● Open Door Policy

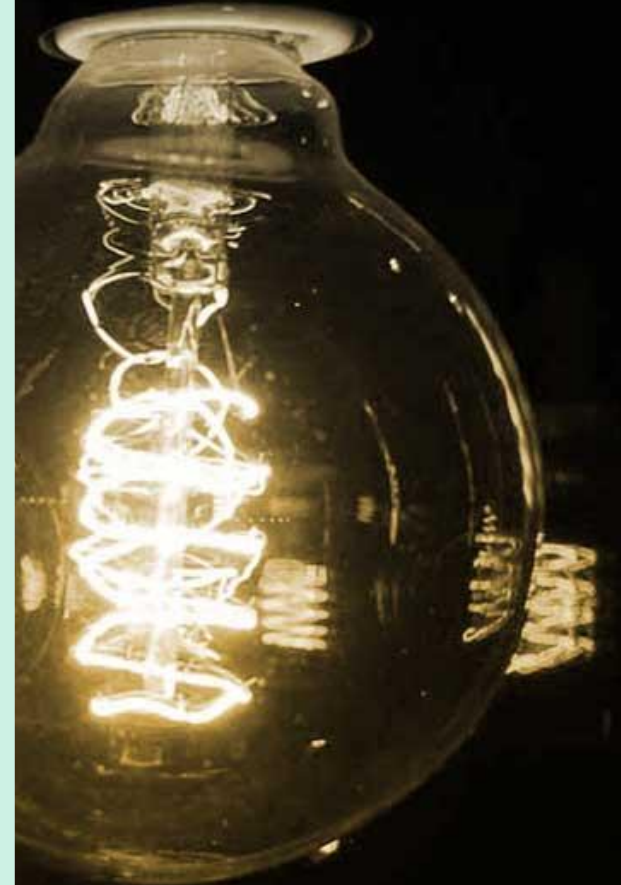
Foster a culture where employees feel they can approach you with concerns, ideas, or feedback:

- Communicate the policy to all team members.
- Set specific hours or days where employees can come in without appointments.
- Ensure to listen and provide feedback during these sessions actively.



● Regular Check-ins

- Schedule monthly or bi-weekly check-ins with each team member.
- Use this time to discuss work, provide feedback, and understand any challenges they might face.



Exercising for 60 mins



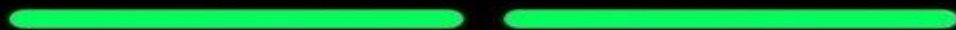
4%

Writing for 45 mins



3%

Reading for 30 mins

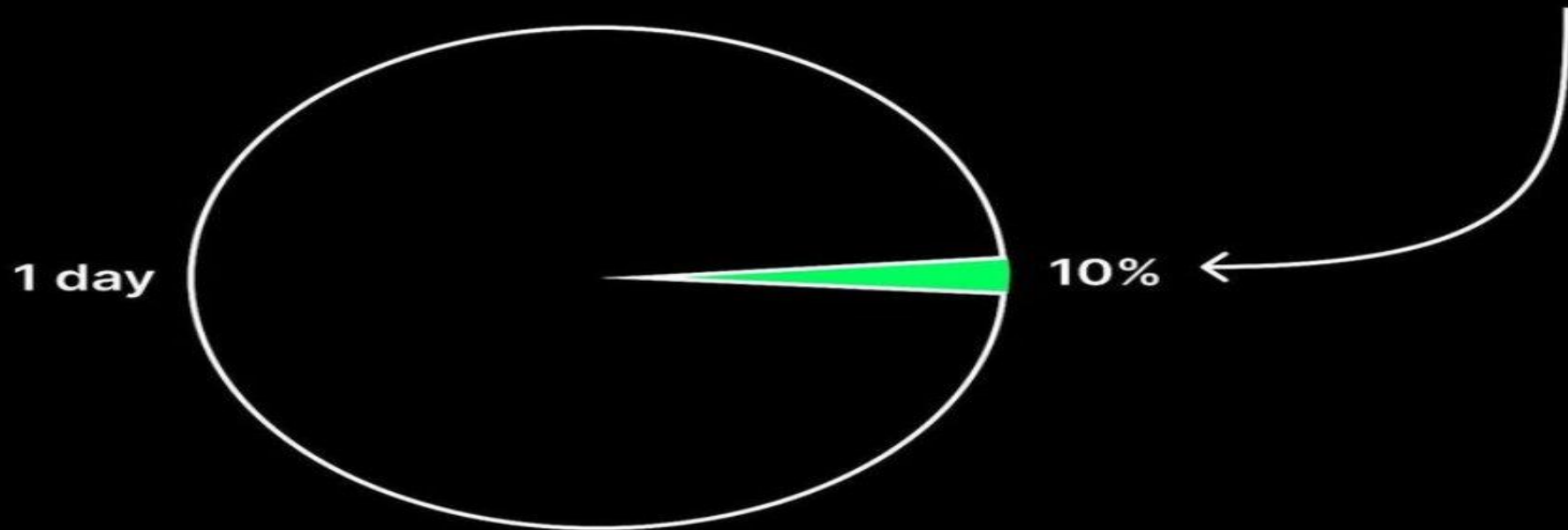


2%

Meditating for 15 mins



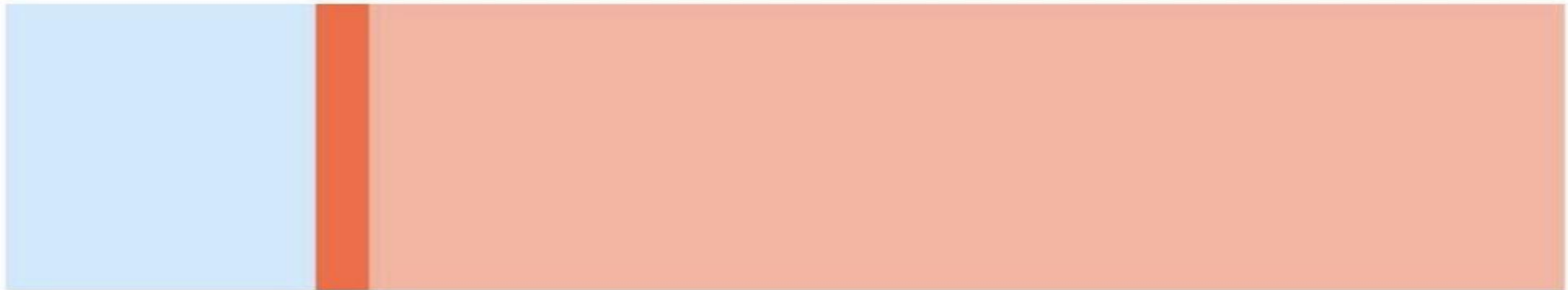
1%



It doesn't take much to get better everyday - Alex & Books



a stressful day when I have taken care of myself



a stressful day when I haven't taken care of myself

KEY TERMS



NEUROLOGICAL IMPACT

Acts of kindness release oxytocin, often called the "love hormone." It promotes social bonding and has cardiovascular benefits, reducing blood pressure.



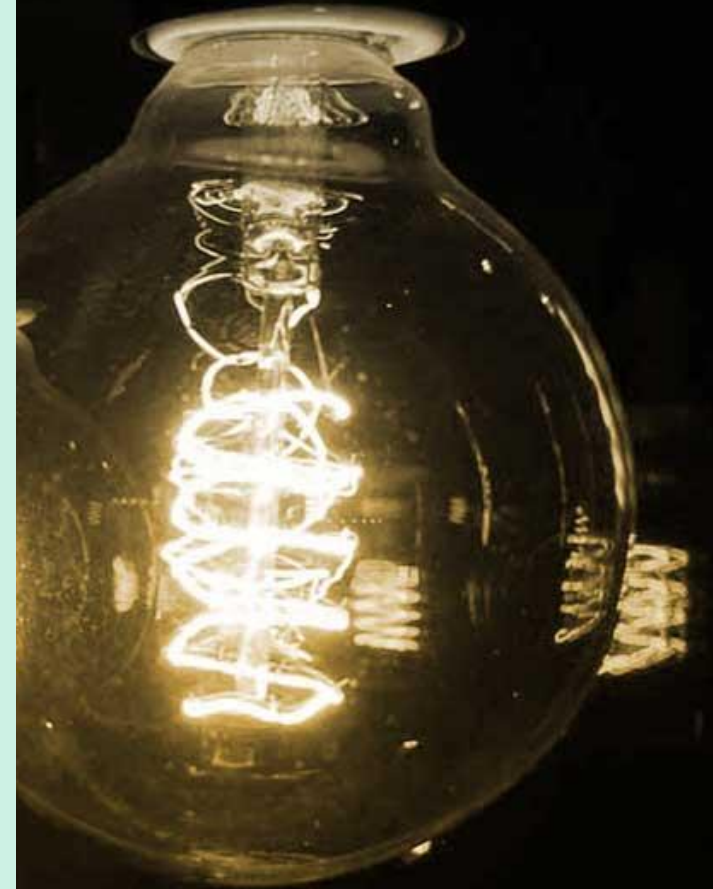
ENDORPHINS

Chemicals produced by the body that relieve stress and pain. Acts of kindness can stimulate their production, leading to what's often termed the "helper's high."



MENTAL HEALTH

Kindness reduces stress and anxiety, fostering a sense of belonging and well-being. It acts as a buffer against depression and enhances overall mental health.



Oxygen is a powerful relaxing agent.



<https://wellbeingquotient.com/relax/practice-a-relaxation-technique/>

Let's Have a Look at a Few Ways to Empower Ourselves and Those We Lead.

Reality
In today's rushed, demanding work environment, mental health has become a critical topic of discussion

Start With Yourself
Prioritising your personal wellbeing is essential for leading and promoting a healthy team environment.

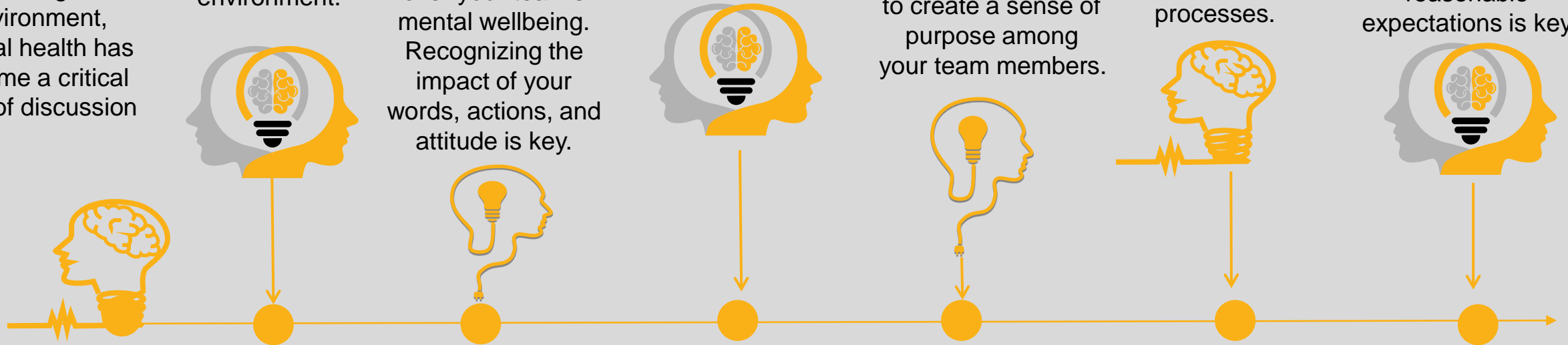
Use Your Influence
You have a powerful influence over your team's mental wellbeing. Recognizing the impact of your words, actions, and attitude is key.

Build a Supportive Community
Play an important role in building a supportive community within teams. Encourage healthy communication, intentional listening, and genuine interest among team members.

Foster a Sense of Purpose
One of the ways to lead for wellbeing is to create a sense of purpose among your team members.

Empower through Autonomy
Have control over your work methods, schedules, and decision-making processes.

Balance Challenge and Growth
Meaningful challenges is essential for growth and mental wellbeing. Striking the right balance between challenging tasks and reasonable expectations is key



A thriving Journey! Champion Wellness



Thank You
#MulunguAkuDaliseni
Naeemmidalal@gmail.com