

Health and Wellbeing

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Agenda

- The sad story of stress
- The good story of rest

What is Stress?

- An imbalance between what the situation/environment demands and the resources you currently have
- Resources = support, mindset, emotional maturity, physical health, knowledge and skills
- Body is unable to differentiate between physical, emotional or mental stress. It has the same response to this imbalance of resources: activation of sympathetic nervous system

Sources of Stress at Work : Personal Stressors

- Ambitions
- Fear/resistance associated with actions you want/aspire to take
- Family/peer expectations
- Strained Relationships
- Resentment

Sources of Stress at Work : Personality

- **Type A** : individuals are characterized mainly by achievement striving, impatience and time urgency, and anger and hostility
 - 1. Achievement Striving
 - 2. Rushed and impatience
 - 3. Anger and hostility
- **Neuroticism**: anxious, often depressed, and pessimistic and lack hope. They are more likely to perceive events as being stressful and more likely to have negative reactions to stressful events

Sources of Stress at Work : Job Characteristics

- Role Overload
- Role Ambiguity
- Occupational hazards
- Lack of control
- Role changes
- Generally, all these cumulatively result in work-life imbalance

What complicates further?

- Gender-roles
- Sedentary Lifestyle
- Poor eating habits
- Poor sleep hygiene
- Overstimulation
- Long hours/affinity to hust
- Environmental Pollution



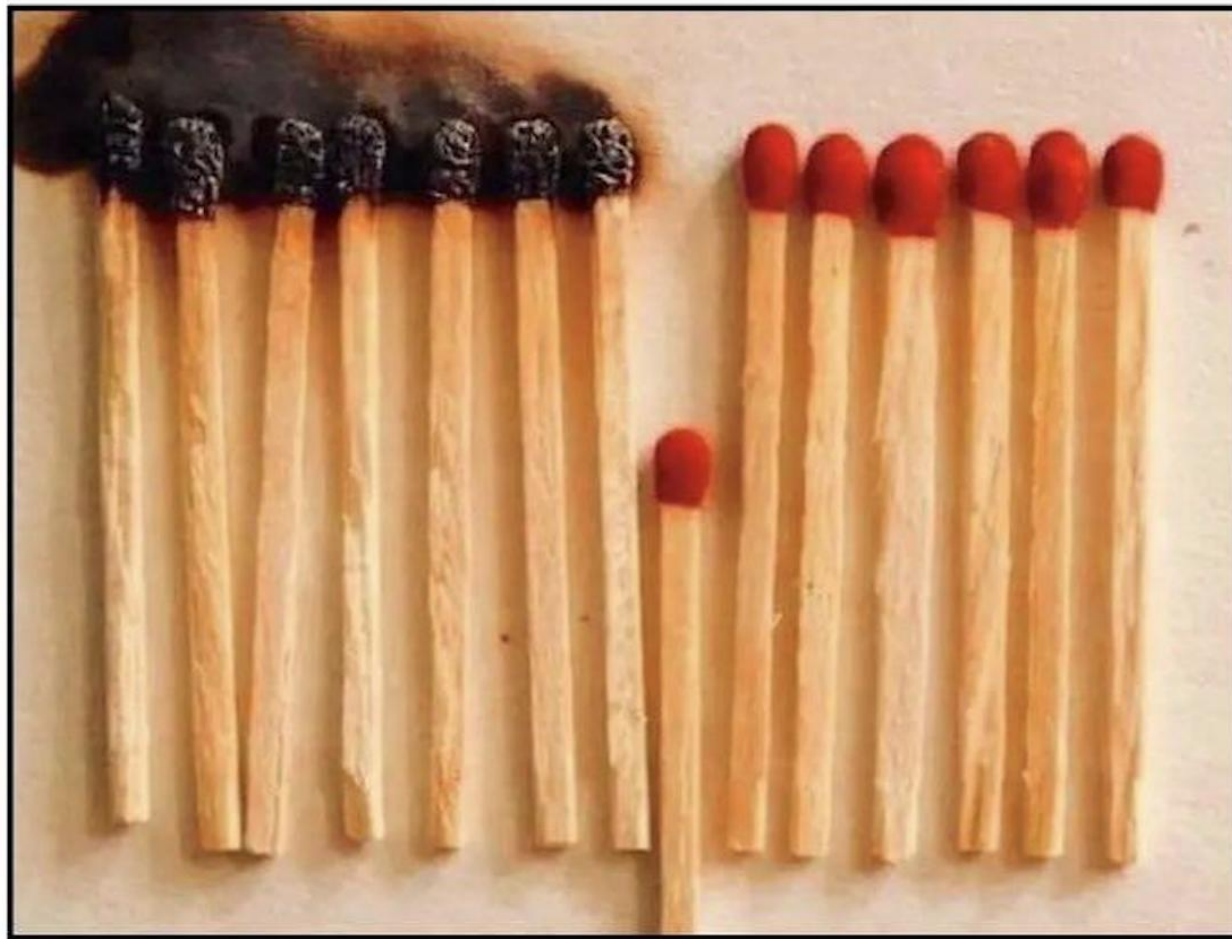
What complicates further?

(lack of) **Perspective Taking** : Not being mindful of what deserves your focus and spending energy indiscriminately on non-issues! (my own definition btw)

Become more aware
of what's really
worth your energy

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What
complicates
further?



Residual Stress: Not
closing chapters and
carrying them over!

THE TRUE **POWER**
OF STEPPING
AWAY.

**What complicates
further?**

Forecasting*: develops from our constantly worrying about the future

*The art of mastering worry : **What-if-ing!**

Pro-tip: requires regular practice!

What is Work-Life Balance?

- A perceived balance in resources allocated to work/non-work roles

The spillover effect refers to the phenomenon where experiences in one domain of life, such as work, influence experiences in another domain, such as family or personal life. This concept is often discussed in the context of work-life balance.

There are two types of spillover effects:

 1. **Positive Spillover (Enrichment)**: This occurs when positive experiences in one area enhance experiences in another. For example, a fulfilling work experience can lead to increased happiness and satisfaction at home, improving relationships and overall wellbeing.
 2. **Negative Spillover (Conflict)**: This happens when negative experiences in one area adversely affect another. For instance, stress or frustration from work can lead to irritability at home, causing conflicts in family relationships or reducing the quality of personal time.
- WL theories suggest that we experience a **spillover effect**, ie., what we experience at work can impact our family/non-work and vice versa
- The spillover can be positive (called enrichment) or negative (called conflict)

What conflicts: Overscheduled, Overcommitted!

- **Time** : time required to meet work demands conflicts with the time available for family-related activities
- **Behaviour** : when a behavior that is effective in one role is inappropriately applied to another role.
- **Strain**: state of mental or emotional frustration that is difficult to resolve. Stress from one role domain makes it difficult to fulfill the requirements of another role.

Consequences of Stress

- **Physical Symptoms:** Host of illnesses! Stress (i.e increased cortisol-stress hormone) is the root/seed of all physical illnesses. This includes sleep, appetite, joint pain, headaches to hair fall and so on.
- **Cognitive Symptoms:** Numbness, brain fog (not being able to make a decision), anxiety, rumination, avoidance etc.
- **Emotional Symptoms:** Anger, grief, sadness, depression
- **Health and work consequences:** substance abuse, absenteeism, turnover, low productivity, counter productive work behaviours, health care costs

What do we need?

We need **rest**. The sad story of stress is that people tell me all the time that they *do not get time to rest*.

Next Week!

The Good Story of Rest

Focus Area: Self-empowerment and healthy coping

Rest...

Rest is often understood as an antonym of hustle, that's only a **limiting belief**




Rest...

Is an attitude!



Rest...

Rest can be defined as a very positive attitude towards ourselves (one of gratitude)



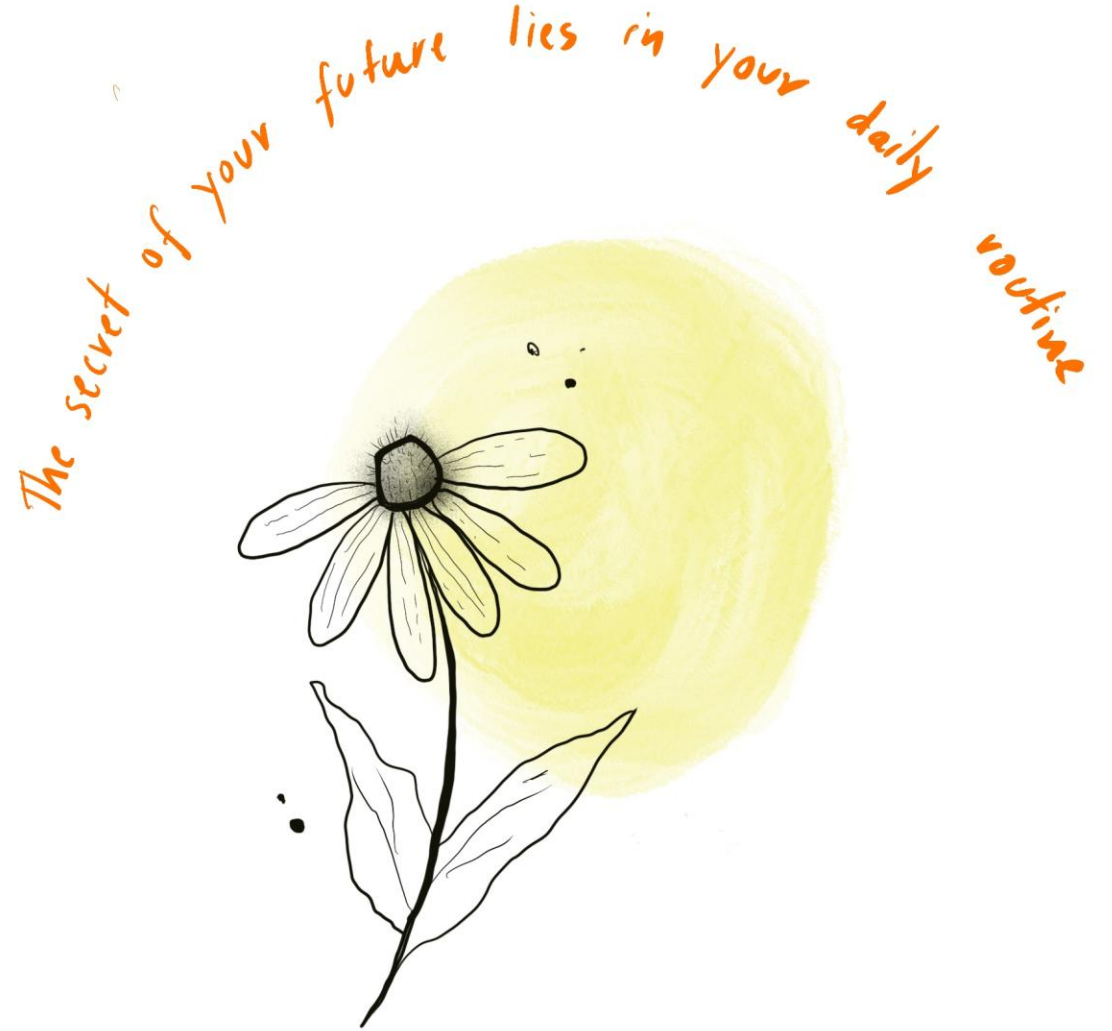
I love my body
for everything
amazing it does for me.

*mental-emotional rest > health behaviours

Hack #1* : Build Routines

- Showing up consistently for yourself
- Holding yourself accountable
- Being kind and gentle in your self dialogue

* Emotional work: building trust with yourself.



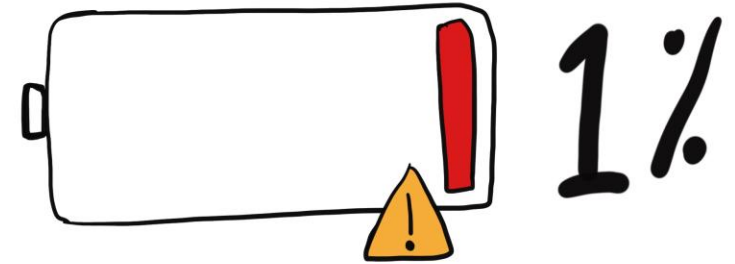
Hack #2* : Alone Time

- Stop being a 24 x 7 person!
- Allow yourself to take time to respond to messages
- Try using the “notification off” feature in your phone!

*mental-emotional rest

MY

*One legit drawback
of liking your own
company way too much.*



Social battery

Hack #3* : Play

Do something that makes you happy, where you are not chasing anything, especially **perfection!**

* Emotional work: building trust with yourself

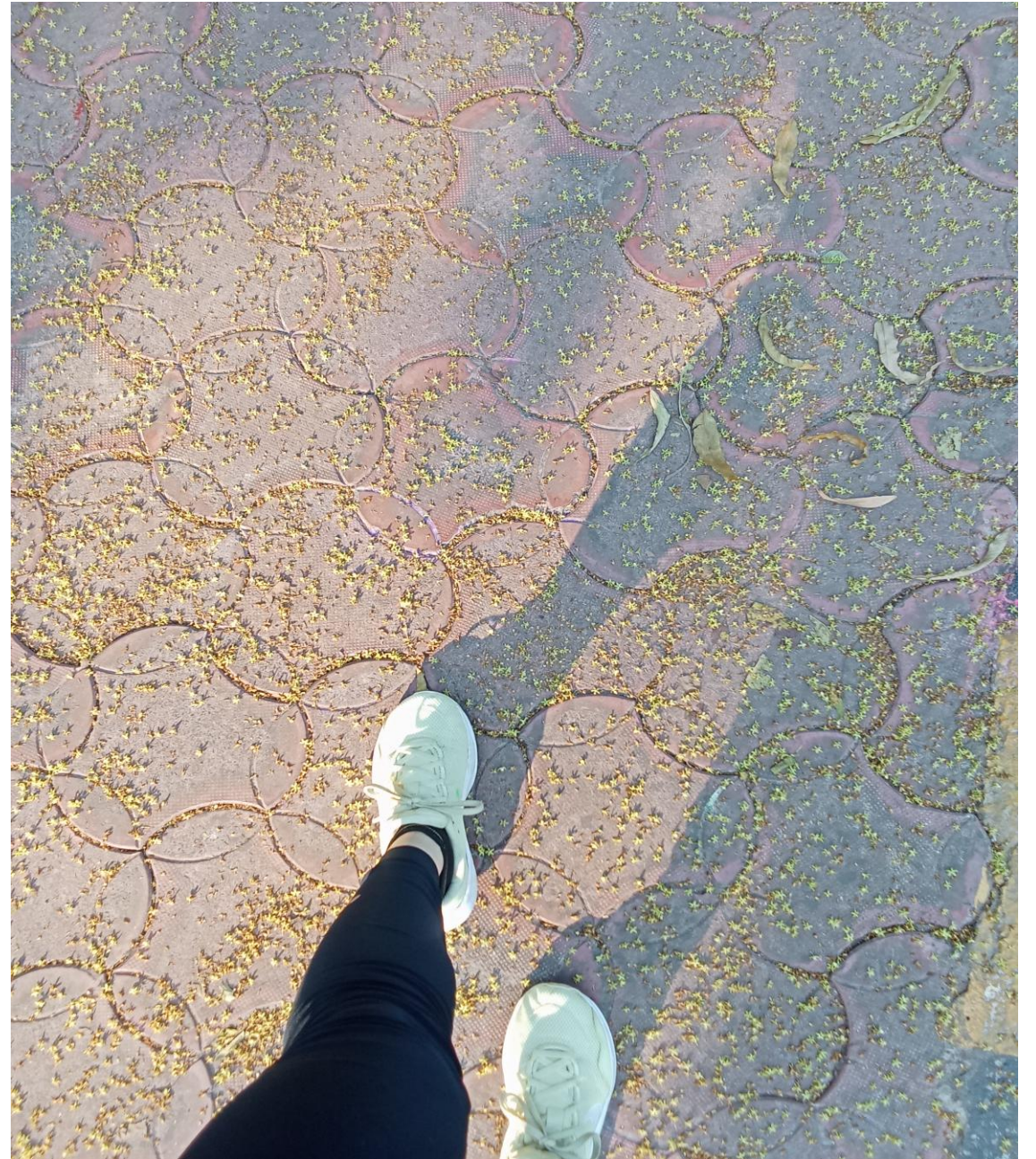


Hack #4* : Nature

Build connection with
nature

Noticing small
moments is enough!

* Emotional first aid/positive emotion



Hack #5* : Safe Space

Courageously own
your self, be there!

Pretense has a
psychological cost

* Mental health



Hack #6* : Self Reinforcement

Reward yourself for building routines and self-discipline

Break yourself free from responsibility



* Mental health

Hack # 7*: LOL!

Humor releases endorphins (happy hormones)- improves focus because it releases emotions,

So, *why so serious?*

* Emotional health

please don't
talk to me
unless
you
are
food

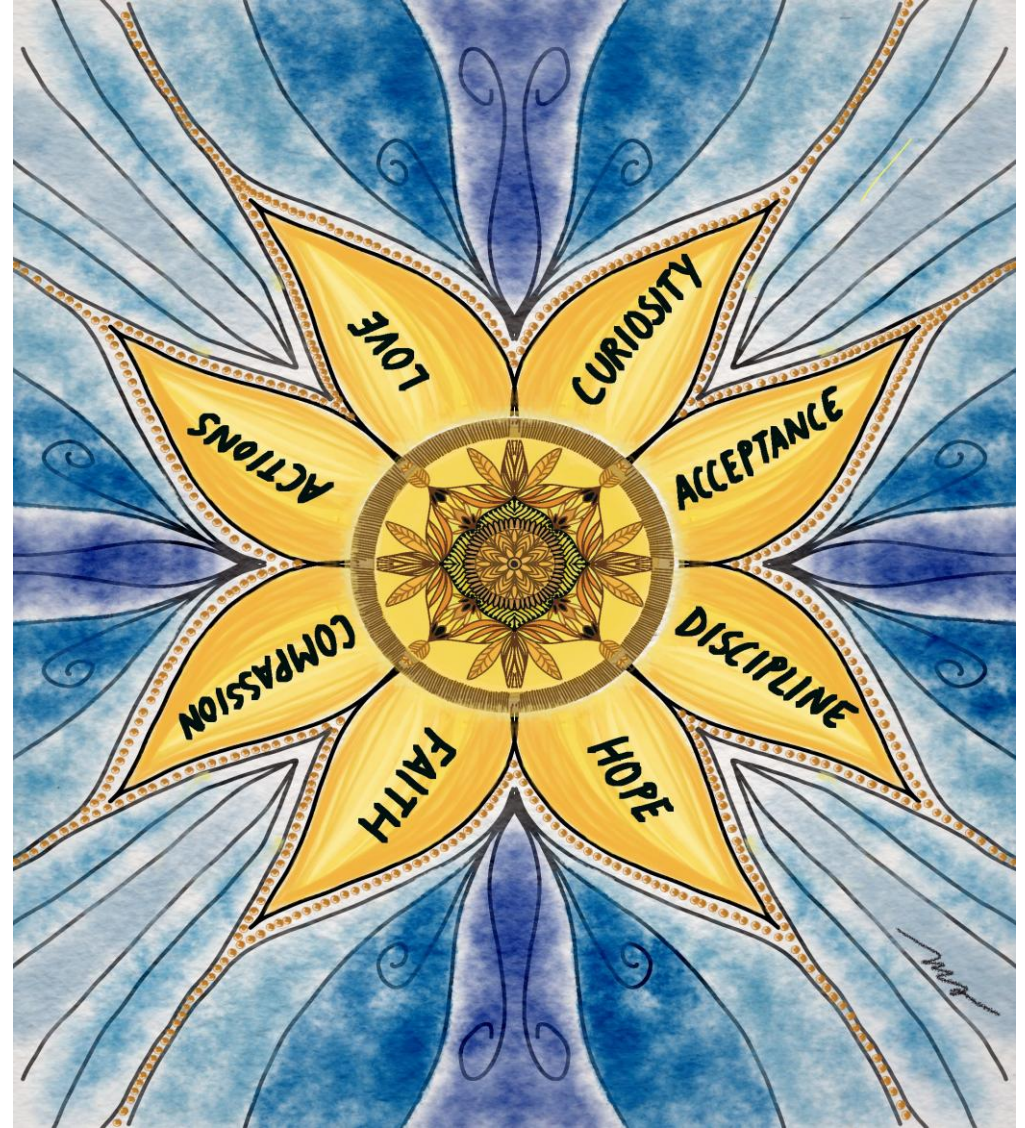
**HUMOR,
SERIOUSLY**

Hack # 8*: Cardinal Value

Write a mission statement for your soul.

When in a fix, decide from you're the POV of your cardinal value not your emotion!

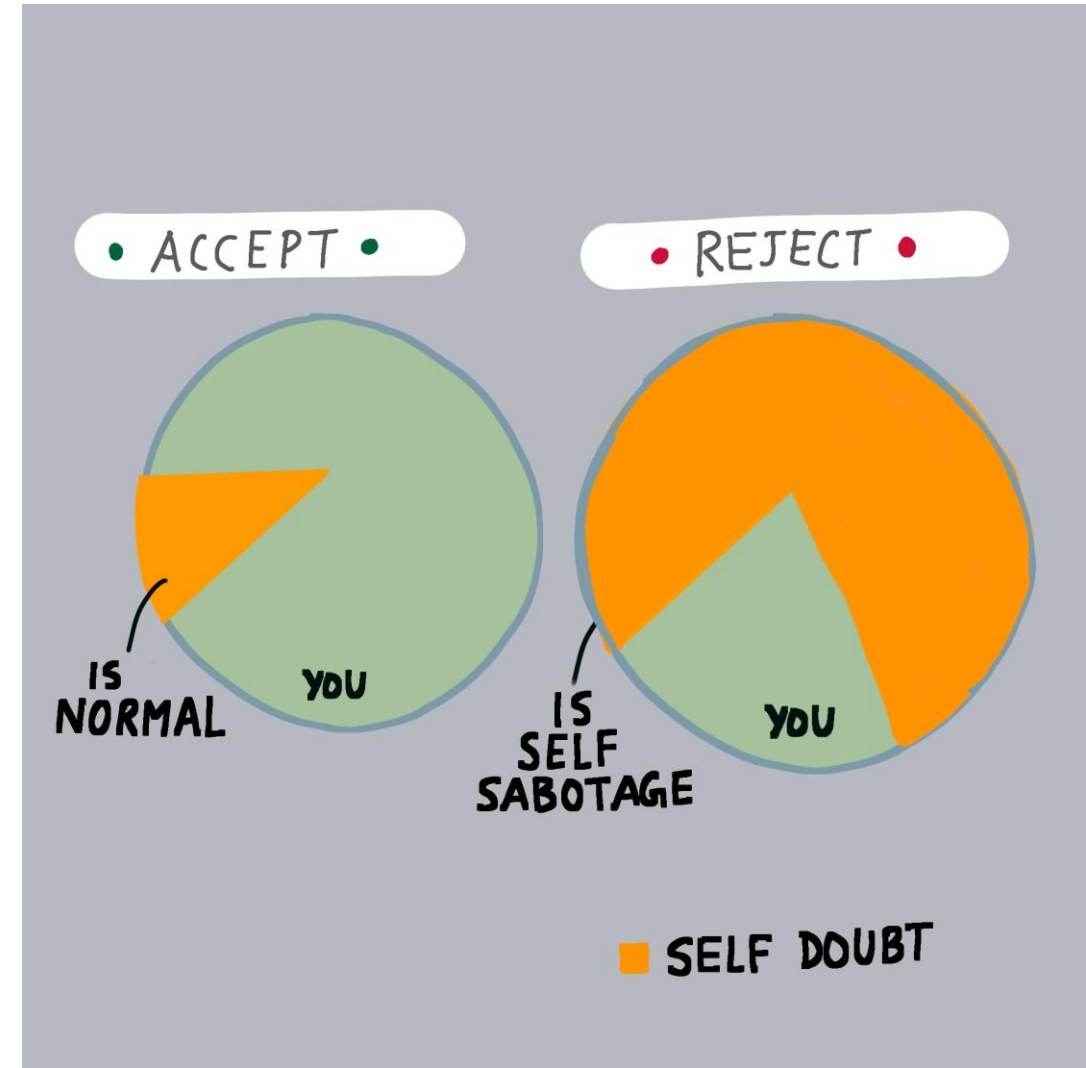
* Spiritual support



Hack # 9* : Let go!

Letting go is winning.

You win over your self doubt and prevent self sabotage (aka further damage- buy your peace!)



* Mental + emotional health -> spiritual vision

Tomorrow...

- Physical health care and how it is connected to work performance
- Organizational stress reduction interventions



Seize back your life.
It belongs to you.

Self Care

Self Care = taking steps to tend to your physical and emotional health needs to the best of your ability

HOW IS SELF CARE CONNECTED TO MY WORK OUTCOMES?

Sedentary lifestyle alone is enough to create chronic problems, such as:

- Varicose veins
- Weakening of leg muscles – leading to more injury due to fall
- Weakening of bones and back muscles (chair is a bad invention!)

HOW IS SELF CARE CONNECTED TO MY WORK OUTCOMES?

Emotional labour (i.e., managing emotions during interactions with clients) can create a range of mental-emotional symptoms, for example:

- 1.lack of listening
- 2.over-analysis
- 3.failure to make decisions
- 4.erratic, fearful, or angry emotional decisions

These are BIG reasons with potential long-term effects to start a self-care routine

Almost everyone knows about it and yet few actually “do” something about it (unless they perceive a tangible threat)*

*summary of my career

WHY SELF CARE IS NOT A PRIORITY...

- **Lack of Awareness** (don't know it exists or they experience it “unconsciously”)
- **Lack of Resources** (usually time or knowledge of what works)
- **Unrealistic expectations** (they get started but stop because their “goals” are unrealistic)

The idea I am sharing today is to get very **intentional** about it

WHY SELF CARE?

- Regulate your energy levels and build resilience
- Become more mindful, compassionate, and happier
- Become more consistent in your leadership
- Set a good example for your people
- Get more done, to a higher standard

HOW AND WHERE TO GET STARTED?

4 aspects need to be addressed (start anywhere that looks like “possible” right now)

- Physical Body
- Thoughts
- Emotions
- Spiritual

Physical Body

- Food
- Exercise
- Sleep

Physical Body: Nutrition

Define Junk Food

Physical Body: Nutrition

Why diet fads don't work and what works?

Physical Body: Nutrition

How we eat is also important!

Physical Body: Nutrition

Don't forget hydration

Physical Body: Exercise

How much exercise do we need?

Physical Body: Exercise

Why over-exercising is equally bad?!

Physical Body: Exercise

Where to get started and how to set fitness goals?

Physical Body: Sleep

What is sleep?

Physical Body: Sleep

Why is sleep hygiene required **at night**?

Physical Body: Sleep

How do I recover from lack of sleep?

Physical Body: Sleep

Some of my favourite “sleep hacks” (IF I miss good sleep)

- Outdoor Surya namaskar + deep breathing+ stretching
- Post breakfast nap (20 minutes, if possible) + sometimes 15 mins afternoon nap in my office on a Yoga mat
- Yoga Nidra + essential oils (also there in my office)
- Solfeggio Frequencies in the background (in my office)
- Cutting down social contact for the day (as much as possible)
- Lying on floor + sound/forest bath
- If access to nature is possible, lying down on ground (was my Sunday ritual at IITD!)
- Deep breathing throughout the day
- Higher protein intake, seeds and nuts and slightly extra hydration (imp for faster recovery)
- Vagus nerve massage + Binaural music + chanting (next day when I get to sleep)
- Low impact exercise or an easy, short work out that I like
- Going to a natural water body and staying still (whenever possible)