

*Promoting Positive Mental Health
& Work-Life Balance*



Resources

- Presentation Slides
- Handouts & Workbooks
- Useful Links



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

Mental Health Continuum



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



Structure Your Days & Weeks

- Self-care
 - Breaks
- Sleep schedule
- Meals
- Work time
- Dependent care
- Support
- Reading or watching the news once or twice daily



Reclaiming Your Time

- Identify & eliminate time wasters
- Beware of high time investment/low priority tasks
- Be a single tasker & chunk related tasks
- Daily Ease of Functioning (DEF)
- Practice assertiveness & saying no
- Take breaks to replenish your energy levels
- Auto-response on emails
- Prepare your plan & materials for the next day



Time Management Strategies

- Prioritize (must do, should do, nice to do)
- Delegate
- Simplify
- Set time limits
- Postpone
- Eliminate



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

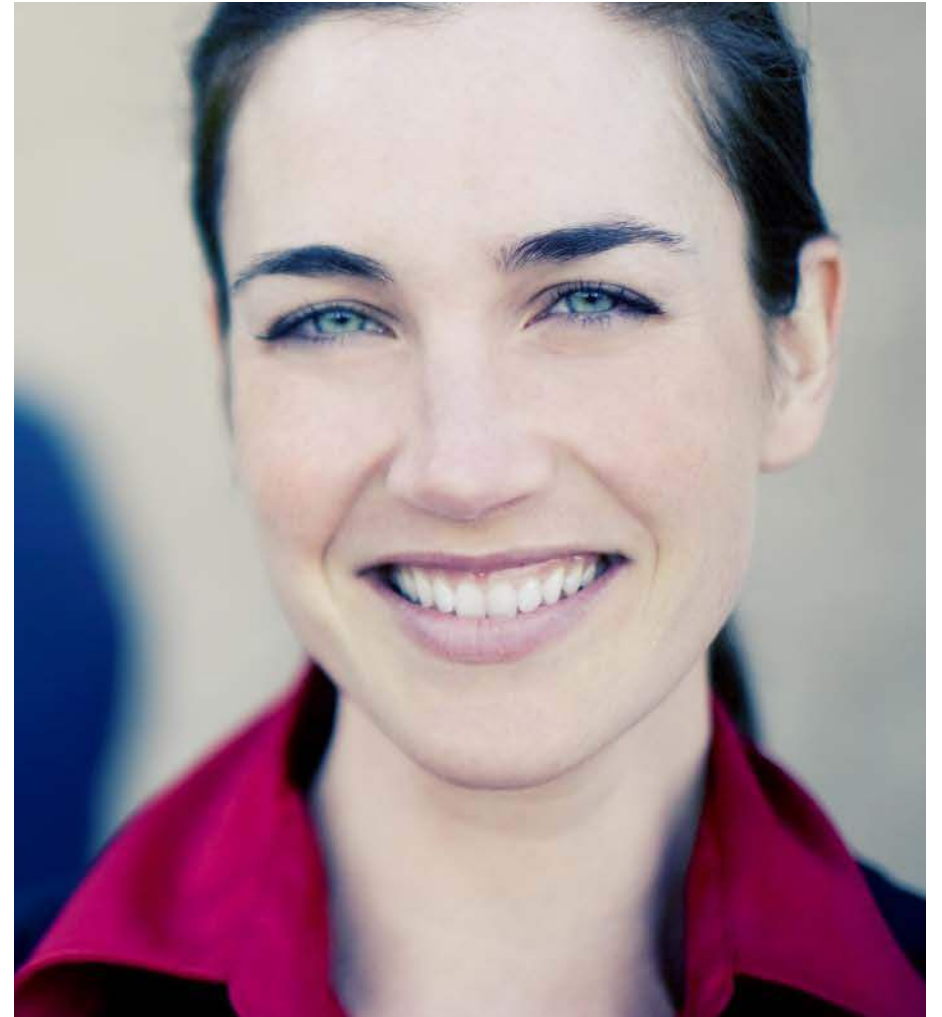
Strategies for Increasing Mindfulness

- 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



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)
- Risk to cultivate risk tolerance



Detachment Strategies

- Visualization of protective barrier
- Lifeguard analogy
- Unlock horns
- The Container
- Zoom out for greater perspective



Practice Self-Care

You can search throughout the entire universe for somebody who is more deserving of your love and affection than you are yourself, and that person is not to be found anywhere. You yourself, as much as anybody in the entire universe, deserve your love and affection.

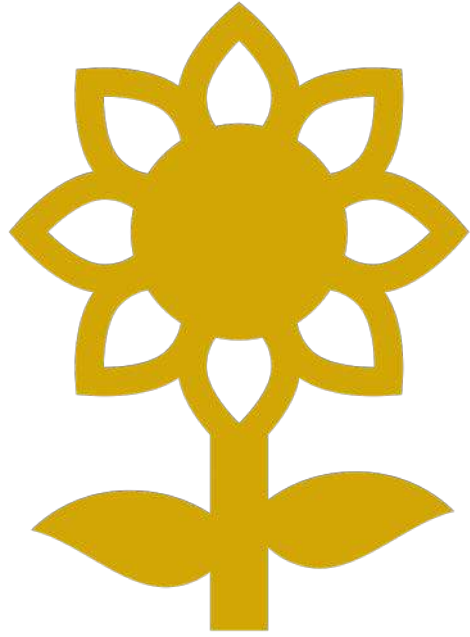
- *Buddha*



Practice Self-Compassion

- Honor (don't judge) your feelings
- Practice self-forgiveness
- Honor your personal priorities
- Keep asking, "Am I making the choices I want?"
- Set healthy limits and boundaries with assertive communication



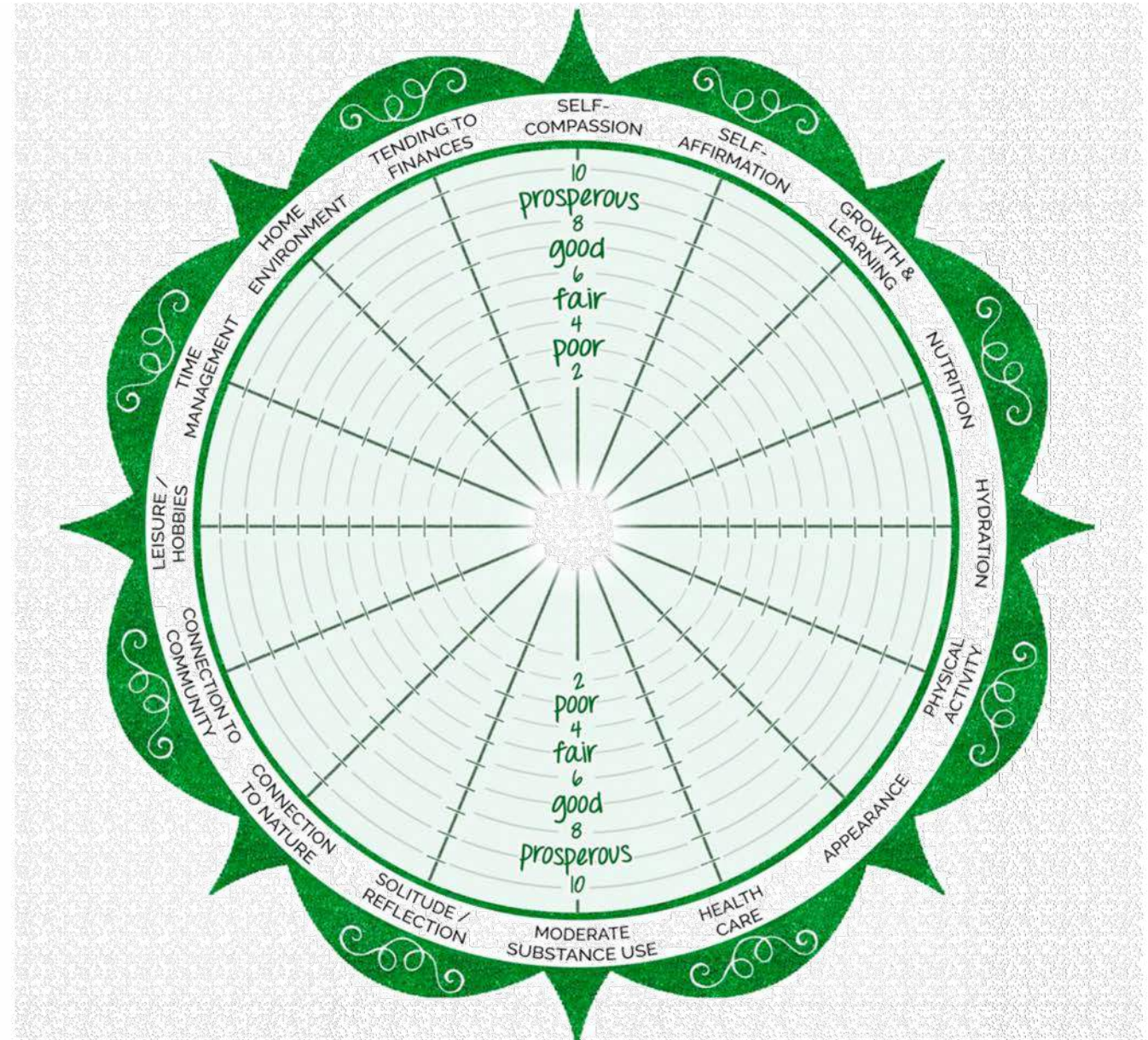


**Having a healthy
relationship with yourself
is essential for *happiness*.
Choose to be your own
good parent, best friend,
and greatest advocate.**

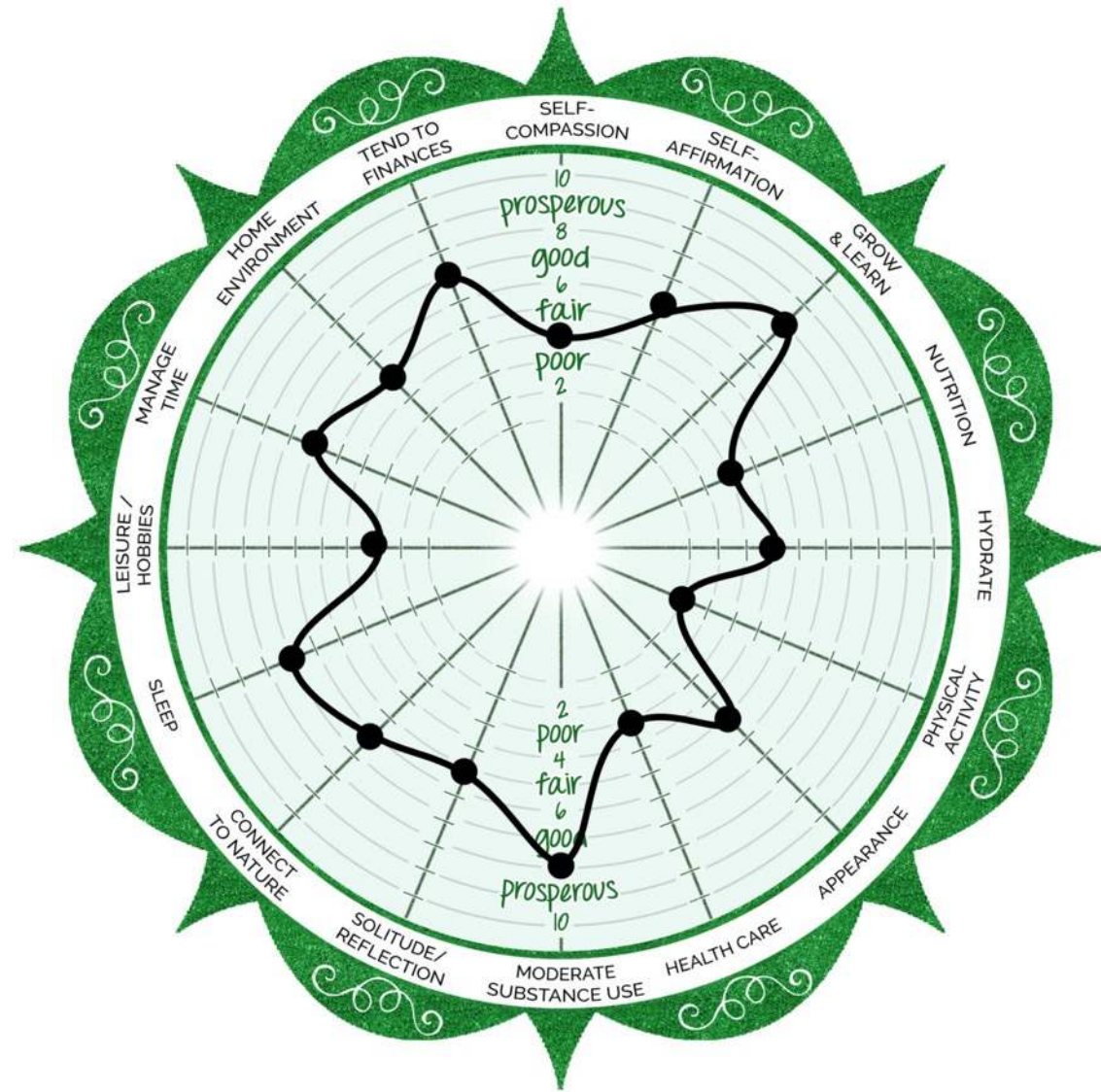
You must care about
yourself
enough to welcome the life you
deserve



Self-Care Wheel



Sample Completed Self-Care 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

Open Yourself Up to Receiving





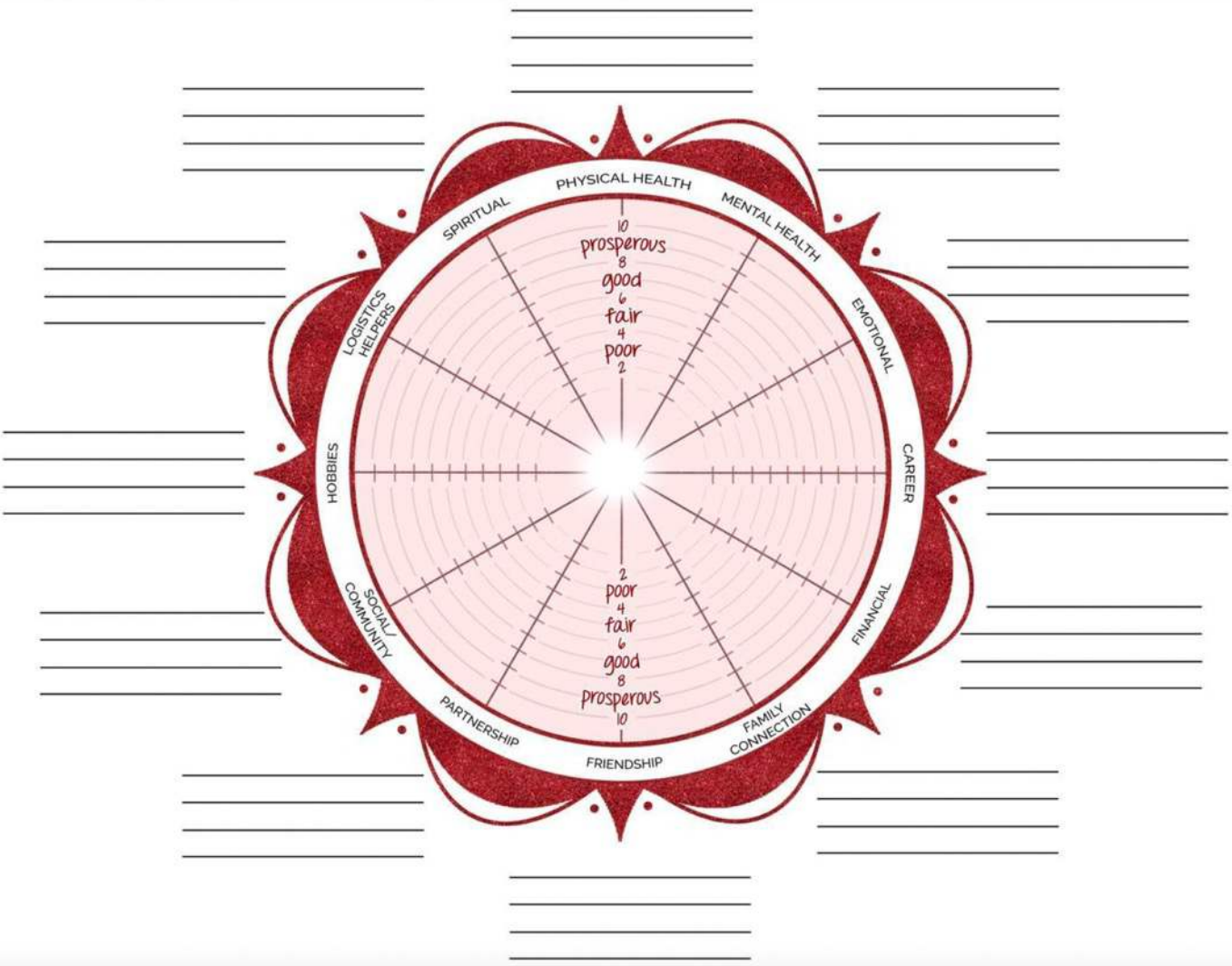
Access Support

- Support network is like a garden
- Don't go to a bakery and order a steak
- Ask for what you need—be specific
- Participate in online communities
- Grow your network
- Utilize teletherapy

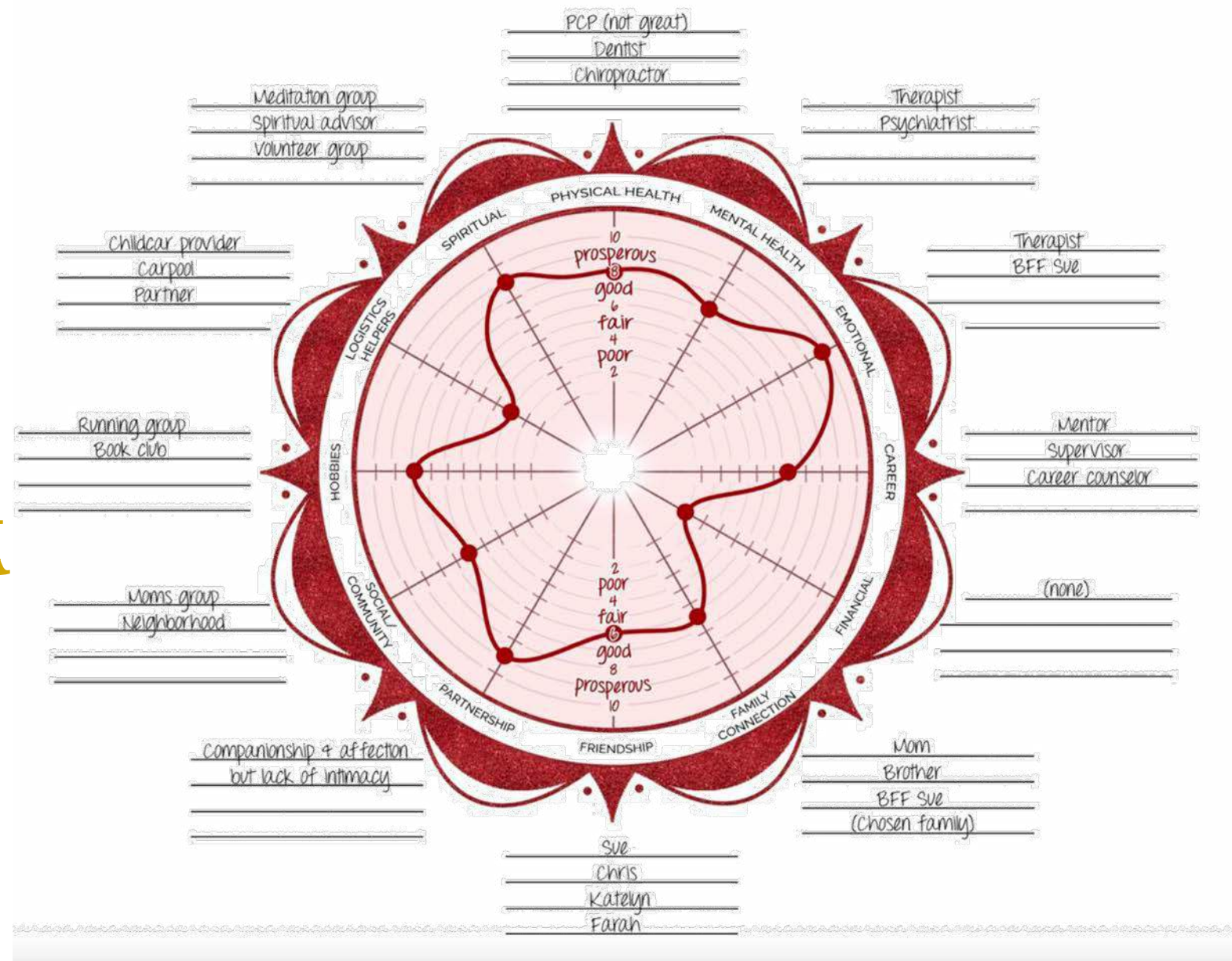



Joyce Marter

Support Network Wheel



Sample Support Network Wheel





“ Your professional success
is a direct reflection
of your ability to embrace
your unique gifts &
match them with a need
in the world.”



JOYCE MARTER

PSYCHOTHERAPIST & SPEAKER

www.joyce-marter.com



“

Success is a state of mind. In order to be a success, you must first think of yourself as a success.

DR. JOYCE BROTHERS

”



Resilient People

- Understand that challenges are a part of life
- Promote health and wellbeing
- Enjoy connection & collaboration
- Are open, flexible and adaptive
- Are emotionally intelligent
- View challenges as opportunities
- Learn from mistakes
- Avoid worrying
- Have a sense of humor even when stressed



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
- Discover & develop a sense of purpose or meaning in life



Lao Tzu:

If you realize that all
things change,
there is nothing you will
try to hold on to.

Power of Mantra,

“I am flexible and bendable, like a reed
in the wind.”



Meditation Resources

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



Counseling & Therapy Resources

- [United Healthcare](#) has launched a free (to anyone) 24/7 support line staffed by mental health experts: Call 866-342-6292
- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 800-273-8255
- [Find a Mental Health Facility Near You](#)
- Most insurance companies are covering teletherapy and some like Aetna have waived copays for telemedicine.
- [PsychologyToday's Find-A-Therapist Directory](#)



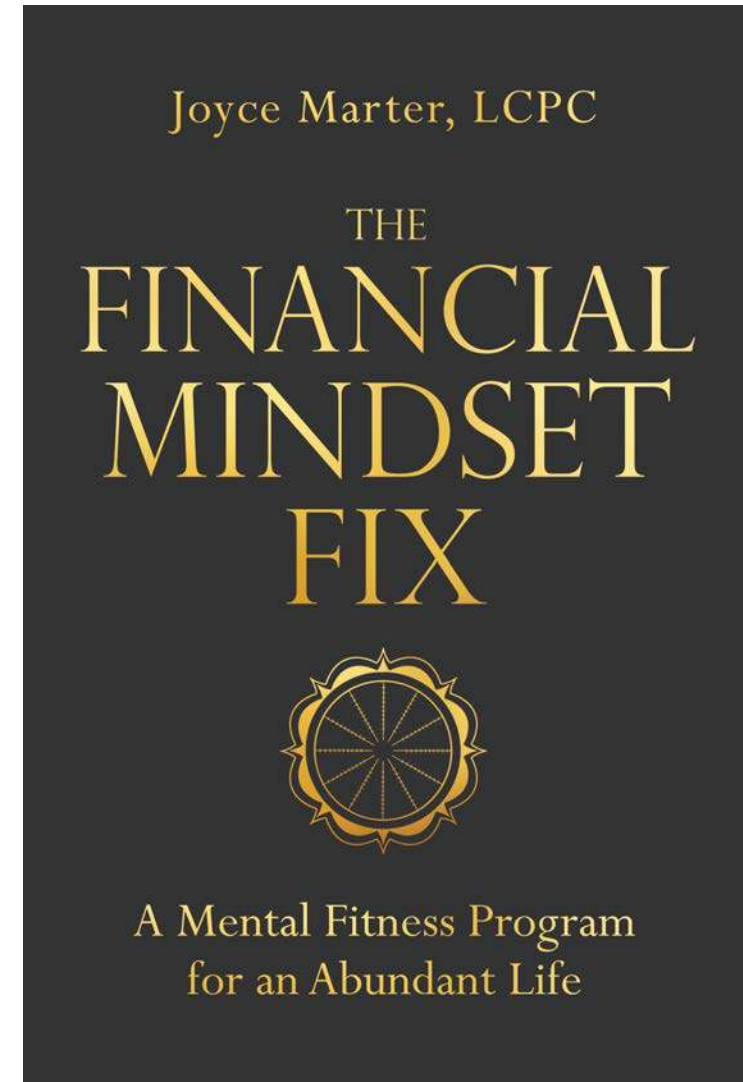
Joyce Marter

Wellness Resource

Published by [Sounds True](#)

Available on Amazon

Mental Health & Financial Health Corporate Wellness Program



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What are you going to do now?

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

Q & A





Thank You!

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