



MENTAL HEALTH AWARENESS BY

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**THE INAUGURAL STRESS MANAGEMENT AND
WORK-LIFE BALANCE FOR PROFESSIONALS**

PROFILE



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WHY MENTAL HEALTH AWARENESS?

- 10% adult population suffer mental illnesses
- 45% of teenagers and 13% of children population
- NB: only half of those affected receive treatment (WHY?)
- Untreated mental illness results to losses, high medical costs, unhealthy relationships, poor performance, suicidal ideations, death

What is Mental Illness?

- Physical illness of the brain that destabilizes the physical, emotional, psychological, social, spiritual, moral wellbeing
- Causes: genetics, brain damage, medical condition (heart disease, chronic illness, trauma , burnout stress
- Most common: Anxiety disorders (18%) and mood disorders (depression and bipolar (10% adults)

INTRODUCTION



**Burn-Out' Is Now a
Legitimate Syndrome
According to The WHO.
Here Are The Symptoms**
CARLY CASSELLA
29 MAY 2019

Burn Out



Workplace 'burn-out' has become such a serious health issue in the modern age, it's now been reclassified by the World Health Organisation.

Burn Out



WHO characterises burnout:

"feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy."

Burn Out Scare

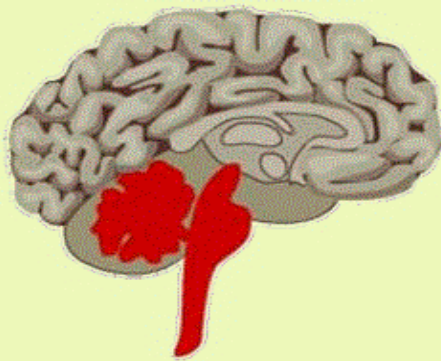


Some STUDIES reveal that the profound emotional exhaustion and negativity brought on by burn-out can actually change a worker's brain, making it harder for them to deal with stress in the future.

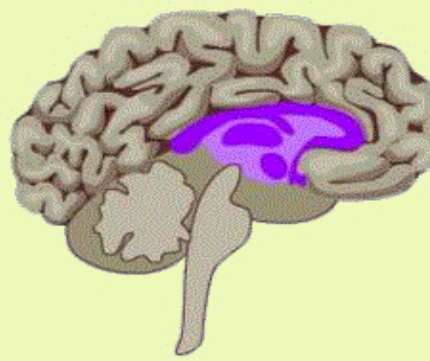
Our Brain & Stress



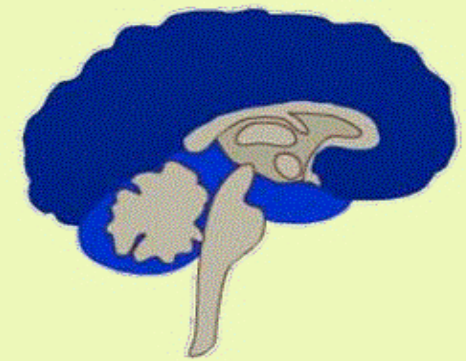
The Three-Parted Brain



Lizard Brain
(Brain stem and cerebellum)
Autopilot
Fight & Flight



Mammal Brain
(Limbic System)
Emotions
Memories
Habits
Attachments

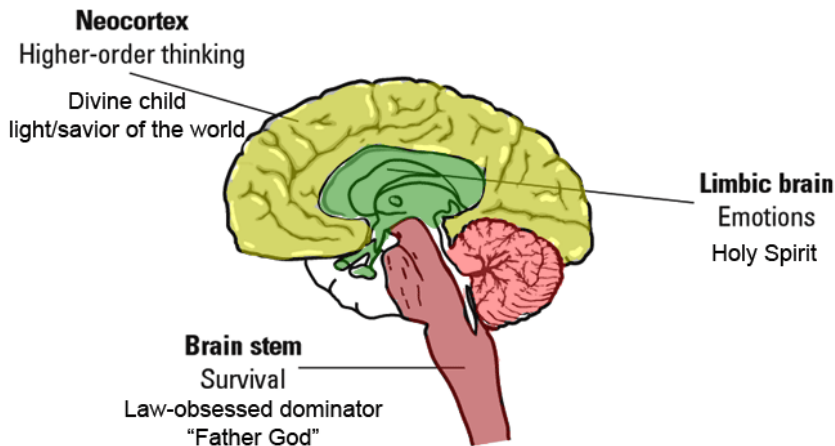


Human Brain
(Neo-Cortex)
Language, abstract thought, imagination, consciousness, reasoning, rationalising

(From Paul D. MacLean's model of the "Triune Brain")

Neuroscience and Faith

How can we balance our brain every day, any time ,anywhere, with anyone, any situation?



Workplace Burn Out



- **1 out of 6 employees are struggling with mental health (unmanageable stress, anxiety and depression)**
- **1 out of 5 employees that disclosed about their mental health were either sacked or forced out of their job**

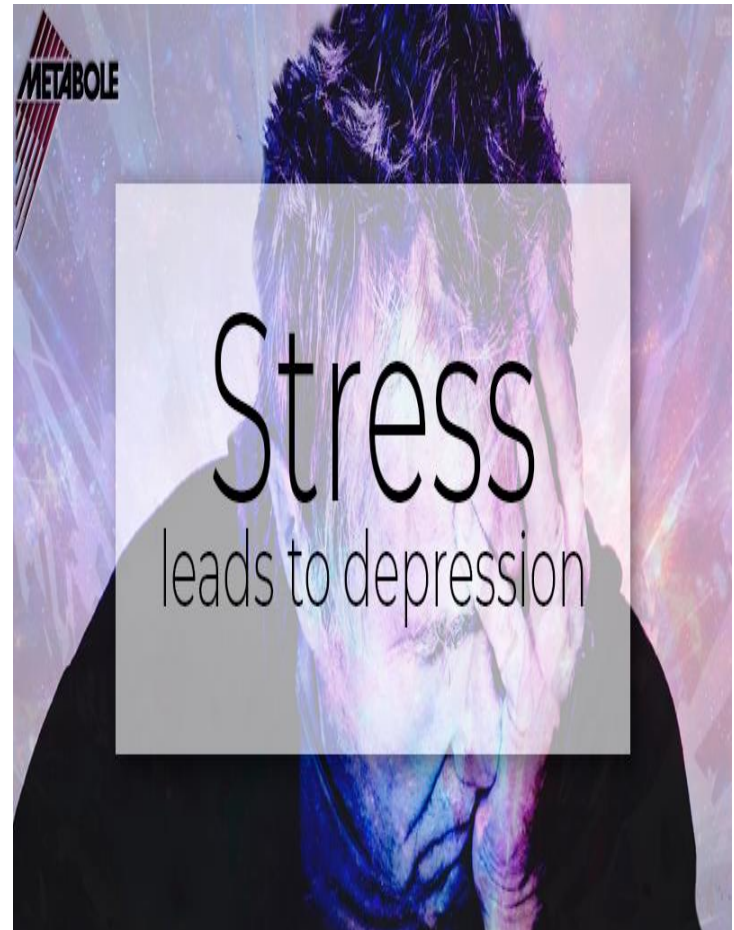


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Workplace Burn Out



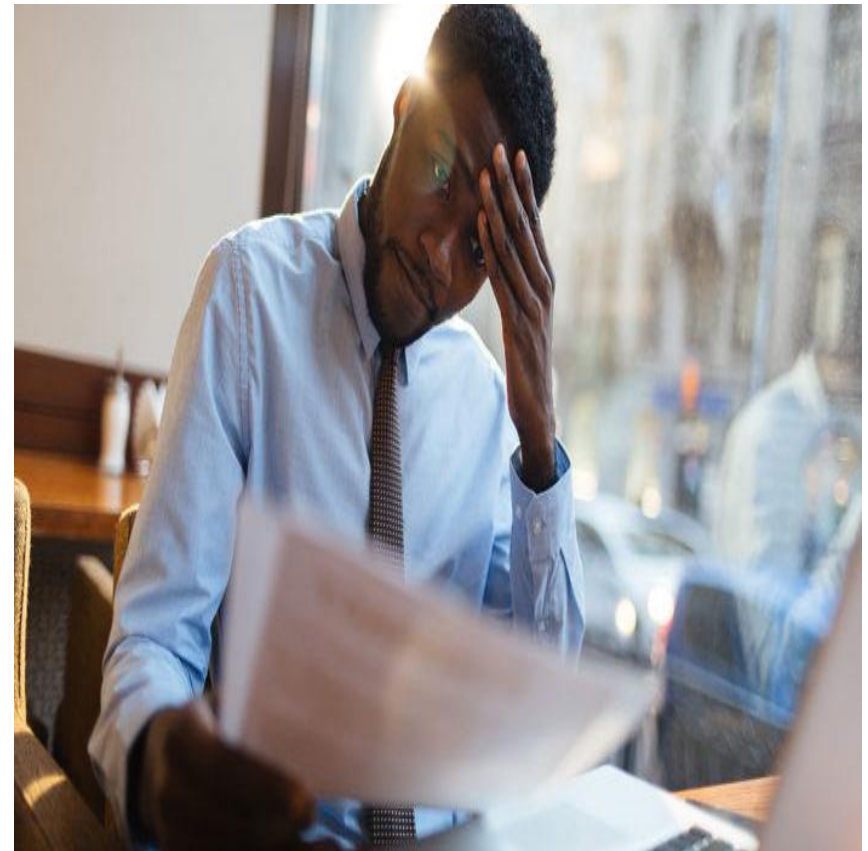
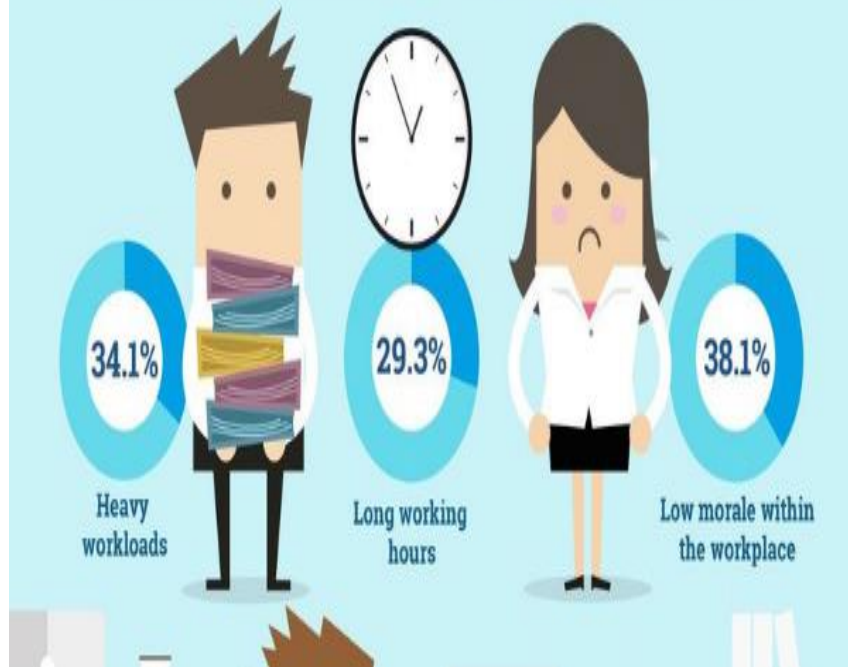
**Continuing to work
without adequate
social support or care
leads to burn-out,
declining functioning
and risk of mental
health problems**



Causes of Burn Out



What causes workplace stress?



Causes of Burn Out



Causes of Burn Out



Causes & Effects



Workplace:

- Heavy responsibilities
- Inadequate resources
- Lack of support (administration, peer, social, spiritual)
- Vicarious trauma
- Ignoring own feelings and needs
- Conflicts
- Unfair treatment of workers i.e. evaluation, promotions, benefits, awards
- Poor communication channels
- Limited participation
- PERSONALITY STYLE

• Effects:

- High turn over
- Chronic absenteeism
- Chronic conflicts
- Low performance
- Frequent
- Witch hunting
- Violence
- Criminal activities
- Sabotage
- Poor PR
- Death of core values

Effects of Burn Out



PHYSIOLOGICAL:

- Changes in appetite
- Weight loss or gain
- Decreased immunity
- Sleep disturbance
- Lethargy
- Chronic fatigue
- Pains (physiological or somatic)
- Loss of interest
- Sickness
- immobility

PSYCHOLOGICAL:

- Compulsive worrying
- Inability to solve problems/indecisiveness
- Forgetfulness
- Volatile moods/depression
- Sense of hopelessness
- Anger toward the “system”
- Disillusionment
- Memory problems
- Depression, anxiety
- NEGATIVITY

Effects of Burn Out



SPIRITUAL :

- Loss of faith, trust and hope
- Loss of life's meaning and direction
- Despair Feelings of emptiness
- Meaninglessness
- loss of interest
- Joylessness
- Questioning about life
- Fruitlessness
- Disengagement from faith communities

SOCIAL:

- Withdrawal from friends and colleagues
- Interpersonal conflicts (work and home)
- Self medication
- Alcohol and drug abuse
- Abusive relationships
- Sabotaging co –workers
- Violence
- Left out

SELF CARE



- Nurturing relationships
- Interaction with family/friends
- Talking/laughter/smiling
- Ongoing support group(s)/peer support
- Reflection: journaling, writing, meditating, poetry
- Setting boundaries and limits; assertiveness
- Exercises (physical)
- Meaningful projects
- Self care programs and trainings (MSC)
- Creative activity such as drawing, sculpting, cooking, painting and photography
- Movies, books, music
- Having balanced priorities; use of vacations and breaks from work
- Understanding what stresses you and why, so as to avoid
- Realistic Expectations
- Counseling
- Retreat

EMPLOYER'S SUPPORT



- ✓ Terms of service
- ✓ Work load/scheduling
- ✓ Ongoing support
- ✓ Rest and relaxation breaks
- ✓ Supportive work atmosphere
- ✓ Improved communication channels for all
- ✓ Participatory management
- ✓ Improved EAP
- ✓ Counseling services
- ✓ Comprehensive Health Covers

WORKPLACE COUNSELING

- Enhanced self awareness
- Enhanced relationships
- Conflict resolution
- Enhanced work performance
- Career development
- Improved PR and image
- Healthy stress coping ways
- Enhanced emotional fitness and health
- Enhanced sense of purpose
- Increased innovations

TEAMWORK



SELF KINDNESS



MINDFUL PRACTICE

- **COMPASSIONATE BREATHING**
- **BODY SCANNING**
- **COMPASSIONATE FRIEND**
- **COMPASSIONATE LISTENING**
- **DEALING WITH DIFFICULT EMOTIONS**

ASANTENI SANA!



KEEP IN TOUCH



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