



ICPAK 38TH ANNUAL SEMINAR

Venue: Hotel Whitesands

Date : 19th Nov 2021

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PhD Vrije University (Behavioral and Movement sciences)

Mental Health Consultant

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Work place mental health trainer , Clinical Researcher specializing in adolescents mental health ,with 13 years' experience in senior management

- An external site coordinator for University of Washington ,Global health program courses for health care workers
- Master's degree in Clinical Psychology from the UoN, a member Clinical Psychologists Association of Kenya
- Currently PhD student at the Vrije University , Amsterdam -Netherlands.

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The Mental Health awareness agenda for professionals during and post the pandemic

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OUTLINE



- Mental health and the new reality
- Stress and pandemics
- The MH pandemic impact/ and sense of YOLO
- Focus areas when it comes to Workplace wellness(Hybrid)
- The well-being of employees
- New' normal
- Employer and employee responsibilities
- Dimensions of wellness and self care

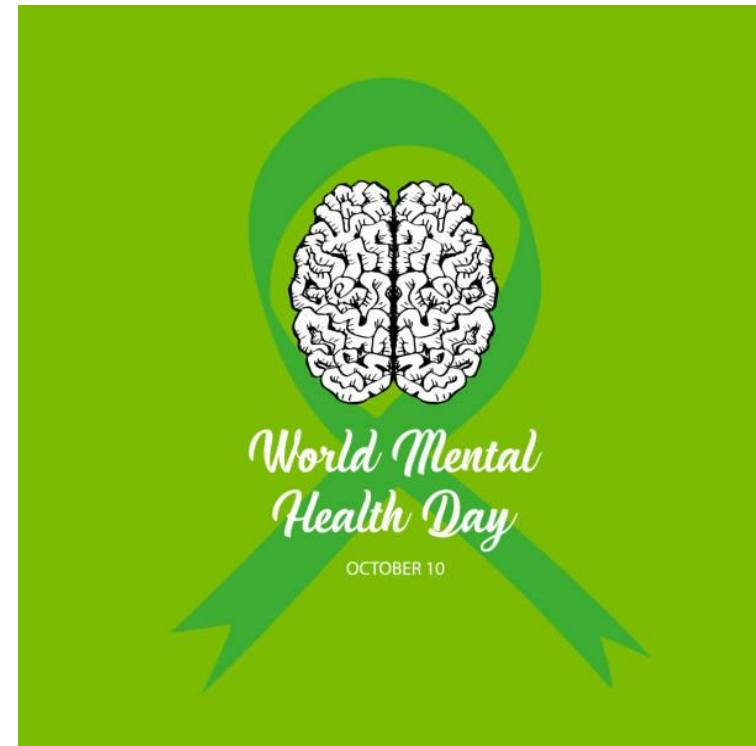
What is Mental health



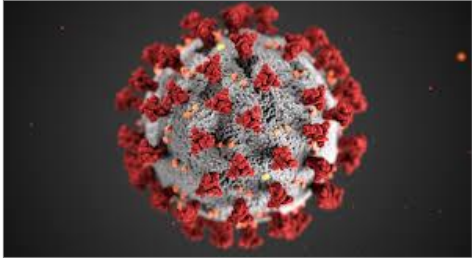
“a state of well-being whereby individuals recognize and realize their abilities, are able to cope with the normal stresses of life, work productively and fruitfully, and make a contribution to their communities”

(WHO: 2003)

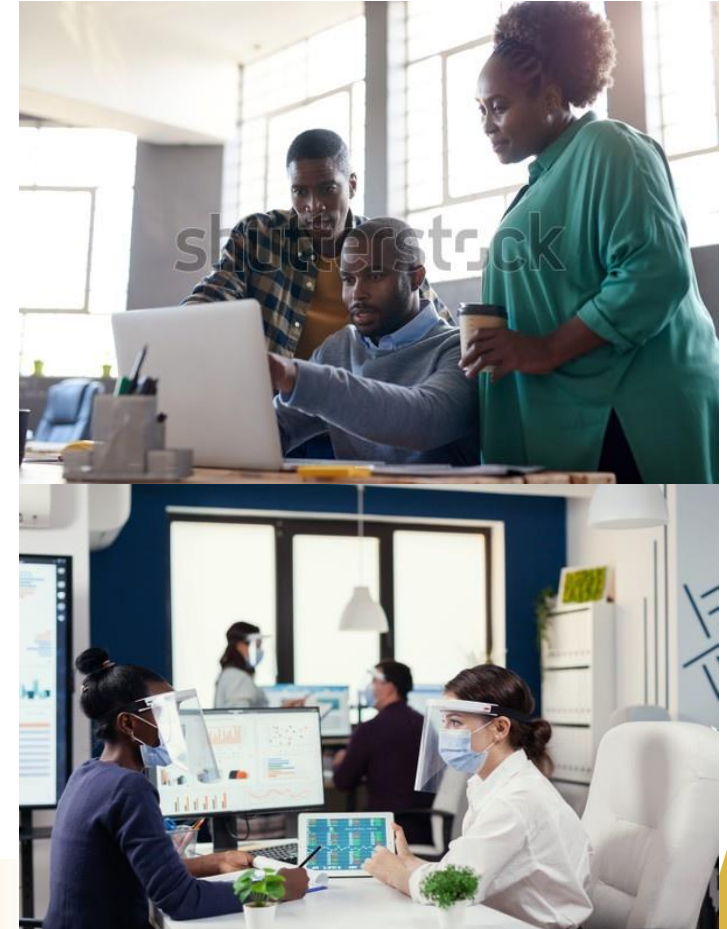
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The new reality CREATED



- Covid 19- acute awareness of health and well-being
- Opportunity for companies to leverage- workplace design to nurture holistic well-being for people at work(hybrid)



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How?



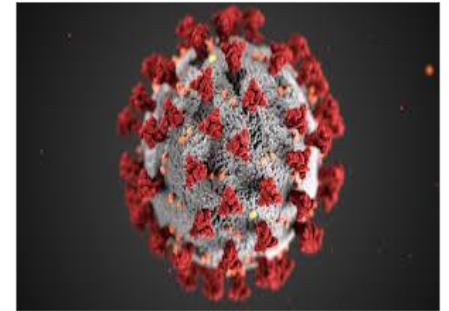
- The pandemic –demonstrated ignore well being at own peril, businesses depend on healthy workforces; **physically, mentally, emotionally, and socially**
- **Need to come up with** innovative / integrate options infusing employee well-being into work flow enhance staff performance

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Stress during pandemics can cause

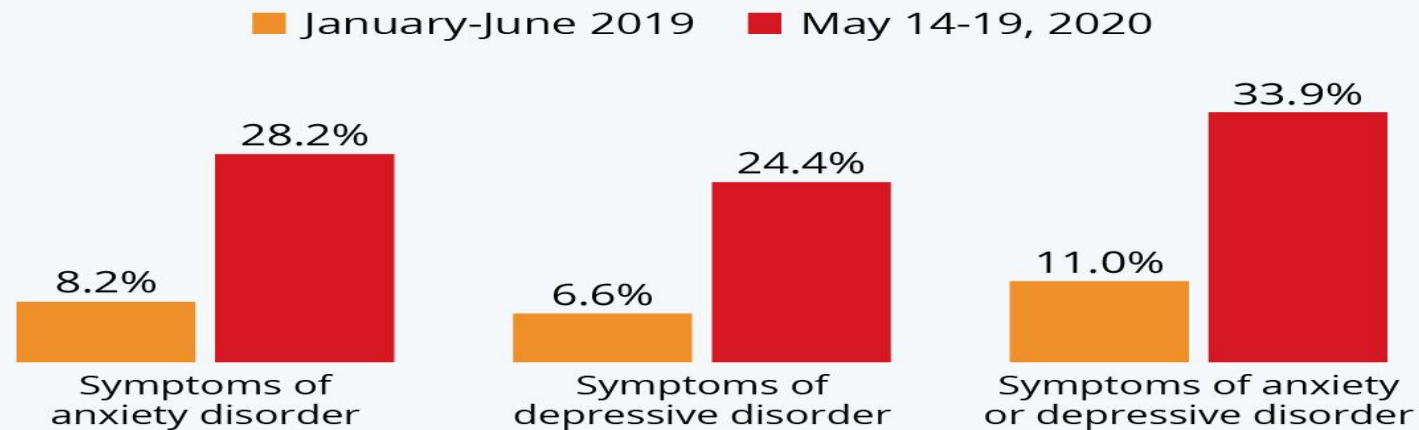


- **Fear and worry** about your own health and the health of your loved ones, your financial situation or job, or loss of support services
- **Changes** in sleep or eating patterns.
- **Difficulty** sleeping or concentrating.
- **Worsening** of chronic health problems/ mental health conditions.
- **Increased use** of tobacco, and/or alcohol and other substances.



Pandemic Causes Spike in Anxiety & Depression

% of U.S. adults showing symptoms of anxiety and/or depressive disorder*



* Based on self-reported frequency of anxiety and depression symptoms. They are derived from responses to the first two questions of the eight-item Patient Health Questionnaire (PHQ-2) and the seven-item Generalized Anxiety Disorder (GAD-2) scale.

Sources: CDC, NCHS, U.S. Census Bureau



The MH pandemic impact



A survey of **130 countries** provides 1st global data showing the devastating impact of COVID-19 on access to mental health services and underscores the **urgent need for increased funding**

WHO survey October 2020:

“The COVID-19 pandemic has disrupted or halted critical mental health services in 93% of countries worldwide while the **demand for mental health is increasing**”

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The MH and sense of YOLO



- Unprecedented time have triggered a sense of YOLO ,people trying to find work that is meaningful, '*Great Resignation Wave*'
- Employees want more meaning, more flexibility, more inclusivity and more well-being
- Employees want to feel like that they matter , employers are having to respond to that



Organizations that are committed to improving the health and well-being of their workforce, a holistic approach is the way to go,

1. Uncover the hidden factors- Evaluate company culture. Does it support staff well-being – or is it undermining it?



2. Activate your managers to become Multipliers of Well-Being

-organizations that model and support team well-being report higher levels of engagement with their work, overall well-being, and productivity

A manager-driven well-being initiatives can make a huge difference for the well-being of staff, especially during this time of uncertainty.



3. Design nudges and cues

Nudges are environmental prompts make it easy to stick to healthy habits, such as offering healthy snacks at meetings or establishing a safe walking path around the office,

Cues are cultural prompts that make healthy behaviors the norm, e.g starting meetings with well-being enhancers such as expressing gratitude.

Focus areas when it comes to the well-being of employees?



- A Gallup study released in July of 2020 shows that
- Half of employees are afraid to talk about their mental health with their bosses.
 - Burnout is treated as a problem with the individual
 - Perceptions of unfairness, work overload, unclear communication from one's manager escalate burnout

Workplace wellness stand-alone vs intergrated



Workplace wellness has been positioned as stand-alone wellness programs, that don't necessarily connect with day to day activities

Moving forward infuse well-being into every aspect of the organization

Well-being is the foundation to any metric that matters to the organization



Human-to-human connection matter most –
especially now

A manager who notices that one of their team
members is not doing well and extends assistance –
Is a powerful gesture

'New' normal



- ❑ Work from home (WFH) is here to stay longer than most of us expected
- ❑ We have to re examine employee policies and initiatives to make them suitable to a virtual workforce
- ❑ Find ways to ensure they balance efficiency, productivity, and communication with employee wellbeing



EMPLOYEES AND EMPLOYERS RESPONSIBILITIES

Employers Responsibilities



**SUPPORTING A RETURN TO
WORK**

RETURNING TO WORK AFTER LOCKDOWN

1. PREPARE

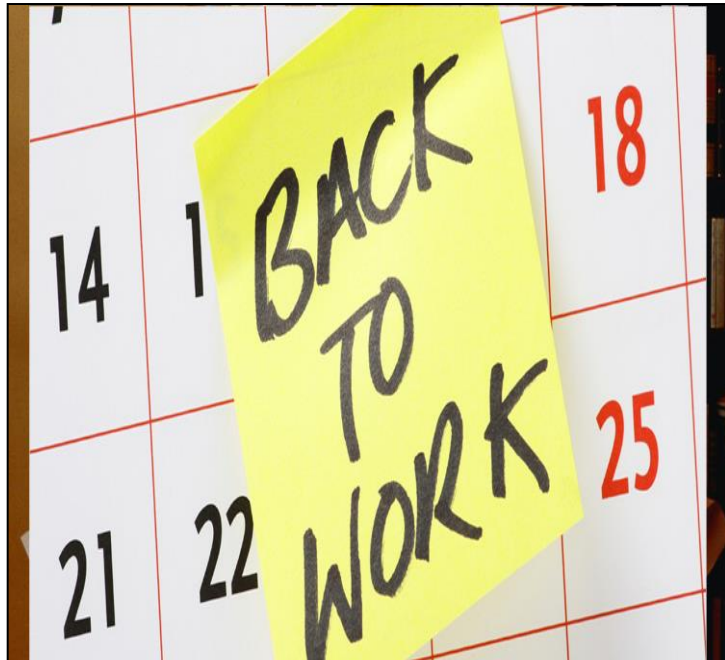
2. INFORM

3. PREVENT

4. RECOVER

- Make the workplace as safe as possible for staff, customers and anyone else who visits
- Encourage staff to work from home, wherever possible
- Do a 'risk assessment' to identify what might cause harm and take reasonable steps to prevent it

POTENTIAL INTERVENTIONS TO CONSIDER



- Communication Plan
- Connect with Colleagues
- Training:.
- Employee Assistance Programmes:



- Review current mental health services.
- Flexible Working Practices: Consider adapting current policies for quicker decisions.
- Encourage senior team members to include messaging about mental health and wellbeing.
- Internal Mental Health Network: Establish Champions who can support the organisation.

What are your Silver Linings?

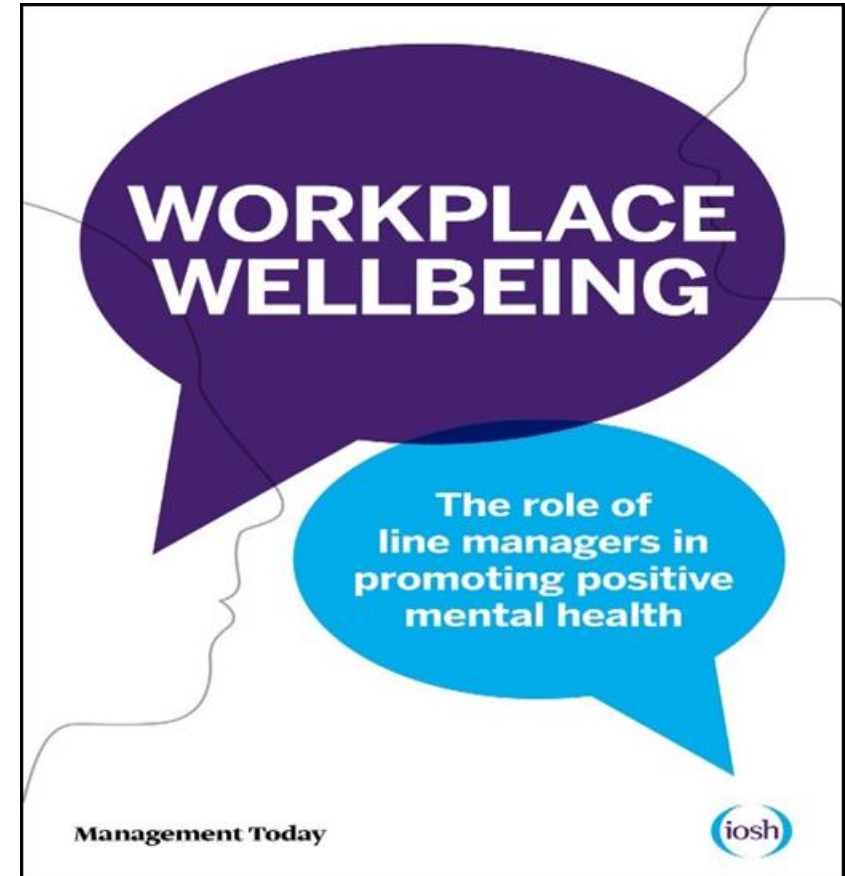


- ❖ Appreciate connections with family and friends
- ❖ Our environment rejuvenating
- ❖ Appreciate teachers work
- ❖ Have we been creative with our self-care activities
- ❖ Grateful for the INTERNET

ADVICE FOR MANAGERS



- Regular Check-in meetings
- Looking for Signs/ Symptoms
- Role Modelling
- Connecting People
- Review Workloads
- Promote Learning

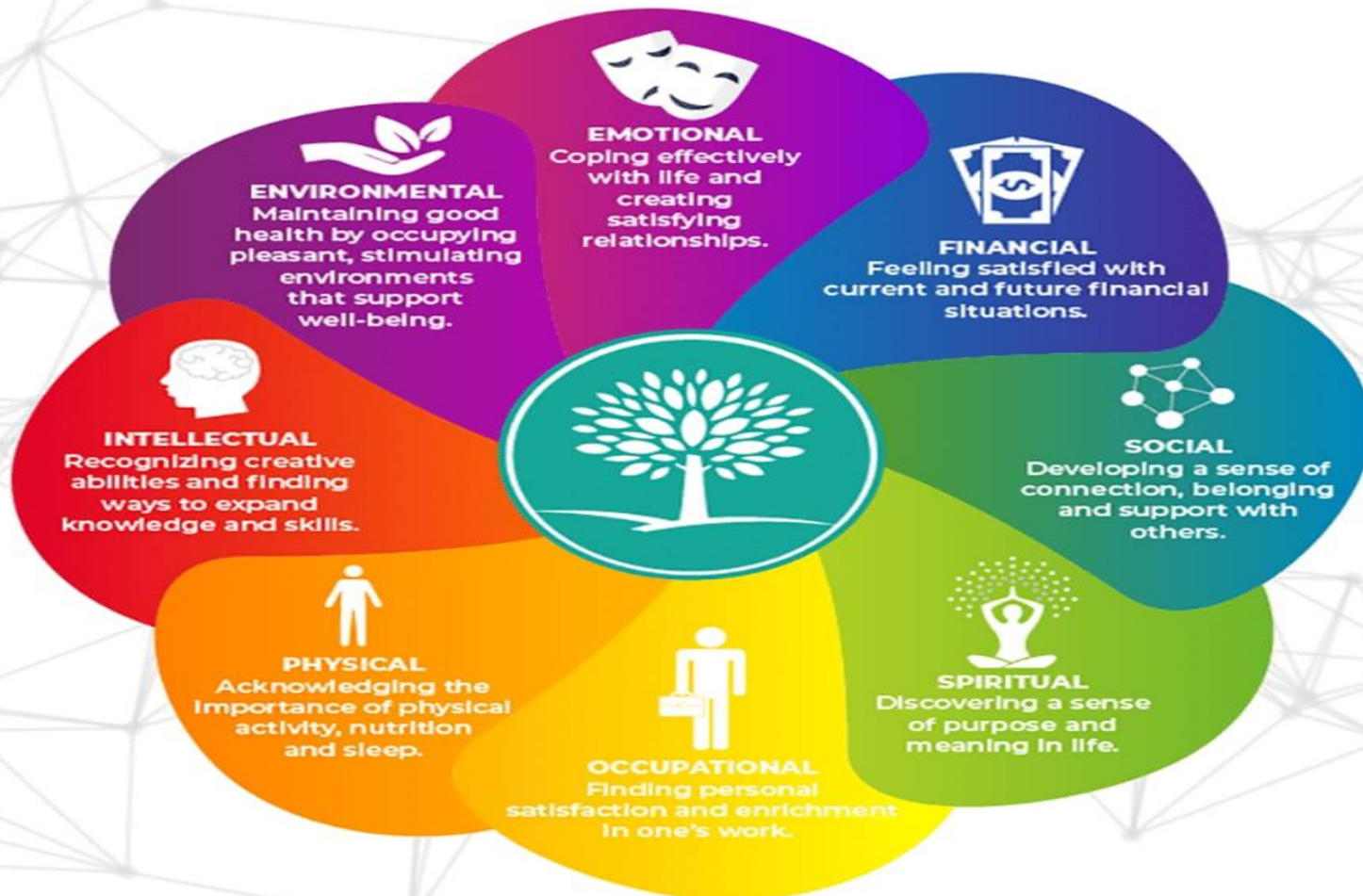


INTERNAL RESOURCES TO ASSIST WITH MENTAL HEALTH



- Employee Assistance programmes
- Mental health and wellbeing resource hubs
- Occupational health
- Mental health champions/ambassadors
- Mental health first aider network

8 DIMENSIONS OF WELLNESS



Self care

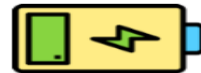
Types of Self-Care

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



“Good mental health is absolutely fundamental to overall health and well-being,”

“COVID-19 has interrupted essential mental health services around the world just when they’re needed most, World leaders must move fast and decisively to invest more in life-saving mental health programmes – during the pandemic and beyond.”

Dr Tedros Adhanom Ghebreyesus, Director-General of the WHO

**Someone you know has
a mental health problem.
They just don't know
how to tell you.**

Thank you!

Call me: 0714 891698
smwaniga@yahoo.com

References



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Embracing the future of work Ashish Kolvalker -Global HR Head at Amagi.

Navigating Mental Health Issues in a Post-Pandemic World, Billy Bilbray MS, LISAC, Clinical Supervisor

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