

# Let's Move From Surviving to Thriving

Refresh & Reboot with  
Mental Fitness Practices



# Resources

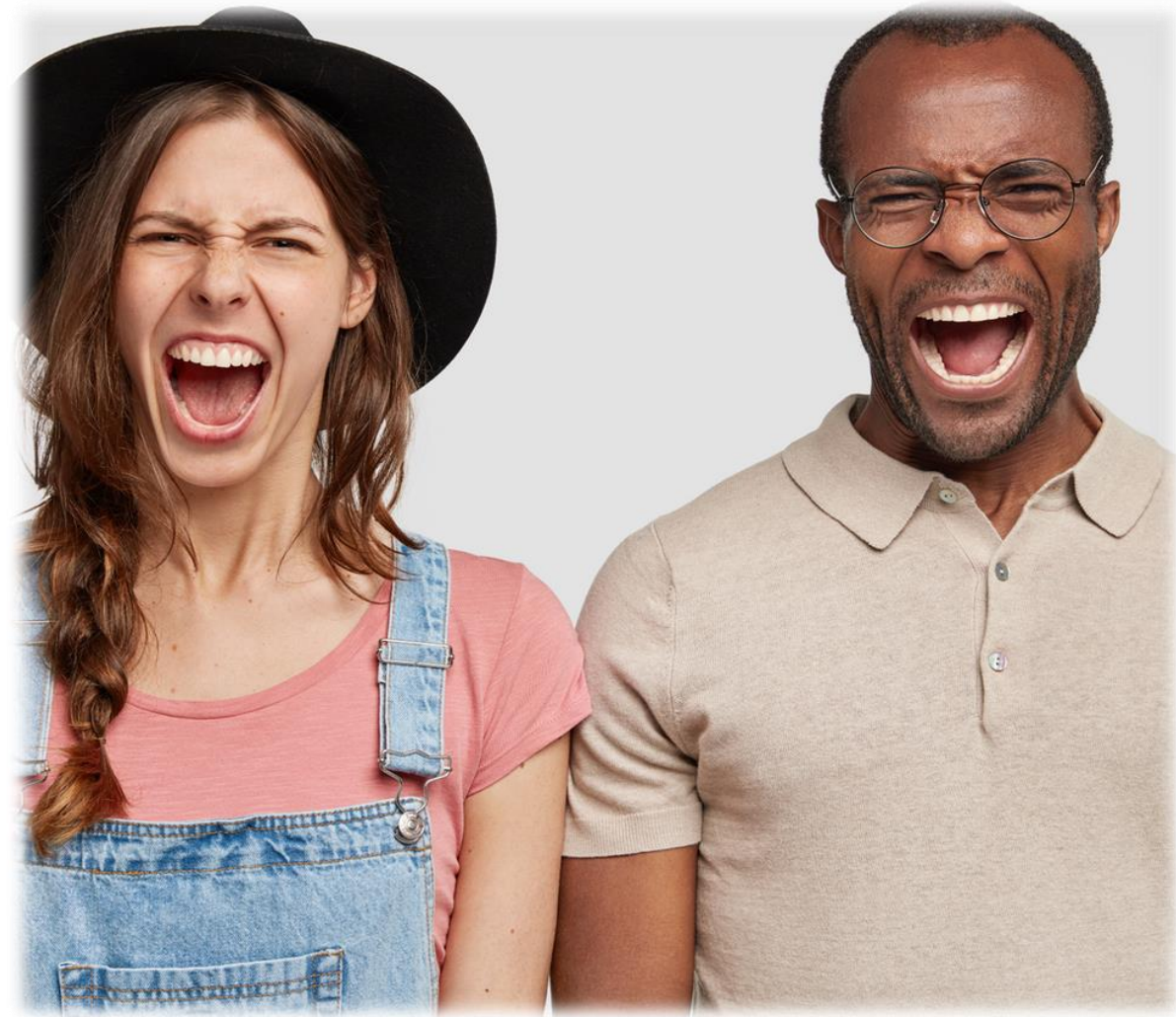


Joyce Marter



# Current Stressors

- Trauma
- Economic uncertainty
- Systemic racism and discrimination
- Political divide and unrest globally
- Challenges managing uncertainty & change
- Personal challenges/life events



# Internal Sources of Stress

- Unrealistic expectations
- Negative attitudes and feelings
- Self-sabotaging behaviors
- Poor self-care habits



# Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial



# Stress vs Burnout

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- 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
- Anger
- Depression
- Angst
- Boredom
- Exhaustion

## Decrease in:

- Self-esteem
- Concentration
- Memory
- Motivation
- Effort
- Investment
- Productivity

## Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption
- Conflict
- Illness
- Outbursts

# Mental Health Implications

- Increase in anxiety & depression
- Increase in substance misuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide rates





# 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Withdrawn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  
Calm  
Performing  
Sleeping Well  
Eating normally  
Normal social  
activity

**Excelling**

Cheerful  
Joyful  
Energetic  
High performance  
Flow  
Fully realizing  
potential

**Success begins with an awakening, an honoring of the past for how it has shaped and molded us, and a choice to take responsibility for our path going forward.**



“

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
- Outcomes

# 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.

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## Presence

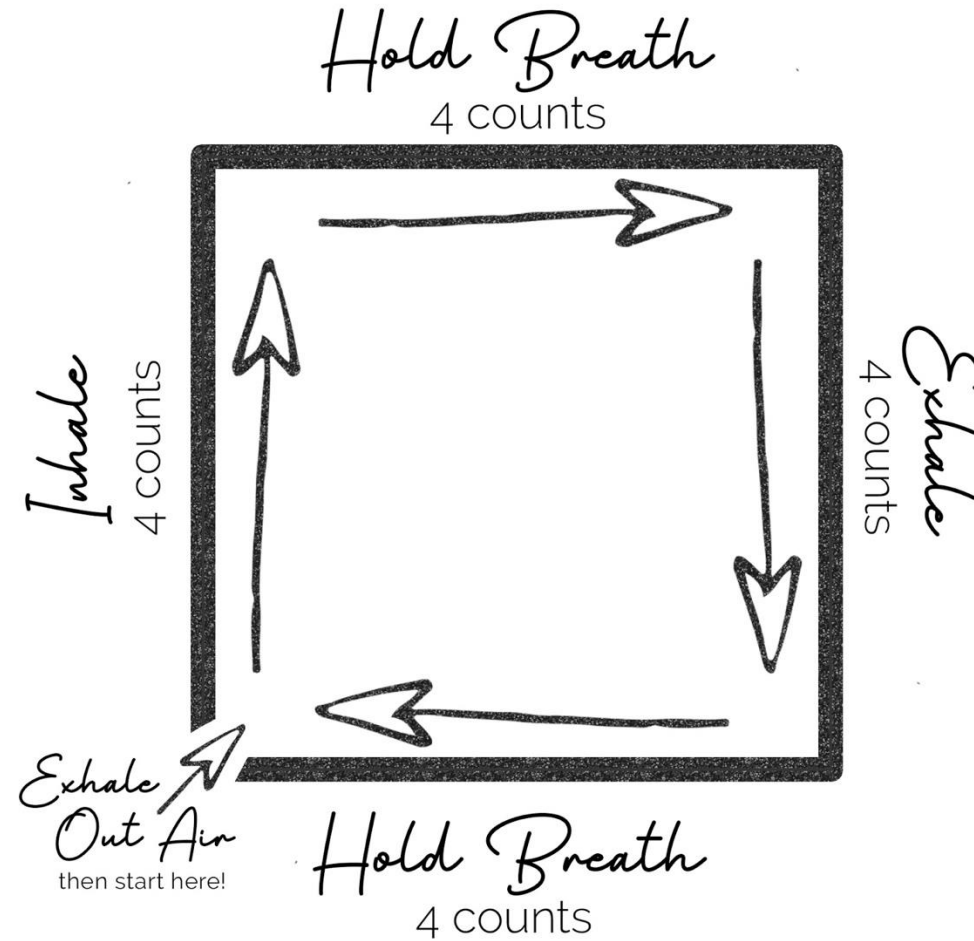
**Be as least as interested in what goes on inside you as what happens outside. If you get the inside right, the outside will fall into place.**

ECKHART TOLLE

”



# Square Breathing



# Guided Meditation



# Strategies to Increase 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/>



# 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)

# High EQ

Low  
insecurity

High  
openness

Assertive

Self-aware

Inclusive

Respectful

Takes  
responsibility  
for actions

# Conflict Resolution Tips

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1

Become rooted in the present

2

Let go of defensiveness

3

Take responsibility

4

Appreciate the power of empathy

5

Practice flexibility, adaptability, & compromise





## 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 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

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Visualization of protective barrier



Unhook from conflict



The Container Exercise



Zoom out for greater perspective



Lifeguard analogy



# Practice Self-Love

“You yourself, as much as anybody in the entire universe, deserve your love and affection.”

~ Buddha

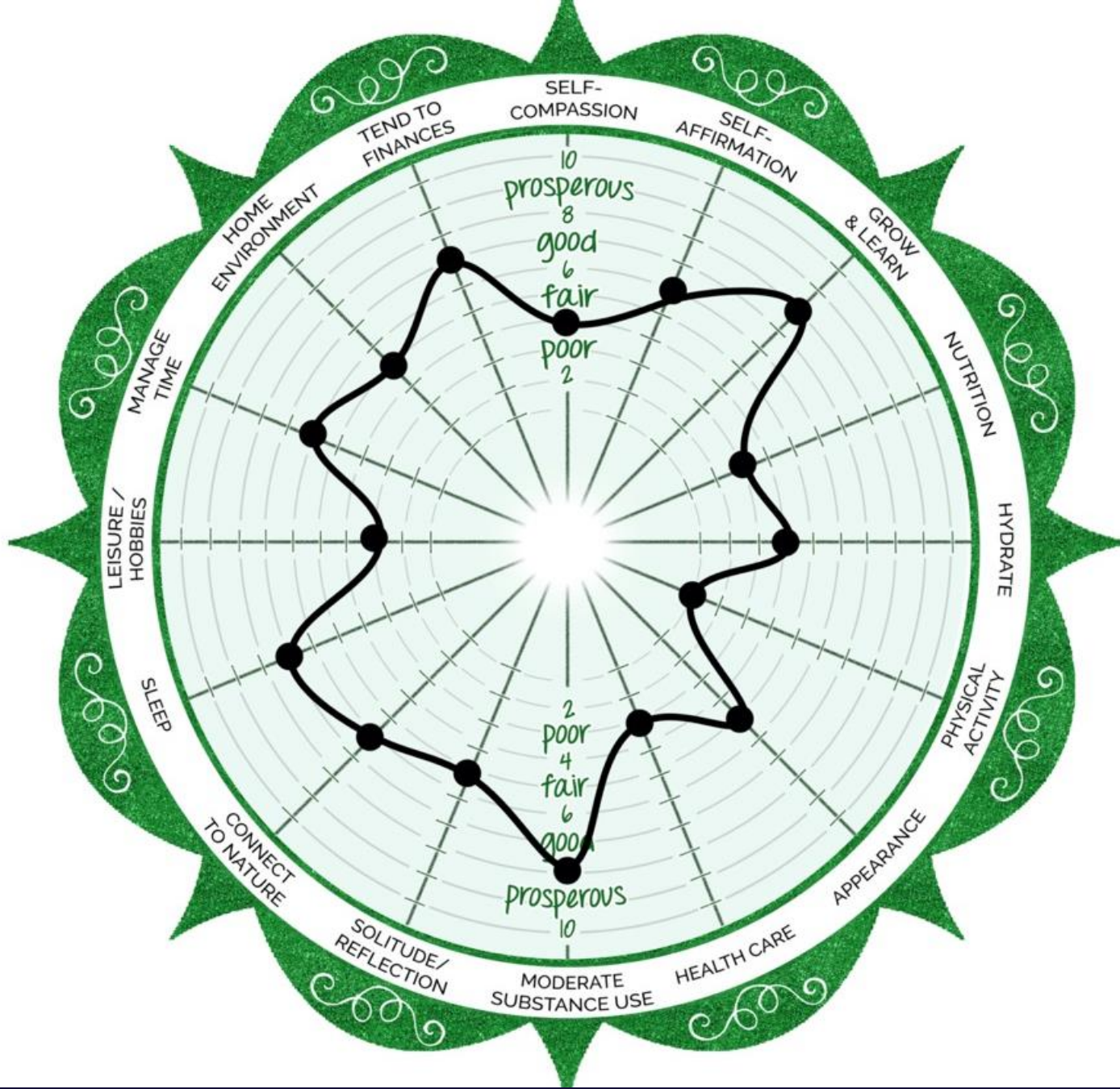




# Prioritize Your Own Well-Being

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





# Sample Completed Self-Care Wheel

“  
Support

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

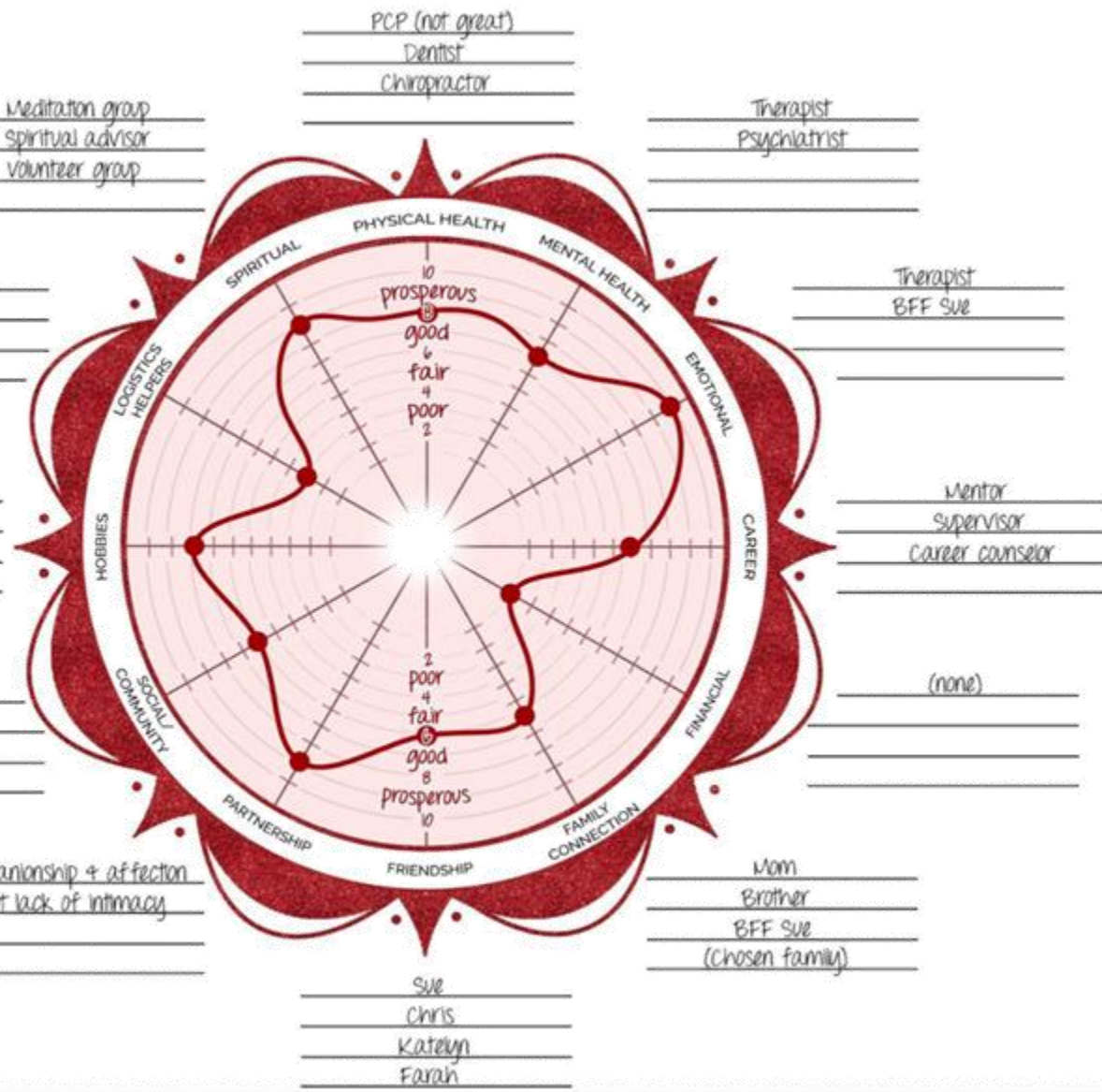
HELEN KELLER

”



# 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



# Sample Support Network Wheel

# Open Yourself Up to Receiving

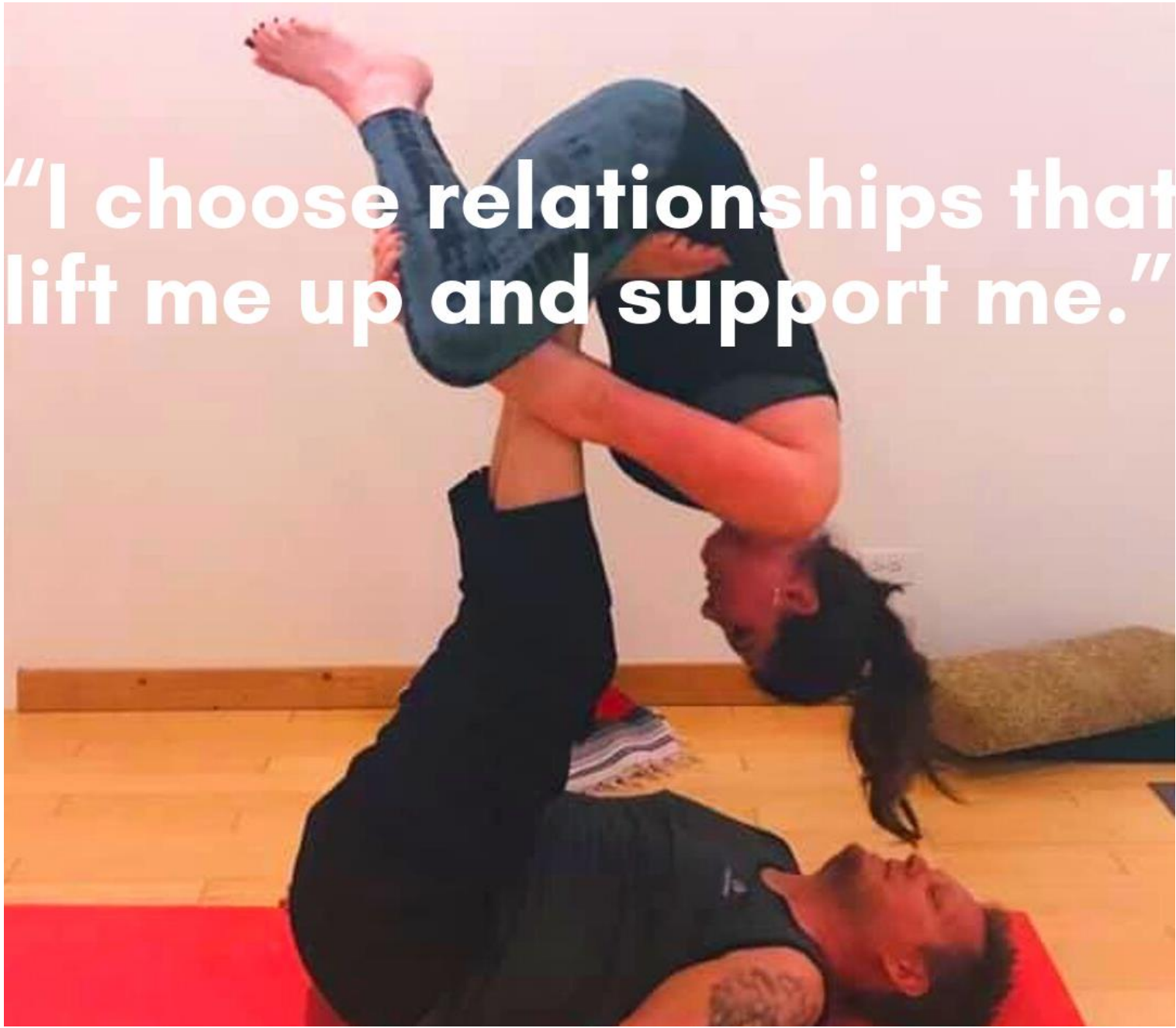


# Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need from those who are capable of providing it
- Access community
- Consider counseling or coaching



**“I choose relationships that lift me up and support me.”**





“

## Resilience

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

EKHART TOLLE

”







# 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

# Access the care and resources you need.

## LIFE CAN BE HARD.

Finding quality, personalized mental health care doesn't have to be. Your Perspectives Employee Assistance Program provides support, counseling and resources to address the stressors that impact your health, in and out of the workplace.

*And it's provided at no cost to you.*



### Mental and Emotional Health

Scheduled counseling and in-the-moment support to improve your life and relationships.



### Tools for Tough Times

Help with issues such as stress, depression, grief, anxiety, substance abuse, relationships, divorce, life changes, trauma, PTSD and more.



### Caring for Others

Services and resources to navigate family dynamics, parenting, childcare, adoption, senior services, eldercare, military and veterans, disability care and even pet care.



### Financial and Legal

Advice and tools to help with money matters and changes in your financial situation.



# EMPLOYEE ASSISTANCE PROGRAM

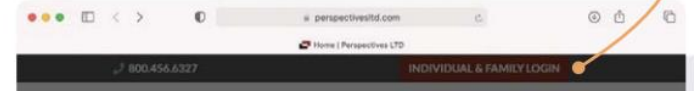
*Empowering your well-being and success.*

## Options that put you in control

- 1 Call or text 800.456.6327**  
Schedule an appointment with a counselor or contact us for in-the-moment support.
- 2 Use the “Live Chat” feature**  
on your Perspectives Online Portal to instant message with a counselor  
7am-5pm CST Monday-Friday.
- 3 Download the Perspectives App**  
Search ‘Perspectives Ltd’ in the iOS or Google Play Store. Download for free.
- 4 Log in to your WorkLife Online Portal**  
for access to online resources and information. Go to **perspectivesltd.com**  
and click “INDIVIDUAL AND FAMILY LOGIN” at the top of the page.

Username

Password



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# Meditation Resources

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





- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- [Community Mental Health Center Finder](#)
- [The Adam Project](#)
- [The Trevor Project](#) for Young LGBTQ Lives
- [NAMI HelpLine](#): 1-800-950-NAMI (6264) Text: 62640 Chat: nami.org/help
- [Mental Health America](#)
- [National Institute of Mental Health](#)
- [Hope for the Day](#)
- [Depression and Bipolar Support Alliance](#)
- [Substance Abuse and Mental Health Services Administration \(SAMSA\) Helpline](#)
- [National Suicide Prevention Lifeline](#): **CALL 988**»Hours: Available 24 hours» Languages: English, Spanish

# Mental Health Resources

# Free Self Test Tools

- [psychologytoday.com/us/tests](https://psychologytoday.com/us/tests)
- [psychcentral.com/quizzes/](https://psychcentral.com/quizzes/)
- [Psychology Today Burnout Test for Service Fields](#)





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2023 Next Generation Indie Book Awards

**“BEST IN SELF-HELP”**  
2023 Next Generation Indie Book Awards

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Global Book Awards

**“DYSINGER AWARD FOR OUTSTANDING PUBLICATION IN COUNSELING”**  
Illinois Counseling Association

**“CATEGORY FINALIST”**  
The Eric Hoffer Book Awards!

**“RUNNER-UP IN NON-FICTION”**  
San Francisco Book Festival

**“HONORABLE MENTION - GENERAL NONFICTION”**  
Southern California Book Festival  
Hollywood Book Festival  
New York Book Festival  
London Book Awards  
Los Angeles Book Festival  
Paris Book Awards



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**SUCCESS is to live openly, authentically, & lovingly in alignment with the highest good of self & others – to the greatest extent possible.”**

**Joyce Marter**

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# Thank You!

[www.joyce-marter.com](http://www.joyce-marter.com)  
[joyce@joyce-marter.com](mailto:joyce@joyce-marter.com)



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