Let's Move From Surviving to Thriving

Refresh & Reboot with
Mental Fitness Practices



Resources



External Stressors

- Collective Trauma
- Economic uncertainty
- Political divide and unrest globally
- Challenges managing uncertainty& change (AI)
- Personal challenges/life events
- Balancing dependent care



Poll Question #1: Stressors

Which have been the greatest stressors for you recently? (multiple choice)

1) Overwork and burnout
2) Secondary trauma
3) Challenges with work-life balance
4) Financial stress
5) Difficulty managing uncertainty and change
6) Adjusting to the rise of AI

Mental Health Continuum

In Crisis	Struggling	Surviving	Thriving	Excelling
Very anxious Very low mood Absenteeism Exhausted Very poor sleep Weight loss	Anxious Depressed Tired Poor performance Poor sleep Poor appetite	Worried Nervous Irritable Sad Trouble Sleeping Distracted Withdrawn	Positive Calm Performing Sleeping Well Eating normally Normal social activity	Cheerful Joyful Energetic High performance Flow Fully realizing potential

Poll Question #2: Mental Health Continuum

Where do you currently fall on the mental health continuum? (single choice)

1) In crisis
2) Struggling
3) Surviving
4) Thriving
5) Excelling

Honor Your Stress Symptoms

- Physical
- Emotional
- Cognitive
- Relational
- Financial



Stress vs Burnout

- **Stress:** the body's physical & psychological response to anything perceived as overwhelming

- **Burnout:** a state of emotional & physical exhaustion caused by excessive & prolonged stress



Symptoms of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure
- Despair
- Cynicism
- Anger
- Depression
- Angst
- Boredom
- Exhaustion

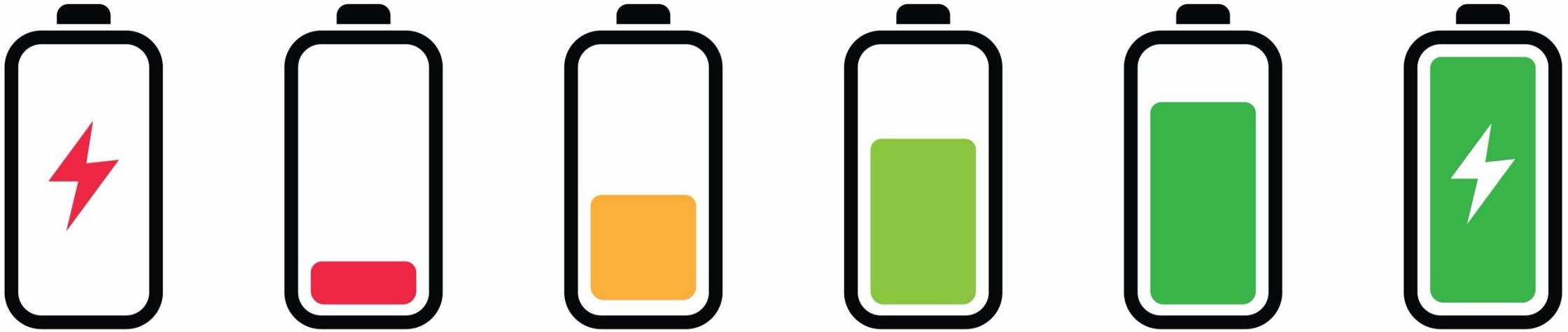
Decrease in:

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

Increase in:

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

Battery Check



Acceptance

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

Maya Angelou



Control What You Can, Surrender 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



Practice Mindfulness

- 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

More Benefits of Mindfulness

- 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

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



Poll Question #3: Mindfulness

How often do you meditate or practice mindfulness? (single choice)

1) Almost never
2) Occasionally
3) Regularly
4) Daily

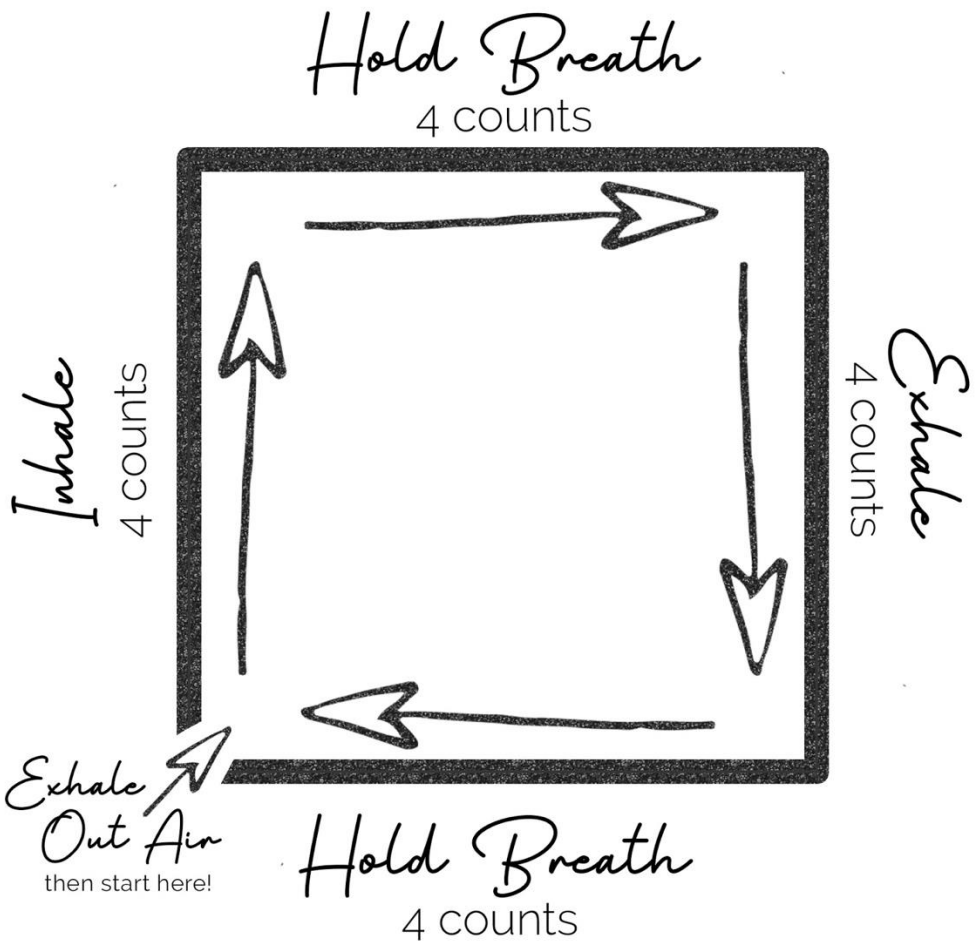
Mindful Workplace Exercises

- Start your day with a mindful moment
- Take mindful breaks
- Slow down to increase your productivity
- Switch off distractions
- Be a single-tasker
- Be present with others



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

Square Breathing



Foster Emotional Intelligence

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



Practice Assertiveness

- Have the courage to find your voice
- Be direct, honest and clear
- Demonstrate respect for self and others
- Learn to say no
- Be proactive, not just reactive
- Set healthy boundaries for work-life harmony



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, embrace courage
- Avoid catastrophic thinking
- Practice the power of affirmations and mantras



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
- Unhook from conflict
- The Container Exercise
- Zoom out for greater perspective
- Lifeguard analogy

Practice Self-Love

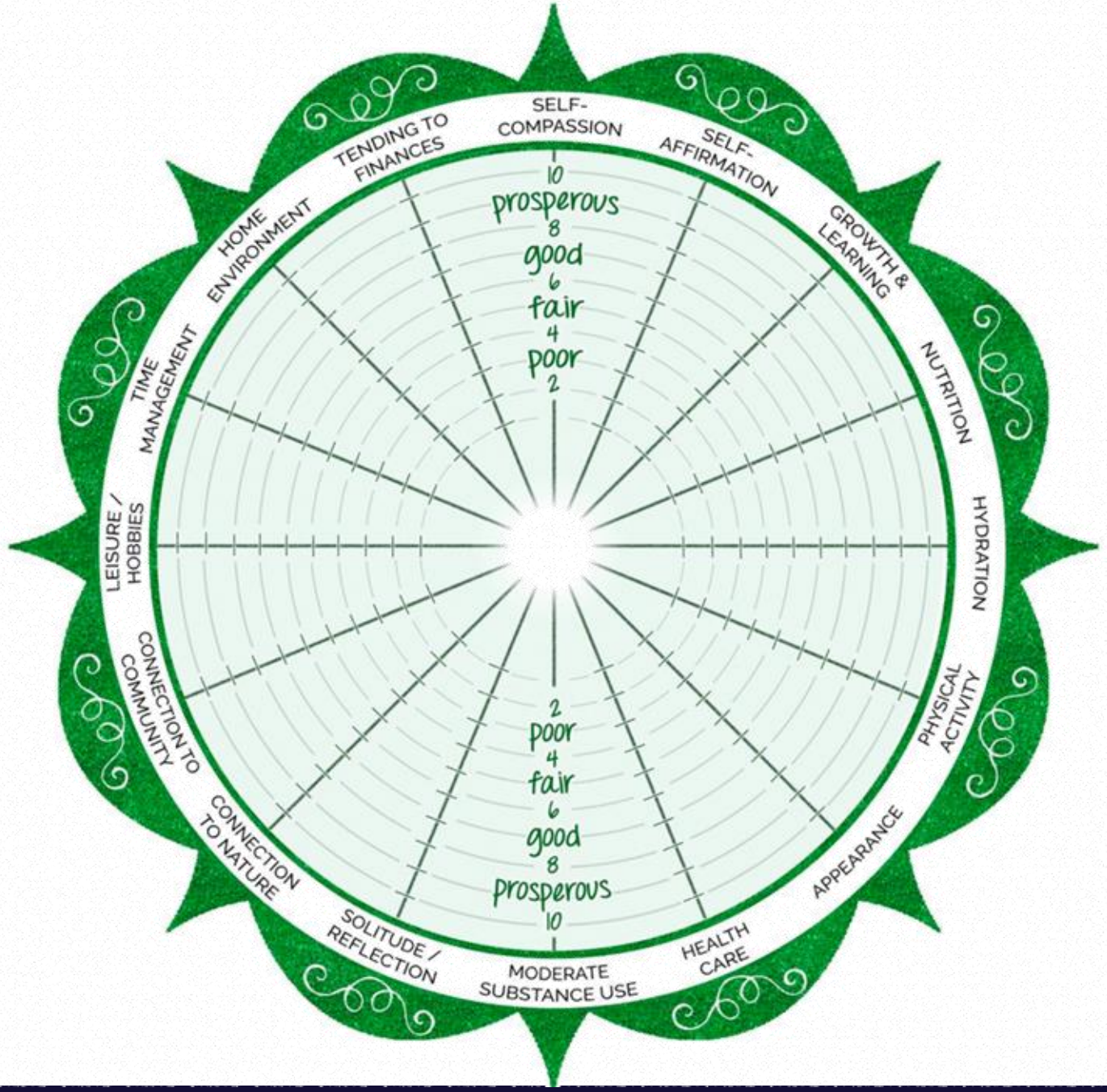
"You yourself, as much as anybody in the entire universe, deserve your love and affection."

~ Buddha

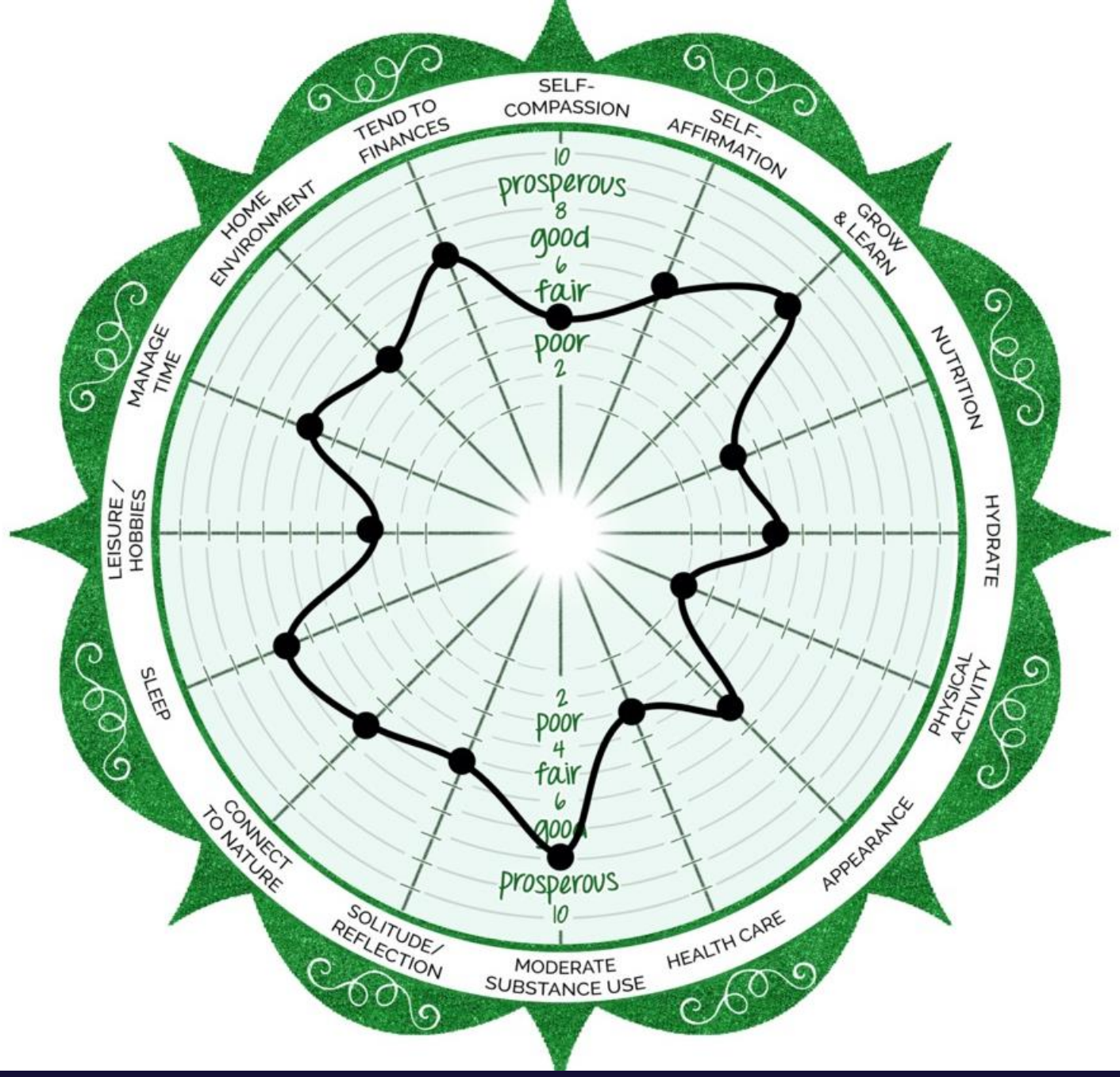


Having a healthy relationship with yourself is essential for happiness. Choose to be your own good parent, best friend, and greatest advocate.





Self-Care Wheel



Sample Completed Self-Care Wheel

Poll Question #4: Self-Care

What are you going to improve on for better self-care? (multiple choice)

1) Nutrition
2) Exercise
3) Sleep
4) Leisure/hobbies
5) Self-compassion
6) Unplug from technology

Support

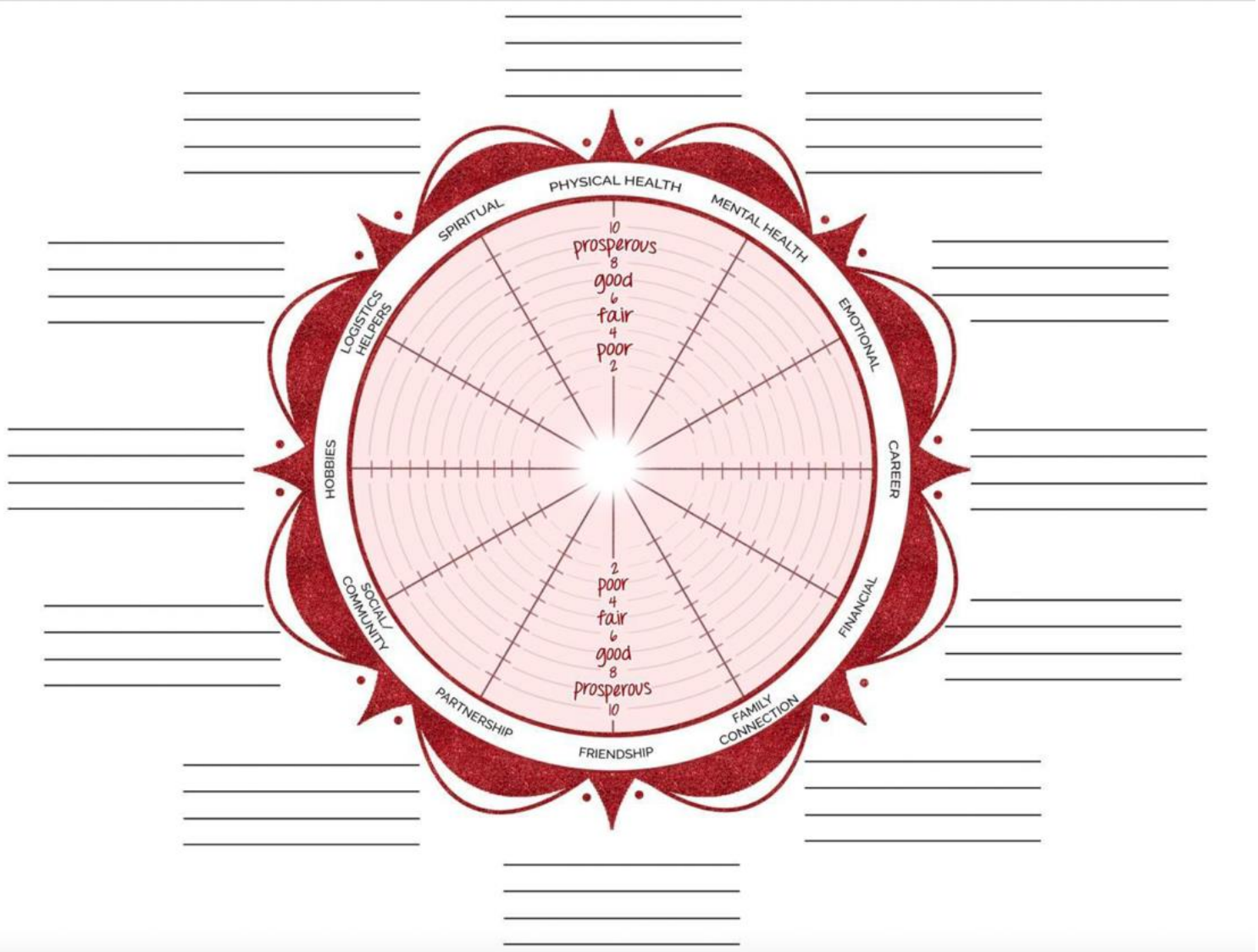
Alone we can do so little, together we can do so much.

HELEN KELLER

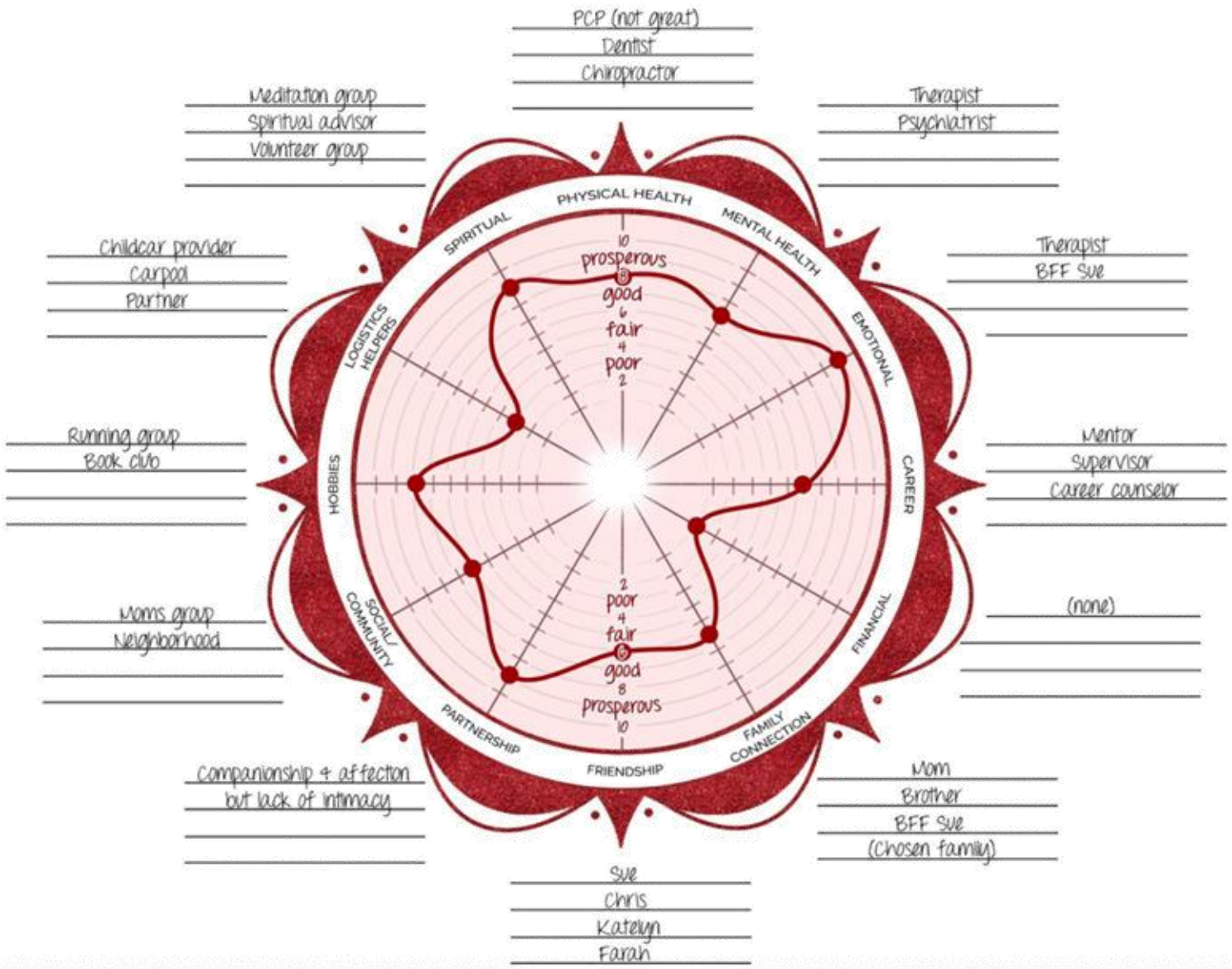


Barriers to Accessing Support

- 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

Poll Question #5: Support

What type of support could you use? (multiple choice)

1) Emotional
2) Logistical
3) Professional
4) Friends
5) Community

Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Practice mindfulness
- Practice self-care
- Seek and give support
- Strive for work/life balance
- Cultivate purpose and meaning



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)



Utilize the Employee Assistance Program (EAP)

2026

GET STARTED

Contact the EAP:

- By phone at **888-851-7032**
- Online at one.telushealth.com
  (Username: Indicor, Password: EAP)

Note: Unregistered individuals will receive an invitation email from TELUS Health. The invitation contains your unique web registration code.

2027



My Thriving Commitment

1. One practice I will begin…
2. One boundary I will set…
3. One support I will ask for…









Give feedback to Joyce

Scan this QR code

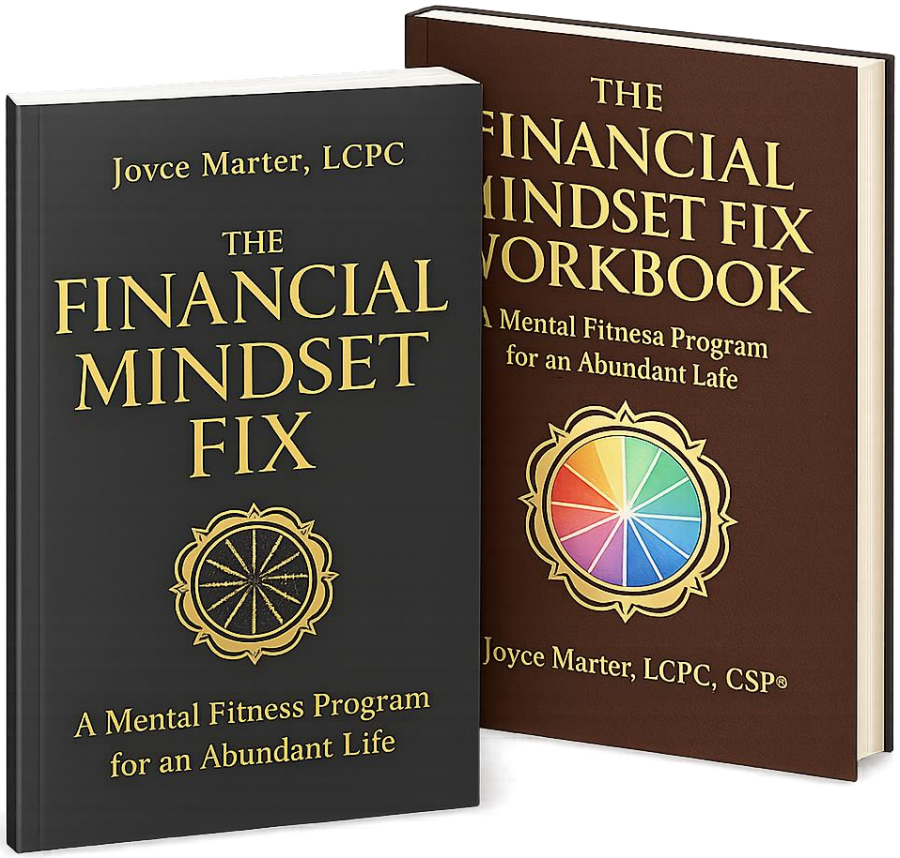
Or go to

https://talk.ac/joyce-marter

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"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

Poll Question #6: Training Outcome

What are you going to do differently based on this presentation? (multiple choice)

1) Practice better self-care
2) Practice mindfulness
3) Access more support
4) Contact the EAP/seek counseling
5) Work Joyce's mental fitness program in her book



Thank You!

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