

*Promoting Positive Mental Health
& Resilience During Challenging Times*

Handouts



Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working remotely and/or differently
- Sheltering in place with loved ones
- Loneliness, isolation, less support
- Increased dependent care responsibilities
- Racial injustice issues
- Political divide and unrest



Mental Health Implications

- Feelings of grief and loss
- Increase in stress, anxiety and depression
- Increase in substance abuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide



Reintegration Challenges

- Change, transition & uncertainty are stressful
- Health anxiety
- Social anxiety
- Dependent care coverage
- Financial stress (helping loved ones)
- Workload
- Workplace safety protocols



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational



Signs of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure
- Despair
- Cynicism
- Apathy
- Emotional exhaustion

Decrease in:

- Self-esteem
- Concentration
- Memory

Increase in:

- Errors
- Absenteeism
- Hypochondria
- Sleep disruption

Control what you can, let go of the rest

- What you can control:

- Your own thoughts
- Your own emotions
- Your own behaviors
- Your own choices

- What you can't control:

- Other people's thoughts
- Other people's emotions
- Other people's behaviors
- Other people's choices
- Outcome
- COVID-19
- What else?

Acceptance

“If you don’t like something, change it.
If you can’t change it, change your attitude.”

- Maya Angelou



Mental Health Tips

- Prioritize your mental health & wellbeing
- Create structure to your day
- Take a break from the news
- Take time for mindfulness practices



Overview of Mindfulness

- Maintain a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment
- Pay attention to our thoughts and feelings without judging them
- Sense in the present moment
- Can be practiced anywhere, anytime

Source: <http://greatergood.berkeley.edu/topic/mindfulness/definition>



Mindfulness in the Workplace

- GOOGLE
- NIKE
- ACCENTURE
- SONY
- LOREAL
- BRITISH AIRWAYS
- NOKIA
- MICROSOFT
- AMERICAN EXPRESS
- JOHNSON & JOHNSON



Benefits of Mindfulness

- Enhances relationships
- Improves job performance
- Reduces chronic pain
- Increases focus and attention, and improves decision-making skills
- Improves creativity, memory, and cognitive flexibility
- Improves mood, empathy, and overall quality of life
- Boosts immune system

Source: Glomb, T. M, Duffy, M. K, Bono, J. E., & Yang, T. (2012). Mindfulness at work. *Research in Personnel and Human Resource Management*, 30, 115-157.

Int J Yoga. 2015 Jul-Dec; 8(2): 128–133. Effectiveness of mindfulness meditation on pain and quality of life of patients with chronic low back pain



Benefits of Mindfulness, cont.

- Decreases anxiety, stress, depression, tiredness, and irritability
- Increases emotional intelligence
- Encourages healthier eating habits
- Improves heart and circulatory health
- Aids in recovery from substance use
- Improves sleep
- Increases financial well-being



Source: <http://www.mindwork.co/what-is-workplace-mindfulness/the-research-on-mindfulness>, <https://www.helpguide.org/harvard/benefits-of-mindfulness.htm>,
http://www.mindfulnet.org/Building-the-Case-for-mindfulness-in-the-workplace_v1.1_Oct16_Full_doc.pdf

Strategies for Increasing Mindfulness

- Progressive muscle relaxation
- Unplugging from technology
- Listening & using your senses
- Mindful eating & spending
- Yoga
- Breathing
- Body scan
- Positive mantra
- Connection to nature
- Meditation
- Morning routine



The disease of being busy & multi-tasking

- Hampers Creativity
- Drains Energy
- Reduces Wellbeing
- Reduces Efficiency
- Kills Prioritization
- Decreases Quality
- Shrinks Brain

Taken from Stafd University “Cognitive Control in Media Multi-Taskers” Study



Mindful Workplace Exercises

- Start your day with a mindful moment and plan for mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Pay attention to your coworkers

Source: <https://hbr.org/2016/03/how-to-practice-mindfulness-throughout-your-work-day>, <http://www.mindful.org/10-ways-mindful-work/>



Positivity

“A man is but the product of his thoughts...what he thinks, he becomes.”

- *Mohandas Gandhi*



Keep Your Thinking Positive

- Turn down volume of your inner critic
- Detach from fear
- Avoid catastrophic thinking
- Practice the power of affirmations and mantra



Practice Gratitude

“He is a wise man who does not grieve for the things which he has not, but rejoices for those which he has.”

- Epictetus



Detachment

“Feelings are waves of energy which we can choose to surf, rather than allowing them to overcome us.”

- Arlene Englander



Detach From:

- Your own negative emotions like fear, anxiety, anger and sadness
- The negative emotions of others
- Expectations
- Outcome (embrace uncertainty)



Detachment Strategies

- Visualization of protective barrier
- Lifeguard analogy
- Unhook from conflict
 - Drop your end of the rope
 - Do the next right thing
- Zoom out for greater perspective



Mindfulness & Emotional Intelligence

- Know your emotions
- Manage your emotions
- Motivate yourself
- Recognize & understand the other people's emotions
- Manage relationships (manage the emotions of others)

Adapted from Daniel Goleman's book "Emotional Intelligence"



High EQ

- Low insecurity
- High openness
- Assertive
- Self-aware
- Inclusive
- Respectful
- Takes responsibility for actions



Promoting Psychological Safety at Aera

- What is psychological safety?
- What is important:
 - Open & productive conversations about workload & work time
 - Flexibility, creativity and compromise
 - Unifying and collaborative mentality
 - Humility, authenticity & vulnerability
 - Empathy, compassion & grace
 - Bringing forward positive examples

Relationship Solutions

- Become rooted in the present
- Let go of defensiveness
- Take responsibility
- Appreciate the power of empathy
- Practice flexibility, adaptability, & compromise

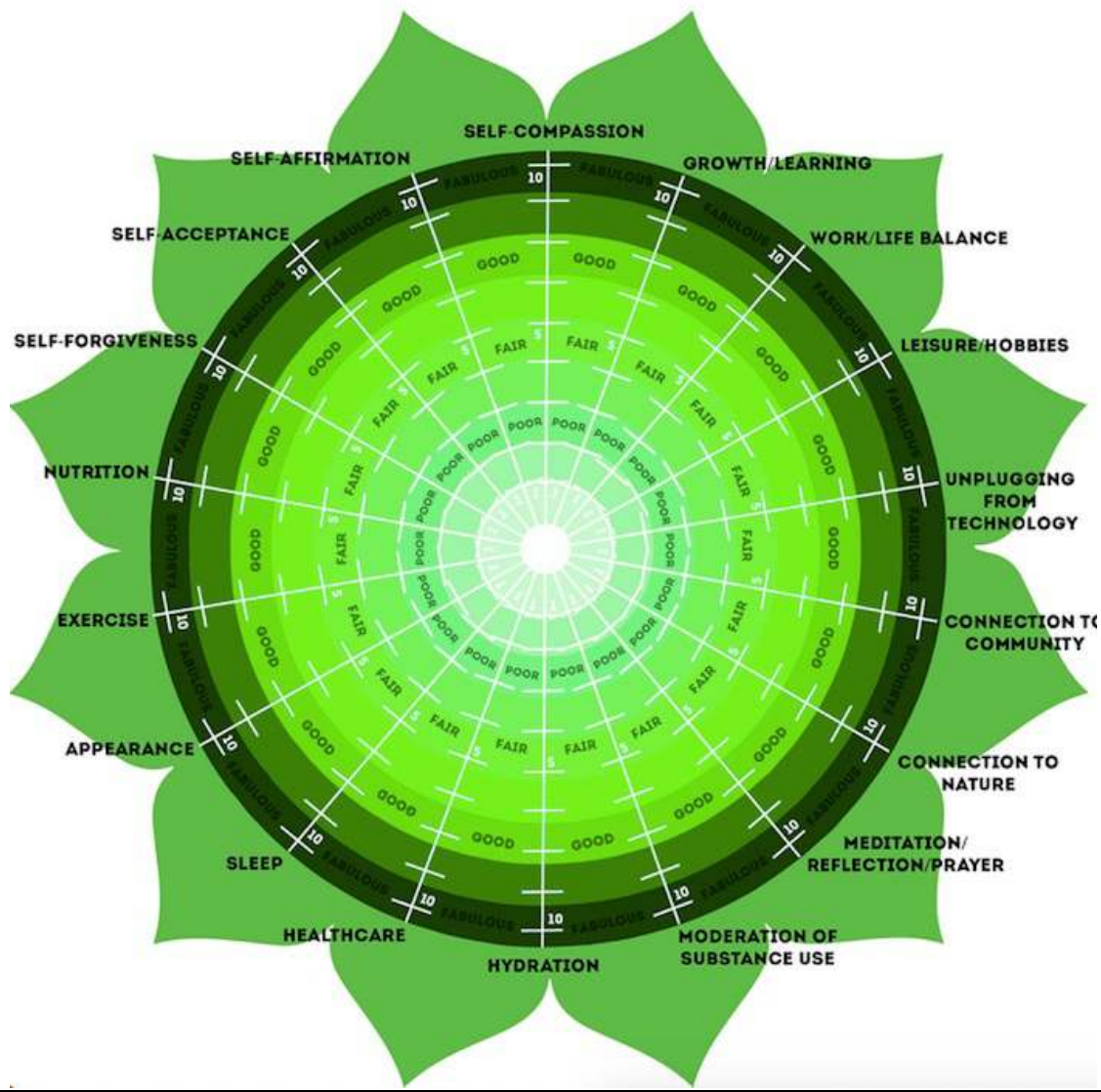


Prioritize Your Own Well-Being

- Practice self-care
- Set healthy limits and boundaries with assertive communication

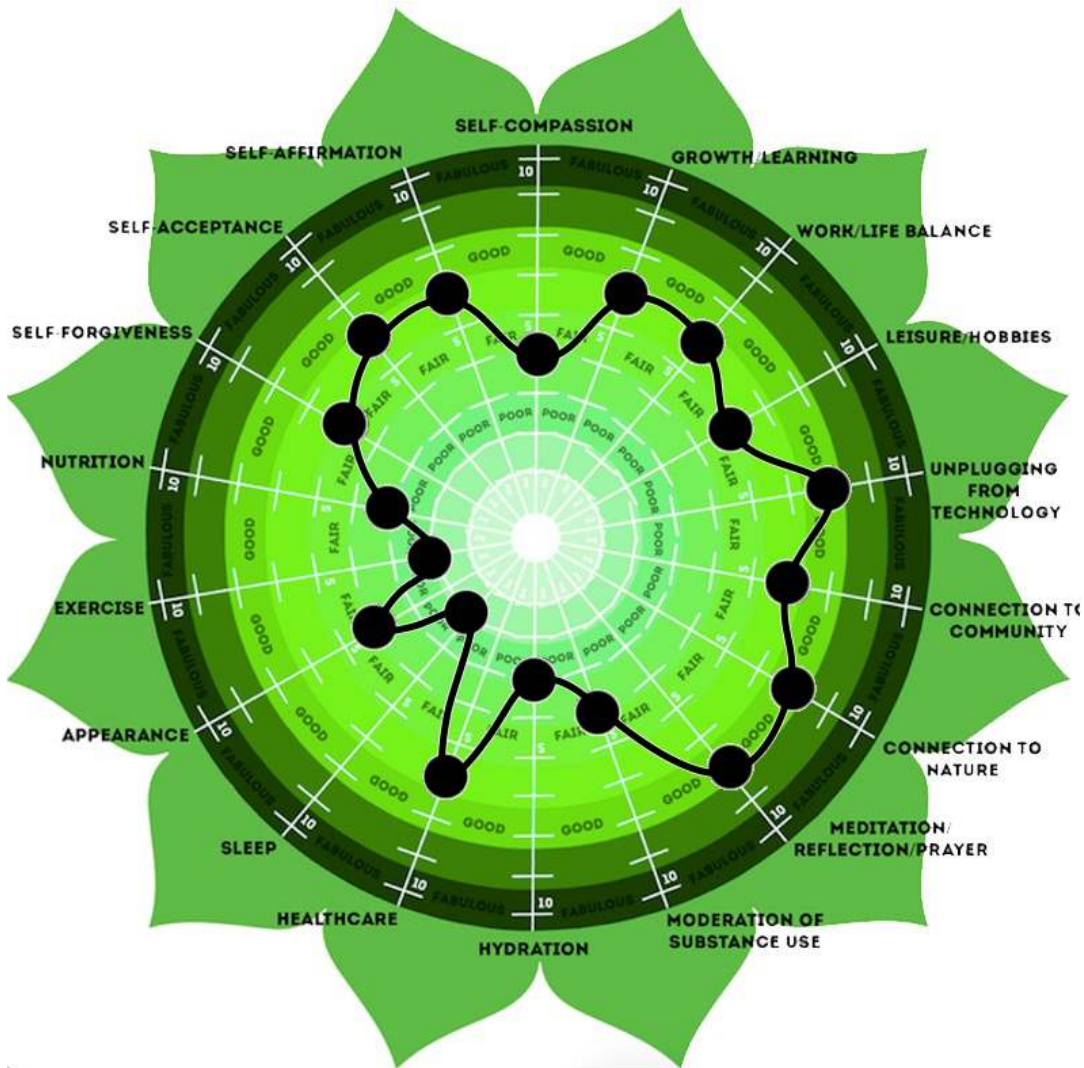


1-3 POOR, 4-6 FAIR, 7-8 GOOD, 9-10 FABULOUS



Self Love Wheel

1-3 POOR, 4-6 FAIR, 7-8 GOOD, 9-10 FABULOUS



Self Love Wheel

Support

“Alone we can do so little,
together we can do so much.”

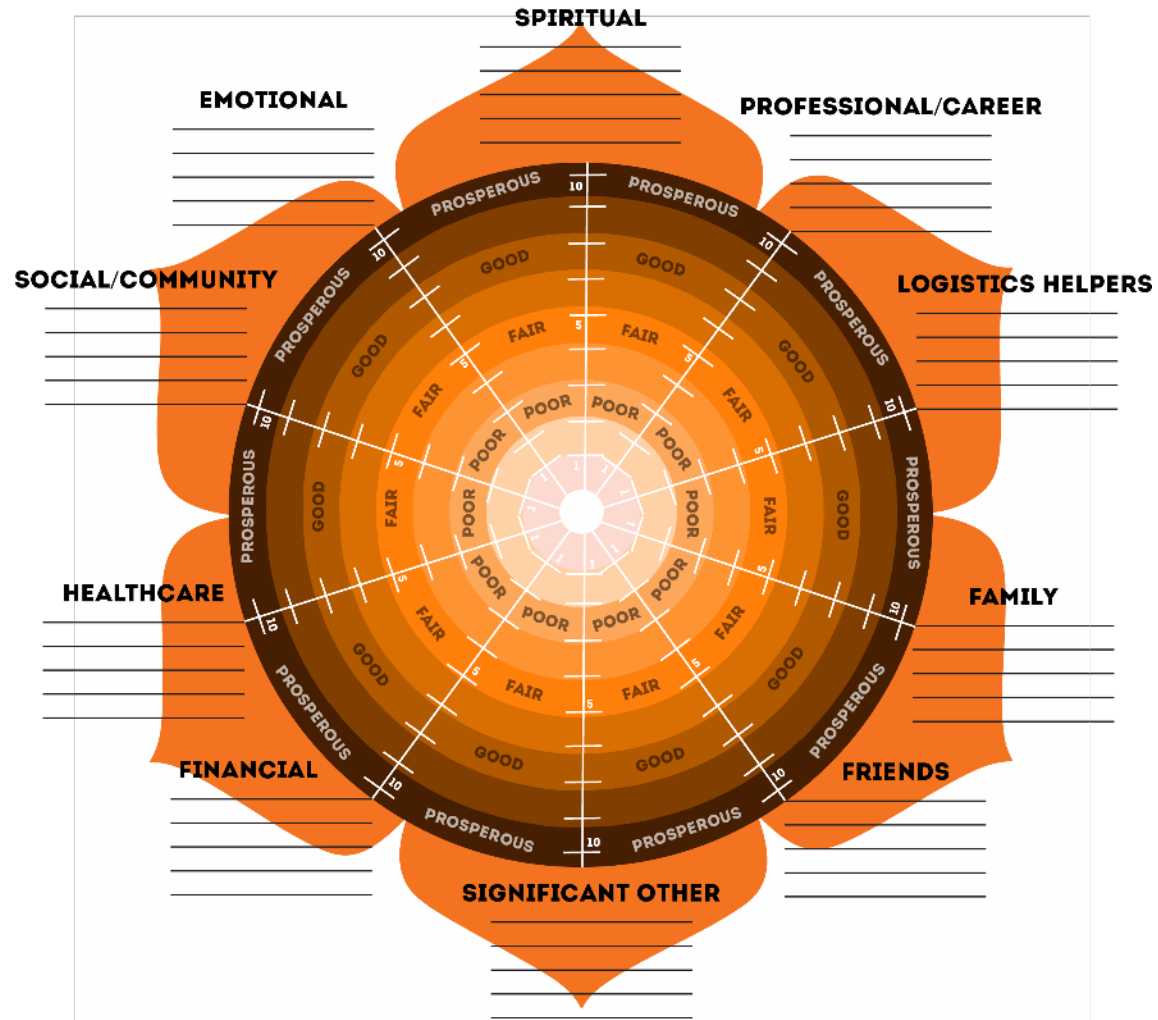
- *Helen Keller*



Barriers to Accessing Support

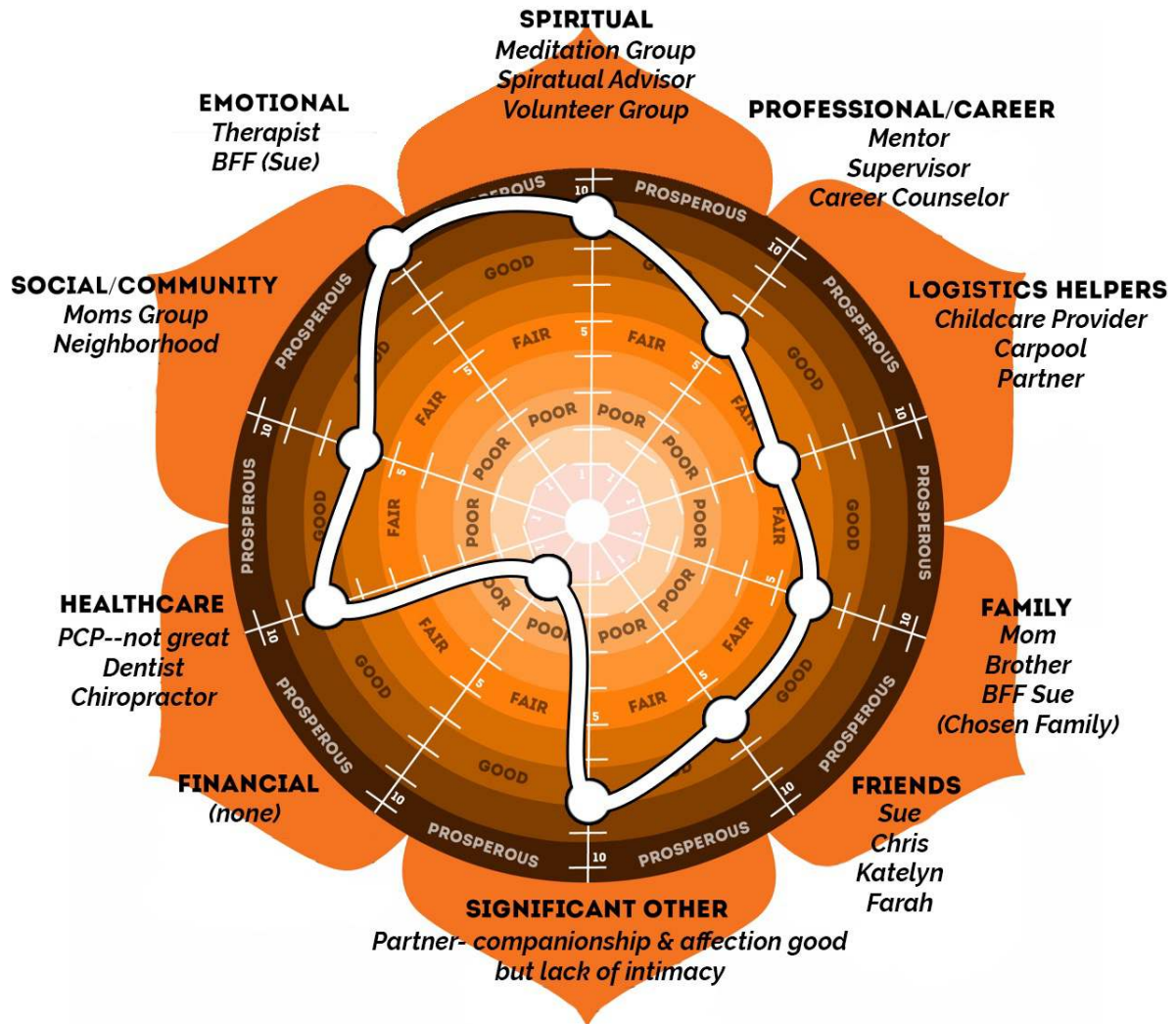
- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness

1-3 POOR, 4-6 FAIR, 7-8 GOOD, 9-10 PROSPEROUS



Support Wheel

1-3 POOR, 4-6 FAIR, 7-8 GOOD, 9-10 PROSPEROUS



Support Wheel

Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Participate in online communities
- Utilize teletherapy



Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Seek and give support
- Strive for work/life balance
- Engage fully in life; don't isolate yourself
- Develop a sense of purpose/meaning in life

We are in this together!



Utilize Your Benefits:

- **Vacation**
- **Flex Spending/Health Savings Accounts**
- **Sick benefits & FMLA for time as needed**
- **Insurance Benefits (Mental Health Parity Law)**



EAP Services:

EAP Services through Unum

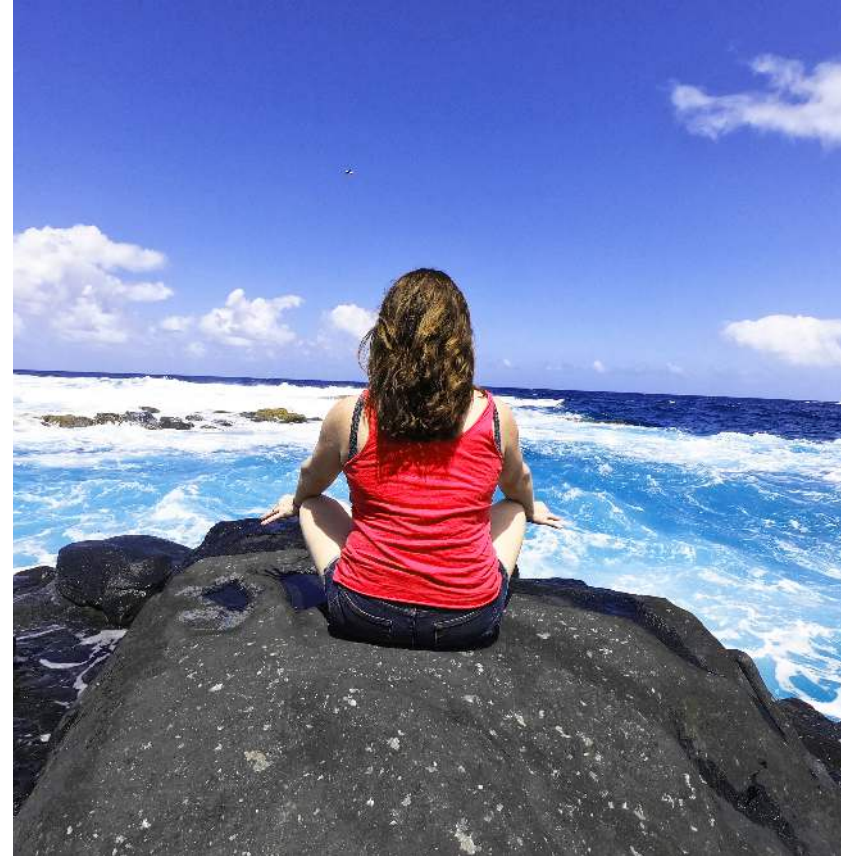
Unum.com/lifebalance 800-854-1446

- 3 free sessions per issue, per year
- Immediate family members also eligible
- Counseling for stress, mental health, substance abuse, relationship issues, etc.
- Resources to alleviate stressors
 - Childcare & Eldercare
 - Legal & Financial
 - Educational resources



Meditation Resources

- [Calm: 30 Days Free](#)
- [Headspace: Free Trial](#)
- [Jack Kornfield: Compassion in the Time of Coronavirus](#)
- [Eckhart Tolle](#)
- [Jon Kabat-Zinn](#)
- [Tara Brach](#)



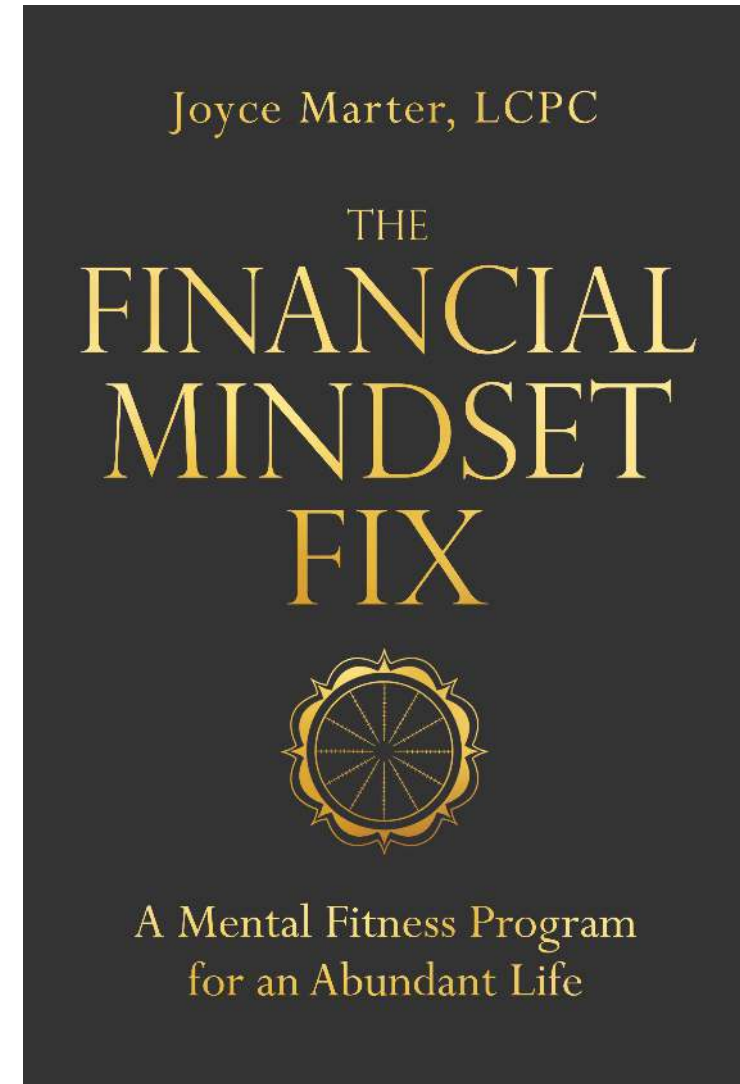
Wellness Resource

Published by [Sounds True](#)

Available for pre-order on Amazon in January 2021

Available in bookstores July of 2021

Mental Health & Financial Health Corporate Wellness Program



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What are you going to do now?

KEEP (doing)	START (doing)	STOP (doing)

Thank You!



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