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Shillah Mwaniga Mwavua

PHD Vrije University (Behavioral and Movement sciences)

Mental Health Consultant and Workplace Dynamics

Speaker

QUOTE



THE SILENT TSUNAMI:

Mental health becoming one of the biggest challenges for employees and employers in 2020

due an evolving work dynamic amid a global pandemic,

Organizations must prioritize mental health to avoid a decline in productivity and prevent burnout.

What is Mental health



Defined as

“a state of well-being whereby individuals recognize and realize their abilities, are able to cope with the normal stresses of life, work productively and fruitfully, and make a contribution to their communities”

(WHO: 2003).





Mental Disorders are health conditions characterized by alteration in thinking, mood or behavior (or some combination thereof) associated with distress/impaired functioning

Mental Distress that has not reached the level of a diagnosable mental disorder can still be a source of considerable suffering.

Mental illness is common



Mental ill health among women is rising
1 in 5 women (19%) experience a Common Mental Disorder (such as anxiety or depression), compared with 1 in 8 (12%) men

There is clear evidence indicating that women's mental health is linked to their experiences **of violence and abuse.**

Common MH Conditions



- Depression,
- Substance abuse,
- Stress and anxiety disorders
- Suicide,
- Homicides and violence at household level
- PTSD

Stress



- a. Physical, chemical, or emotional factor that causes bodily or mental tension and may be a factor in disease causation

- b . a state of bodily or mental tension resulting from factors that tend to alter an existent equilibrium

Stress General Adaptation Syndrome – 1936 -Hans Selye



“Complete freedom from stress is death

Contrary to public opinion, we cannot avoid stress, but we can meet it efficiently and enjoy it by learning more about its mechanism and adjusting our philosophy of life accordingly.”

This helps avoid diseases of adaptation: ulcers, high blood pressure, arteriosclerosis, arthritis, kidney disease, and allergic reactions.

MH IN WOMEN WORK PLACE



- Some might dismiss mental illness as a sign of weakness in someone who they believe should not be working, or attribute it to cases of women trying to forge a path in a male dominated world who succumb to the stress and pressure
- Bullying and psychological harassment are commonly reported causes of work-related stress

•Common S/S MH Conditions in work place



- Missing **deadlines**
- Difficulty **concentrating**
- Appearing **numb or emotionless**
- Withdrawing from **work activity**
- Over**working
- Forgetting **directives, procedures and requests**
- Having difficulty with **work transitions or changes in routines**

DEPRESSION



Everyone feels sad sometimes, but these feelings usually “pass within a few days

Depression interferes with daily life and may last for weeks or months at a time

Most people, even those with the most severe forms of depression, can get better with treatment

SYMPTOMS OF DEPRESSION



- Lasting sad, anxious, or “empty” mood.
- Feelings of guilt, worthlessness, or helplessness.
- Feelings of irritability or restlessness.
- Loss of interest in hobbies and activities.
- Loss of energy.
- Problems concentrating, recalling details, and making decisions.
- Difficulty falling asleep or sleeping too much.
- Overeating or loss of appetite.
- Thoughts of suicide or suicide attempts.
- Aches or pains that do not get better with treatment.

Late life depression



Common (but often undiagnosed)

- Costly
- Debilitating,
Potentially lethal,

Risk factors for late life depression

FEMALE Why

- Major life events such as widowed or divorced
- Structural brain changes
- Peripheral body changes such as major physical or chronic debilitating illness

FACTORS INFLUENCING PSYCHOLOGICAL DISTRESS



Biological and genetic factors

- Hormonal changes
- ANC /PNC (infertility)

Social vulnerability

- Low self esteem
- Gender roles
- Anxiety over body image

Lack of autonomy and control over ones body

- Reduced self worth
- Depression

POSTNATAL DEPRESSION



It's a common problem, affecting more than 1 in every 10 women within a year of giving birth

It can also affect fathers and partners

Symptoms of postnatal depression



Many women feel a bit down, tearful or anxious in the first week after giving birth.

- ❖ A persistent feeling of sadness and low mood
- ❖ Lack of enjoyment and loss of interest in the wider world
- ❖ Trouble sleeping at night and feeling sleepy during the day
- ❖ Difficulty bonding with your baby
- ❖ Withdrawing from contact with other people
- ❖ Problems concentrating and making decisions
- ❖ Frightening thoughts – for example, about hurting your baby

CAUSES OF POST NATAL DEPRESSION



Compared with women in developed countries, women in developing countries are more exposed to the psycho-social risk factors for the development of antenatal depression,

e.g; younger age of mothers, low level of education, exposure to domestic violence or relationship conflicts, history of obstetric complications, history of depression, unplanned pregnancy, lack of social support and low economic status -Hartley M et al 2011

Health seeking behavior



- Women report higher levels of distress than did men,
- More likely to suffer from an emotional problem
- Women use psychotropic to restore their capacity to carry out emotionally taxing labour related to their caring work in the private sphere
- Women are consistently more likely to use outpatient mental health services than are men.

What can we do



Caring about policies and practices :

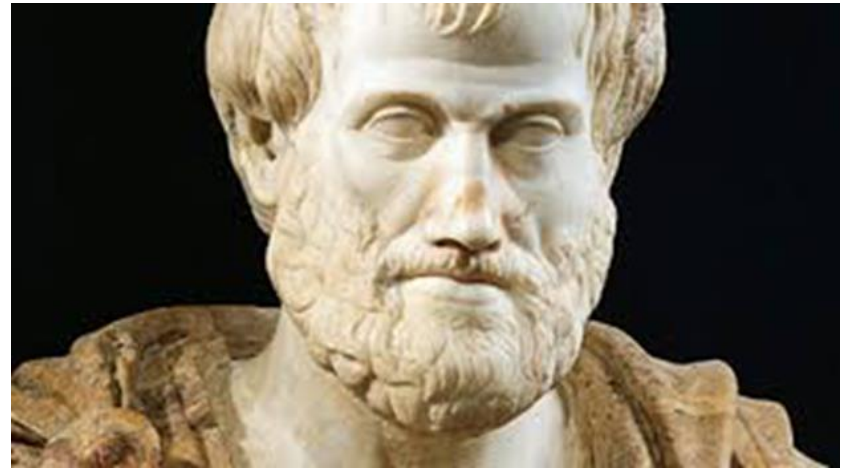
Caring
policies at
work
place
(H/R)

Strong
support
systems

Referral
,Linkage
and
Treatment

Common sense and common action, Just because we know what to do doesn't mean we do it.

Tetris



We are what we repeatedly do.
Aristotle

Common sources of work stress



- Low salaries
- Excessive workloads
- Few opportunities for growth or advancement
- Work that isn't engaging or challenging
- Lack of social support
- Not having enough control over job-related decisions
- Conflicting demands or unclear performance expectations

Coping and resilience



Triggers

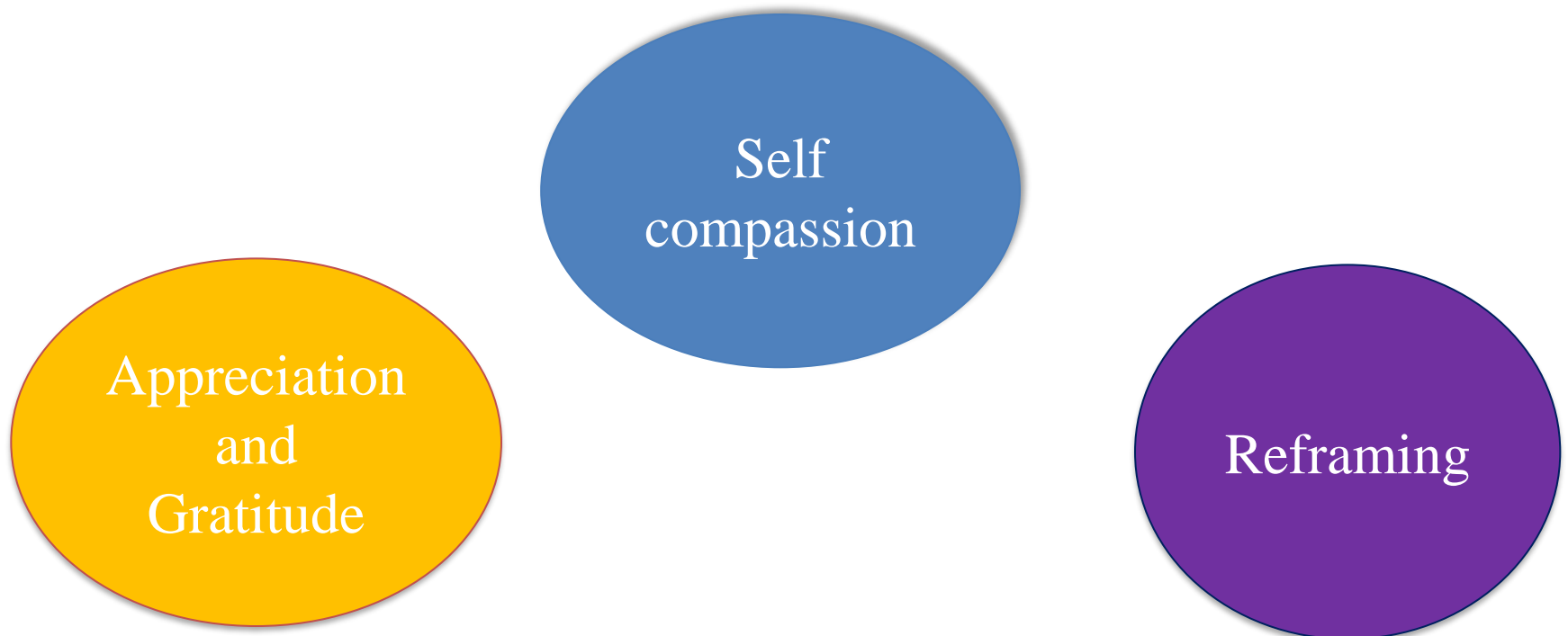
Support

Manage
E&R

New
Habits

Vision: A world class Professional Accountancy Institute.

SELFCARE



Types of Self-Care

Physical



Sleep
Stretching
Walking
Exercise
Nutrition
Yoga

Emotional



Stress Management
Coping Skills
Compassion
Therapy
Journaling

Social



Boundaries
Support System
Positive
Social Media
Communication
Friends

Spiritual



Time Alone
Meditation
Prayer
Nature
Sacred Space

Personal



Hobbies
Creativity
Goals
Identity
Authenticity

Space



Safety
Healthy
Environment
Stability
Clean Space

Financial



Saving
Budgeting
Money
Management
Paying Bills
Boundaries

Work



Time
Management
Work
Boundaries
Breaks

BlessingManifesting

Activities



Coping with stress at work



Working hard should not be confused with overworking at the expense of relationships and physical health

Everyone, feels the pressure of work-related stress

But when work stress becomes chronic, it can be overwhelming—and harmful to both physical and emotional health



Sustaining high performance in challenging situations

- ❖ Enhancing self-awareness
- ❖ Generating positive emotions
- ❖ Build coping strategies
- ❖ Building mental toughness through tough experiences (but with suitable respite)
- ❖ Maintaining clear Sense of Purpose (Moral Compass)
- ❖ Using positive attributional (explanatory) style to deal with success and failure

Taking steps to manage stress



- Track your stressors.
- Develop healthy responses
- Establish boundaries
- Take time to recharge

- Learn how to relax
- Talk to your supervisor
- Get some support

END



THANK YOU FOR LISTENING
QUESTIONS

Call me: 0714 891698
smwaniga@yahoo.com