



Mental Health at Workplace

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Mental Health at Workplace

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- **Components of Workplace Health**
- **Implications of the mental health at workplace**
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- **Techniques**
- **Application of 4 A's : Avoid, Alter, Access and Adapt**

Definition

World Health Organization describes good mental health as a:

“basic component of positive health and well being. It is necessary to help us manage our lives successfully and provide us with the emotional and spiritual resilience to allow us to enjoy life and deal with distress and disappointment.”

‘Mental illness’ is a shorthand term for a variety of illnesses that affect our mental well-being. It covers a range of symptoms and experiences.



Workplace Health looks at 3 interrelated components

- ***Individual Employees***

They are the organization's key resource – staff health & well being should be always promoted.

- ***The Working environment***

It must be safe & healthy. Employees' health & welfare must be protected , through risk assessments & workplace policies.

- ***The Organizational Structure***

It can have a significant effect on morale & on how employees feel about their work . Management style, communication systems, training, opportunities & staff development all shape an organization & therefore its employees.

EVERY PLANT HAS THEIR OWN
REQUIREMENTS IN ORDER
TO GROW...



AND SO DO PEOPLE.

Implications of the mental Health at workplace

Mental Health problems have a direct impact on workplaces through increases in the following:


- *Absenteeism(missed workdays)*
 - *Presenteeism- sickness presence (reduced productivity at work)*
 - *Disability claims*
 - *Injuries/illnesses*
 - *Grievances/complaints*
 - *Turnover*
 - *Legal implications*
-
- ***Depression at the workplace is the leading cause of lost work productivity , sick leave and premature retirement.***
 - ***Annual global costs of mental problems are estimated at 2.5 trillion US Dollars and are expected to rise to 6 trillion US Dollars by 2030.***

EFFECTS OF GOOD WORKPLACE MENTAL HEALTH



INCREASE

- Productivity
- Worker Engagement



DECREASE

- Turnover rates
- Absenteeism/Disability
- Injuries
- Grievances



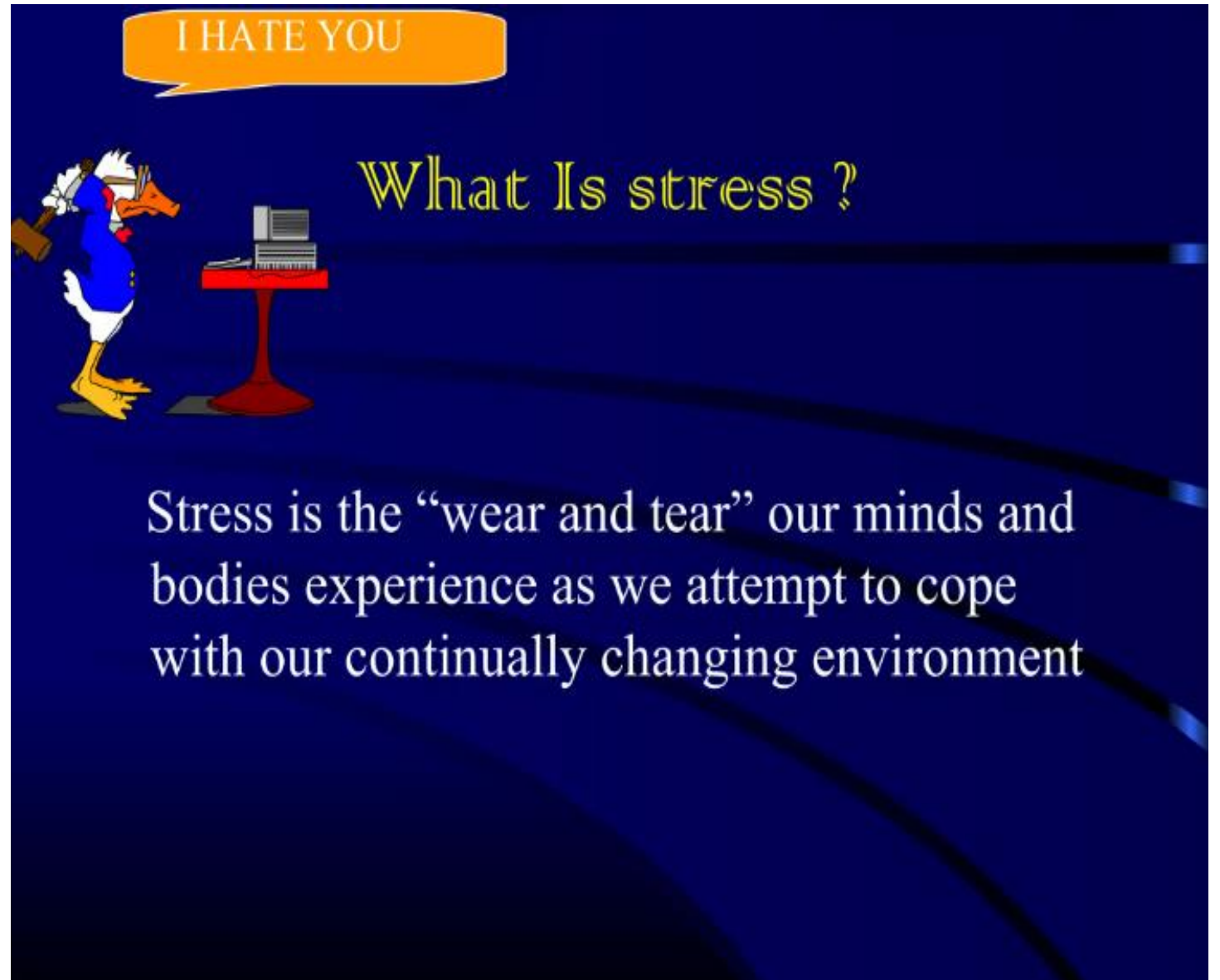
Stress

Stress is often termed as a twentieth century syndrome ,born out of man's race towards modern progress and its ensuing complexities.

Benjamin Franklin

Stress

-Definition



Stress

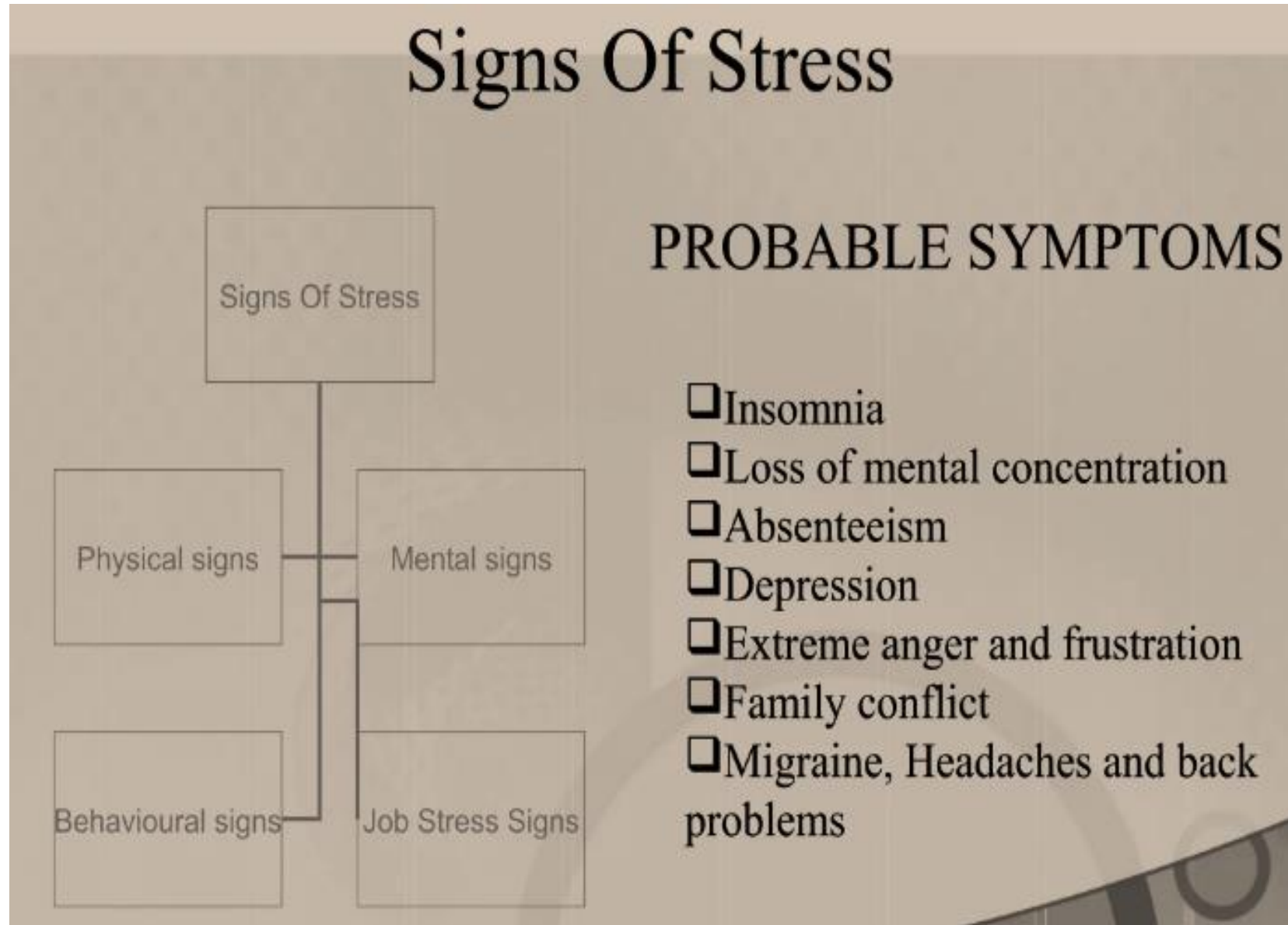
What is stress

$$S = P > R$$

Stress occurs when the pressure is
greater than the resource



Signs of Stress



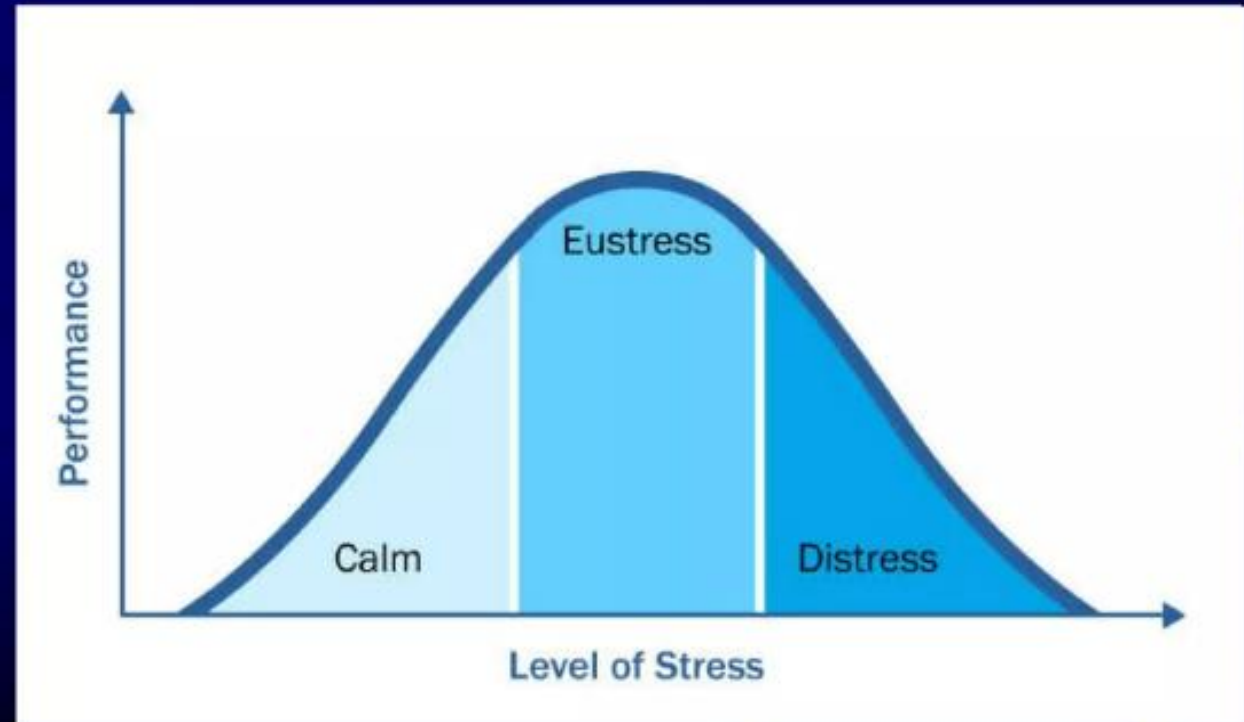
Types of Stress

Types of Stress

| Eustress | Distress |
|----------------------|---|
| Focusses energy | Causes anxiety |
| Short term | Can be short term or long term |
| Improves performance | Decreases performance |
| Motivates | Can lead to mental and physical problem |
| Feels exciting | Feels unpleasant |

Types of Stress

Types of stress



Types of Stressors

Types of Stressors

| External | Internal |
|----------------------|--------------------|
| Physical Environment | Lifestyle Choices |
| Social Interaction | Negative Self-Talk |
| Organisational | Mind Traps |
| Major Life Events | Personality Traits |
| Daily Hassles | |

External stressors

Physical Environment

1. Noise
2. Bright lights
3. Heat
4. Confined spaces

Social Interaction

1. Rudeness
2. Bossiness
3. Aggressiveness by others
4. Bullying

External stressors

Daily Hassles

1. Commuting
2. Misplaced Hassles
3. Mechanical Breakdown

Major Life events

1. Birth
2. Death
3. Lost Job
4. Promotion
5. Marital status changed

Organizational

1. Rules
2. Regulations
3. Red-tape
4. Deadlines

Internal stressors

Lifestyle Choices

1. Caffeine
2. Lack of sleep
3. Overloaded schedule

Negative Self- Talk

1. Pessimistic thinking
2. Self-Criticism
3. Over analysing

Internal stressors

Mind traps

1. Unrealistic expectations
2. Taking things personally
3. Exaggeration
4. Rigid thinking

Personality Traits

1. Perfectionists
2. Workaholics

Causes Of Stress

- ☐ Job Insecurity
- ☐ High Performance Demand
- ☐ Bad Boss
- ☐ Workplace Culture
- ☐ Personal or Family Problems
- ☐ Technology

Causes of stress



Techniques of Managing Stress: A 5-step Framework

Owen Moran, a health educator at Concordia University (Canada), recommends the following 5-step framework that can be used to help individuals design their own stress management plan.

Step 1: Identify if the person is stressed: This can be difficult, as some signs and symptoms of stress are also those of medical problems. One can identify his/her own response to stress, which tends to be stable over time.

Step 2: Identify the stressor: Stress is usually related to change. So, looking at recent changes in one's life is a good place to start.

Step 3: Determine the reason for this stressor. Examining beliefs, values and attitudes as well as stress promoting ways of thinking may help narrow down the reason for the stressor.

Techniques of Managing Stress: A 5-step Framework

Step 4:-Select and apply an appropriate stress management strategy or skill.

3 level approach:

Level 1 : Address the cause of stress and preferably eliminate it or at least reduce it to make it manageable. This can be done in several ways:

- Avoid or eliminate the event or situation that is stressful(e.g. avoiding visitors if one is loaded with work)
- Reduce the intensity of the stressor(e.g. providing information to clarify a situation or event)
- Reduce exposure to the stressor(run errands away from peak hours)

Level 2: Short term stress management strategies and skills:- Some common relaxation techniques that a person can use are breathing exercises, meditation ,visualization ,massage ,exercise, humour or hobby .

Level 3: Long term stress management strategies and skills:-

- a. Become a positive thinker
- b. Cultivate healthy relationships
- c. Build skills such as time management, problem solving, conflict resolution, negotiation etc

Application of 4 A's (Avoid ; Alter; Access; Adapt)

Avoid:- It is impossible to escape some of the minor stressors that tend to trouble people. Create distance between you and the reason of the stress. Say no, when necessary.

Alter:- Communicate clearly and let people know your expectations. It can make a world of difference. Respectfully ask the person to alter how he/she is treating to you. Remember to use "I" statements when addressing the person about how you feel. State your limitations in advance. For example, you can say, "I only have five minutes to talk".

Application of 4 A's (Avoid ; Alter; Access; Adapt)

- **Accept:** Accepting the situation can ease much of the stress when avoiding and altering doesn't work. Talk with the person about how you are feeling. Call a friend, get coffee with a relative or schedule an appointment with a therapist. Forgive yourself or others.
- **Adapt:** Changing your standards and expectations of stressful situations can help you cope with stress: Don't strive for perfection .Instead , make reasonable substitutes throughout your daily life.

Stress Management

Managing Stress

Stress Relief Strategies

1. Body relaxation exercises
 - breathing techniques
 - guided imagery
2. Physical exercise
 - yoga
 - work out routine
3. Meditation
4. Counseling
 - talk therapy
 - life coaching



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Leadership

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Leadership

- Leadership is the ability to develop a vision that motivates others to move with a passion toward a common goal.
- ***leadership is the “process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”. M Chemers.***
- ***"Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen." Alan Keith.***

Four factors of leadership

FOUR FACTORS OF LEADERSHIP



Four factors of leadership

- **Leader** - You must have an honest understanding of who you are, what you know and what you can do. To be successful you have to convince your followers not your superiors, that you are worthy of being followed.
- **Follower** - You must know your people. The fundamental starting point is having a good understanding of human nature, such as needs, emotions and motivation.

Four factors of leadership

- **Communication**-The nonverbal communication is leading. E.g.- when you set example that communicates to your people that you would not ask them to perform anything that you would not be willing to do. Bad communication harm the relation between leader and employee.
- **Situation**-We must use our judgment to decide the best course of action and the leadership style needed for each situation. What we do in one situation will not always work in another.

Leadership Qualities

- ☐ Integrity
- ☐ Values
- ☐ Trust
- ☐ Self-confidence & Courage
- ☐ Communication and Networking
- ☐ Problem Solving & Trouble- Shooting Assertiveness

Leadership Qualities

- ❖ **Integrity** is the integration of outward actions and inner values. A person of integrity is the same on the outside and on the inside. Such an individual can be trusted because he or she never veers from inner values, even when it might be expeditious to do so.
- ❖ A leader must have the trust of followers and therefore must display integrity.



Leadership Qualities

- **values** : Leadership values are the core beliefs and principles that guide us in our personal and professional lives. Your values can be defined as the things you believe are most important to achieving your goals and being happy.
- Leadership values are closely connected to both your personal core values and the values of your company.



Leadership Qualities

- Trust : In a leadership context, trust means that employees expect their leaders to treat them well, and, consequently, are comfortable being open with their leaders.



Leadership Qualities

- Self-confidence can be described as an ability to be certain about one's competencies and skills. It includes a sense of self-esteem and self-assurance and the belief that one can make a difference .
- Leaders who are self-confident tend to deal immediately and directly with problems and conflicts, rather than ignoring, or passing problems to others .
- Leadership involves influencing others and self-confidence allows the leader to feel assured that his or her attempts to influence are appropriate and right.



Leadership Qualities

■ Communication and Networking

- The leaders must communicate the vision and goals to his team to motivate them to achieve them with efficiency.
- According to Center for Creative Leadership, “leadership networking is about developing and using your networks in a way that builds relationships and strengthens alliances in service of your organization’s work and goals.”
- In order to maintain a strong relationship with other people, it’s important to have good communication skills, as well as the ability to manage conflict and maintain relationships over time.



Leadership Qualities

- **Assertiveness** is not the same as aggressiveness. Rather, it is the ability to clearly state what one expects so that there will be no misunderstandings.
- A leader must be assertive to get the desired results. Along with assertiveness comes the responsibility to clearly understand what followers expect from their leader





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THANK YOU