

# Promoting Positive Mental Health & Resilience

During Challenging Times





**Handouts**

# Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working differently
- Less social support and community
- Dependent care—work-life balance challenges
- Financial fears & stress
- Racial injustice issues coming to the forefront
- Political divide and unrest
- Challenges managing uncertainty and change



**Joyce Marter**

# Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial





# 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 rates
- Burnout



# Stress vs Burnout

- Stress is the body's physical and psychological response to anything perceived as overwhelming
- Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress



# Symptoms 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
- Physical complaints
- Sleep disruption

# Mental Health Continuum

**In Crisis**

Very anxious  
Very low mod  
Absenteeism  
Exhausted  
Very poor sleep  
Weight loss

**Struggling**

Anxious  
Depressed  
Tired  
Poor performance  
Poor sleep  
Poor appetite

**Surviving**

Worried  
Nervous  
Irritable  
Sad  
Trouble Sleeping  
Distracted  
Withdrawn

**Thriving**

Positive  
Clam  
Performing  
Sleeping Well  
Eating normally  
Normal social  
activity

**Excelling**

Cheerful  
Joyful  
Energetic  
High performance  
Flow  
Fully realizing  
potential



“

Acceptance  
**If you don't like  
something, change  
it. If you can't  
change it, change  
your attitude.**

Maya Angelou

”



# 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
- The Pandemic

# 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
- Noticing our thoughts and feelings without judging them
- Allows us to respond, rather than react



# 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: 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

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## Presence

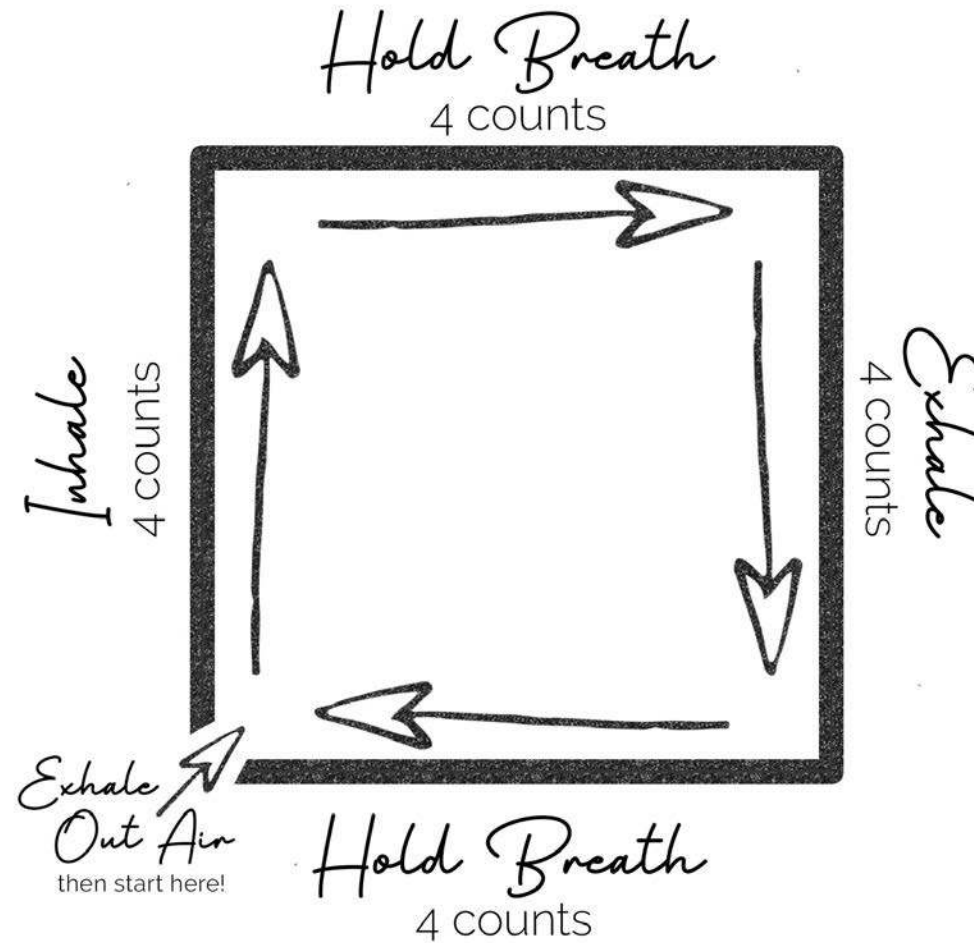
**Be as least as interested in what goes on inside you as what happens outside. If you get the inside right, the outside will fall into place.**

ECKHART TOLLE

”



# Square Breathing



# Strategies to Increase Mindfulness

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





# 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/>







# *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"

**Joyce Marter**

# *High EQ*

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

# *Practical Solutions*

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



**Joyce Marter**





## 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.**

EPICETETUS



## 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
- Unhook from conflict
- Drop your end of the rope
- The Container Exercise
- Zoom out for greater perspective
- Lifeguard analogy



# Prioritize Your Own Well-Being

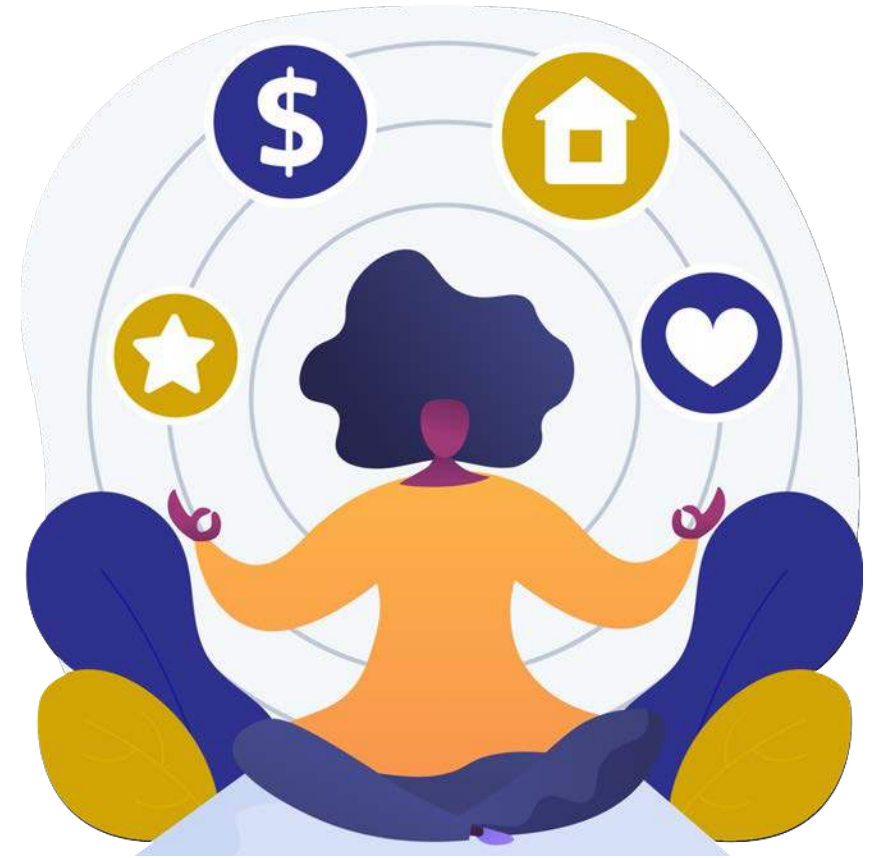
- Practice self-care
- Set healthy limits and boundaries with assertive communication

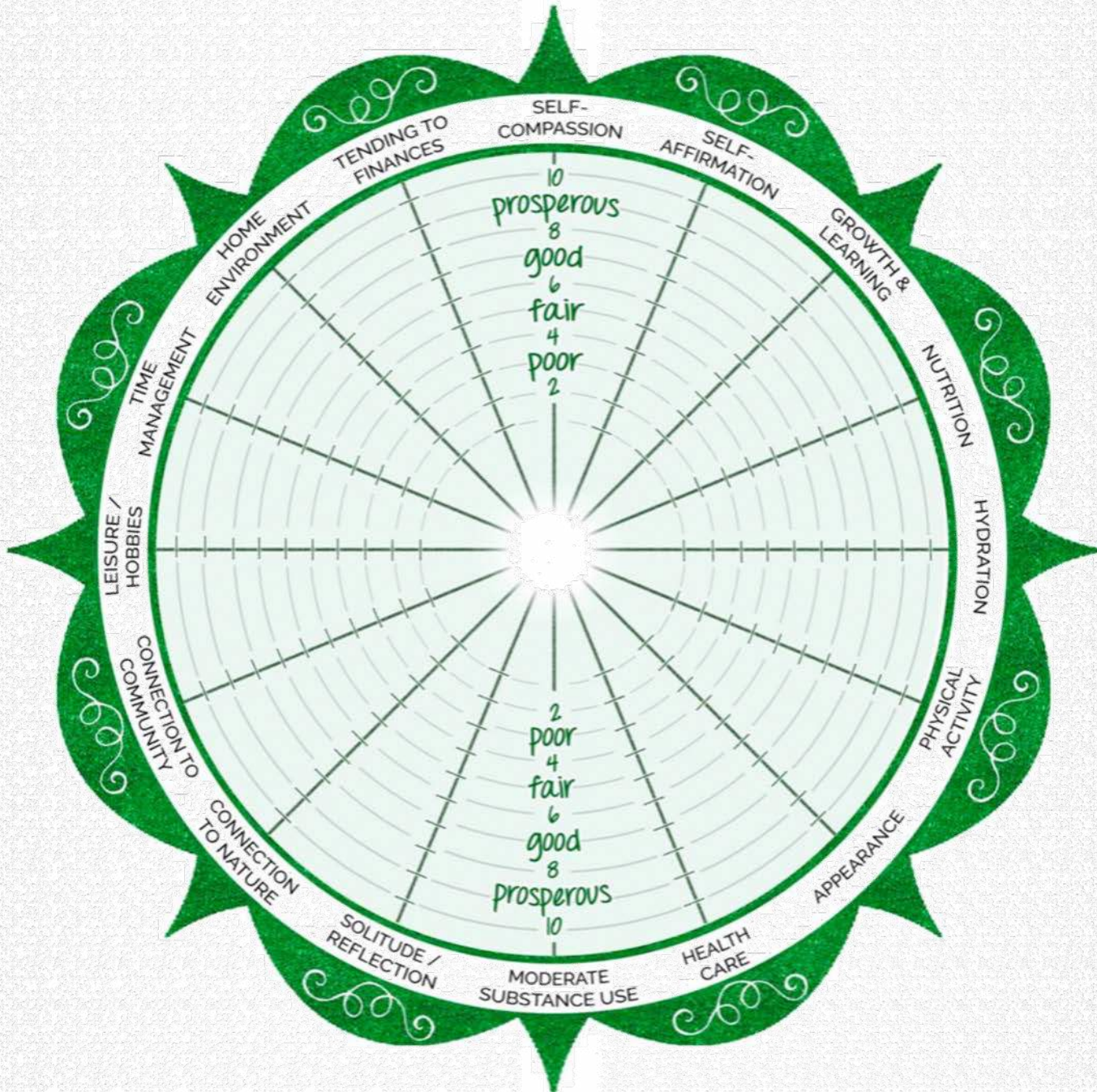




# *Practice Self-Compassion*

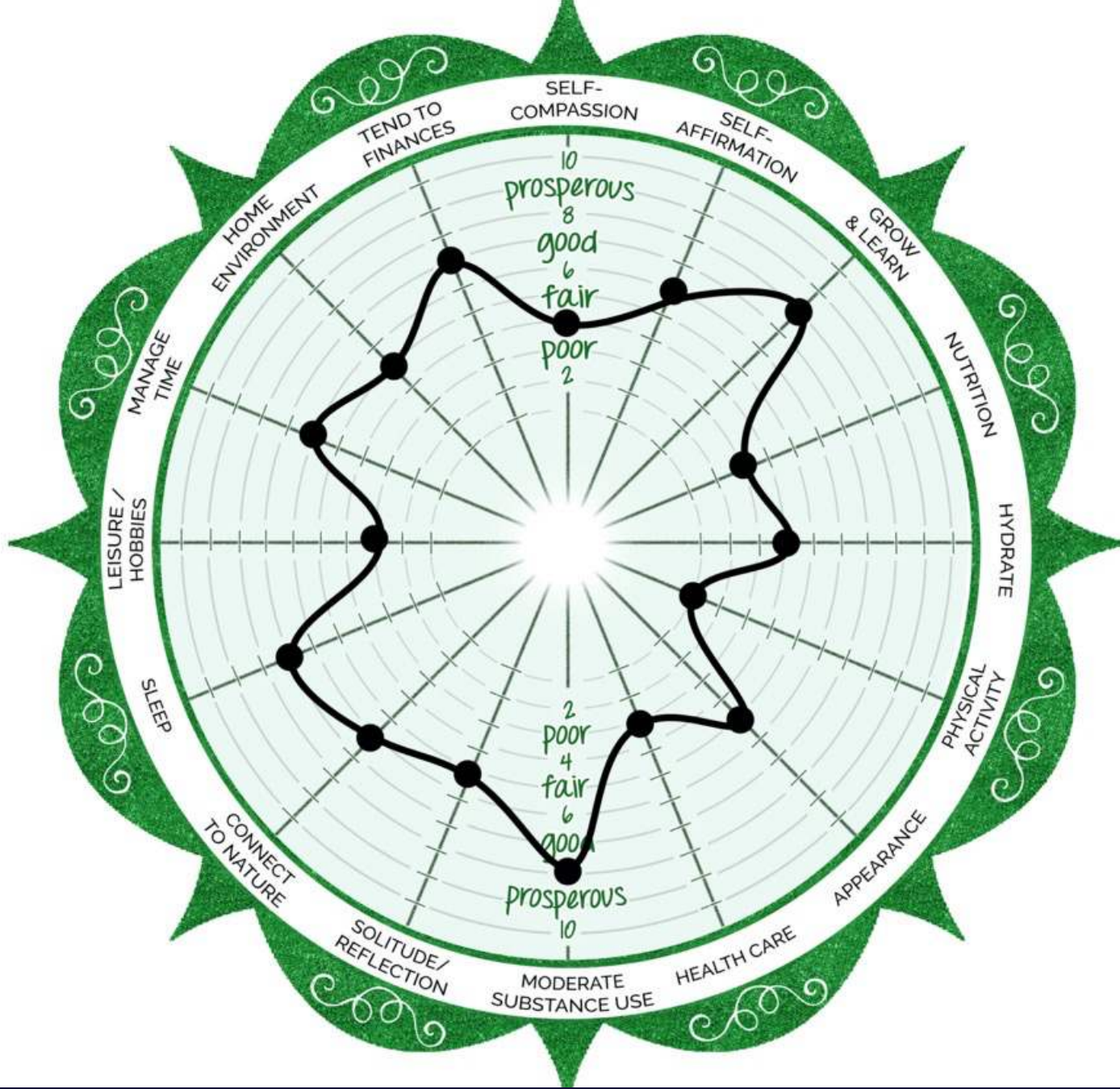
- Honor your feelings
- Don't judge or ignore your feelings
- Practice self-forgiveness
- Honor your personal priorities
- Keep asking, "Am I making the choices I want?"





# Self-Care Wheel





**Sample  
Completed  
Self-Care  
Wheel**

Support

**Alone we can do so  
little, together we can  
do so much.**

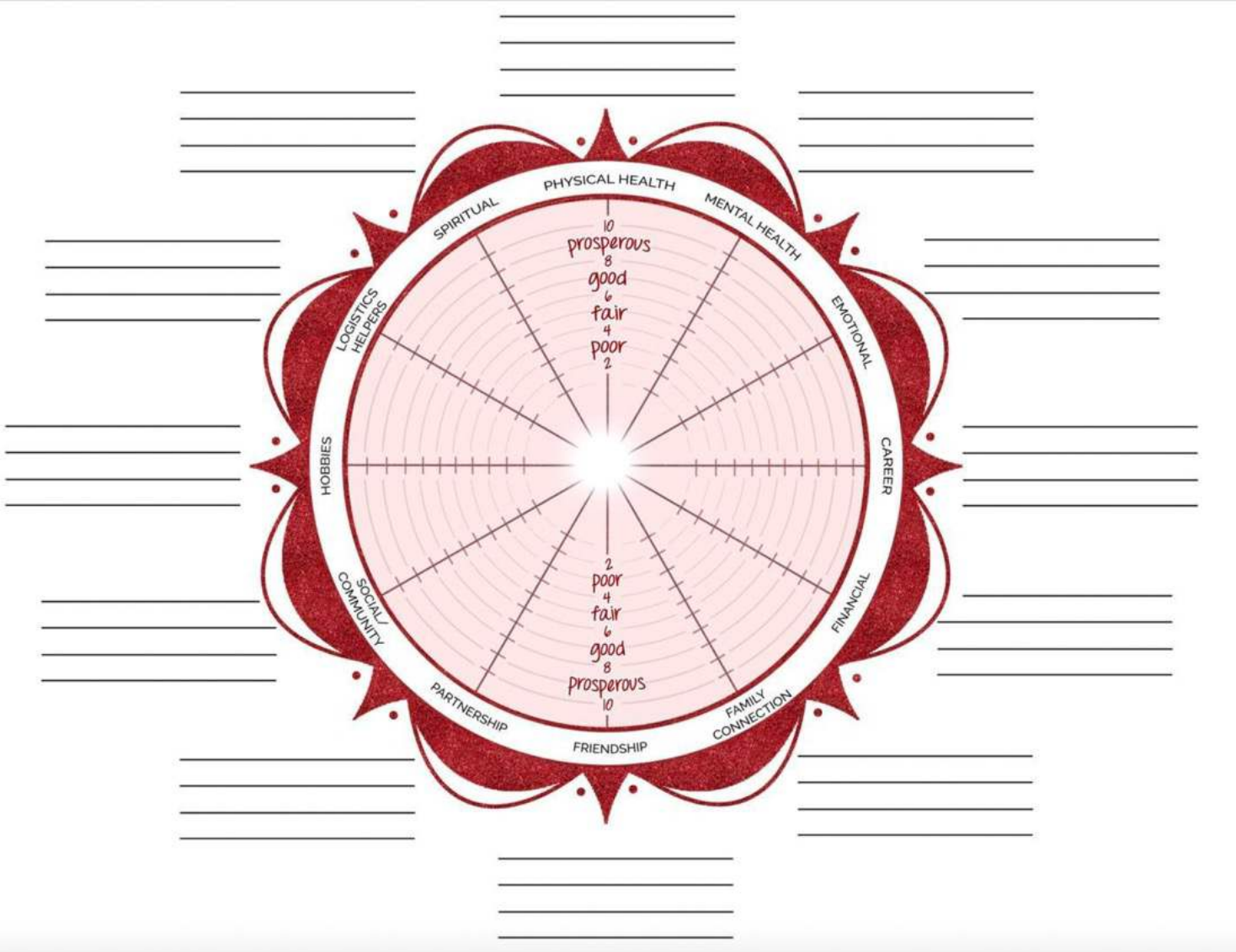
HELEN KELLER



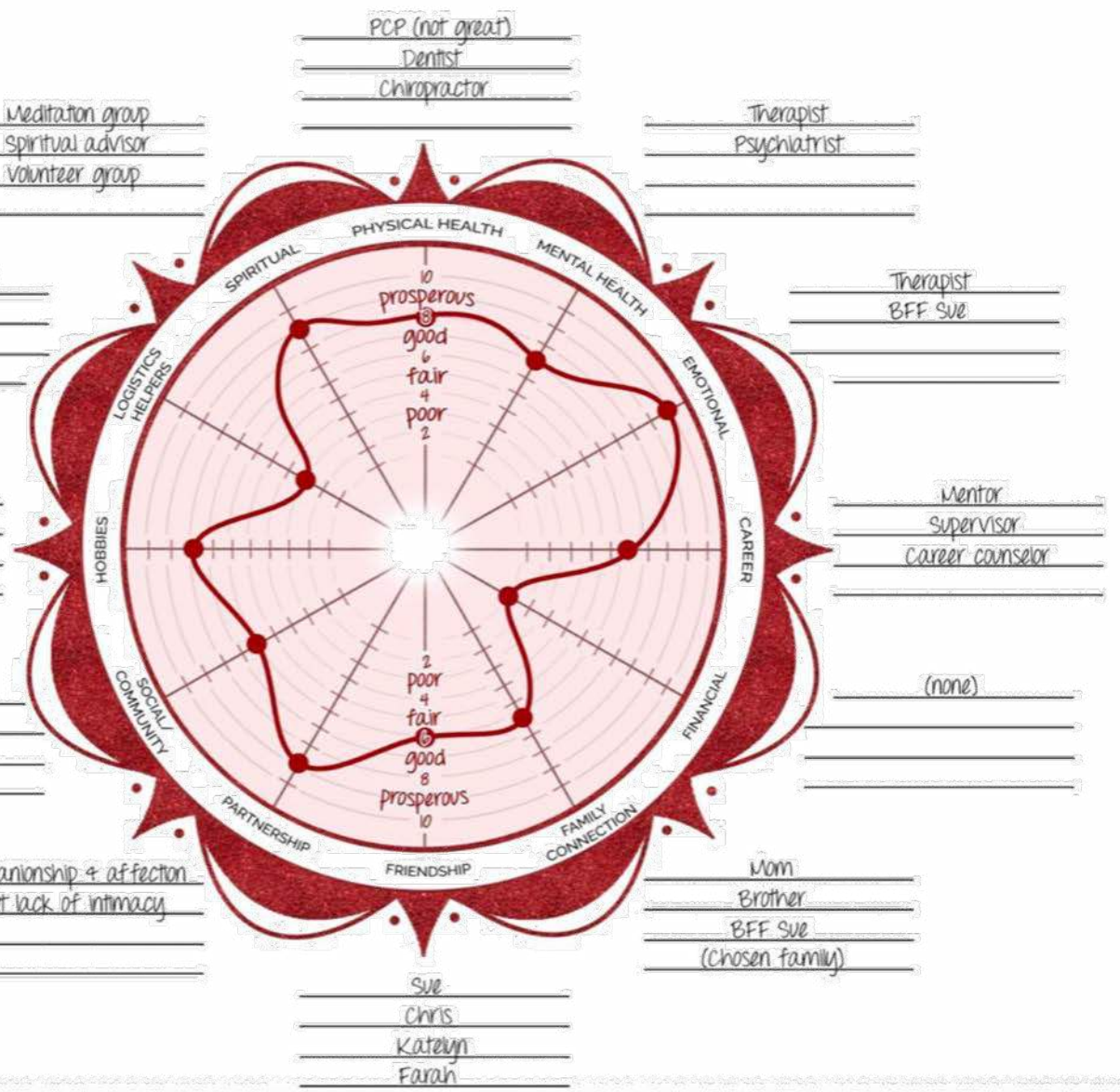


# Barriers to Accessing Support

- 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



# Support Network Wheel



# Sample Support Network Wheel

# Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Access community
- Utilize teletherapy





Resilience

**Life will give you  
whatever experience is  
most helpful for the  
evolution of your  
consciousness.**

EKHART TOLLE

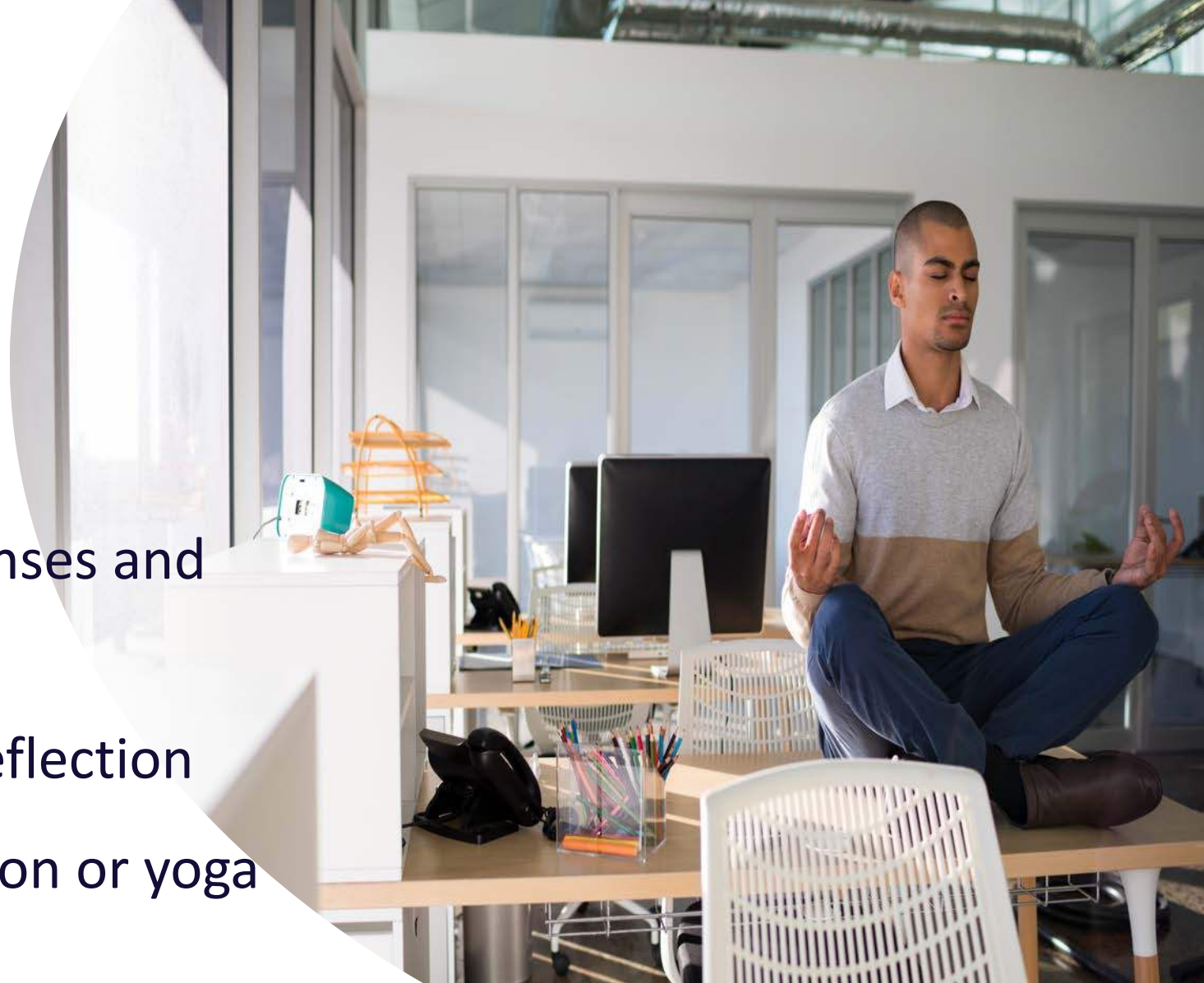






# *Mental Health Tips*

- Choose a growth mindset
- Accept what you can't change
- Connect with the breath, the senses and the body
- Start & end your day with self-reflection
- Commit to practice like meditation or yoga





**Lao Tzu:**

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

Embrace the power of mantra,  
“I am flexible and bendable, like a reed in the wind.”



# 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
- Develop a sense of purpose/meaning in life





# Utilize Your Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (EAP)





# Employee Assistance Program Services

- Stress and Burnout
- Mental Health
- Substance Use & Addiction
- Relationship Issues
- Childcare & Eldercare
- Legal & Financial
- Educational resources
- Sessions per issue, per year,  
per family member



# Counseling & Therapy Resources

- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 988
- [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**

# Free Self Test Tools

- [psychologytoday.com/us/tests](https://psychologytoday.com/us/tests)
- [psychcentral.com/quizzes/](https://psychcentral.com/quizzes/)



# Meditation Resources

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





# Support Resources

- **National Alliance on Mental Illness (NAMI)**
  - **Advocate for Change—Vote4MentalHealth**
  - Take the **StigmaFree Pledge** to #CureStigma
  - **Share your story**
  - Take action on **advocacy issues**
  - **Walk for mental health**
- **Depression and Bipolar Support Alliance Advocacy Center**
- **Hope for the Day**

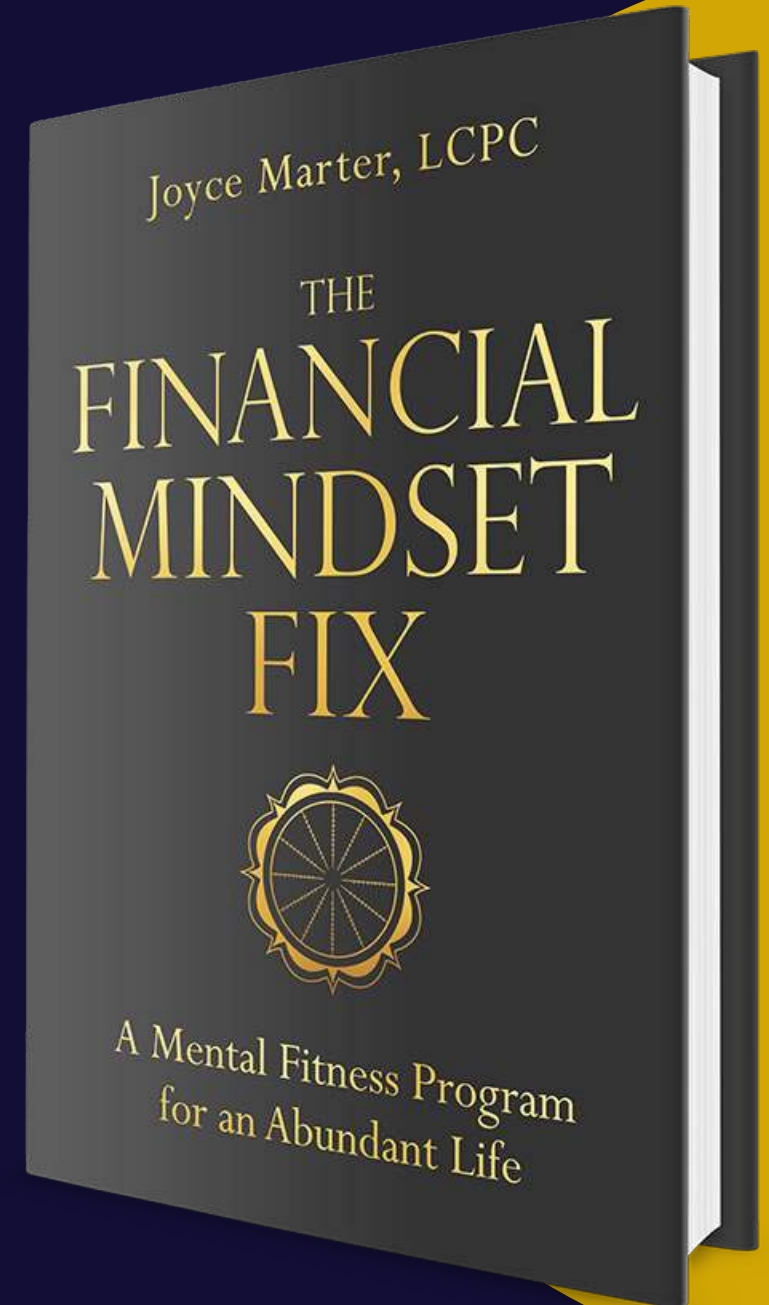
Hope for the Day's tagline is "It's okay not to be okay" and they provide education, outreach and action to break the silence around mental health.



**Open yourself up to  
a life of greater  
prosperity, joy,  
and happiness**

ORDER YOUR COPY OF THE  
FINANCIAL MINDSET FIX TODAY!

**Joyce Marter**



<b>KEEP (doing)</b>	<b>START (doing)</b>	<b>STOP (doing)</b>

**What are  
you going  
to do now?**



# Thank You!

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**Scan me!**

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