

Managing Pressure Without Losing Yourself

Mental Health Talk

Jakarta, 23 Okt 2025

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Professional Profile

- Experienced **People Development Professional** with 7+ years in **talent management, career consulting, coaching, and training.**
- Accumulated **550+ hours of coaching, training, and consulting experience**, assisting **250+ brands** across academic, business, government, community, and media sectors.
- **Coach Specialist** at **RevoU, Rumah Siap Kerja (ex), and several reputable brands**, conducting 750+ coaching sessions with a consistent **4.9/5 feedback rating.**
- **Public Speaker & Facilitator for 100+** career development, employability, and personal growth webinars/workshops, reaching **over 50,000 participants.**
- Recognized as **LinkedIn Power Profile 2018.**
- **Certified in Coaching, Public Speaking, and Training**, with awards from **Temasek Foundation, Ashoka, U.S. Department of State, Asia Foundation, etc.**



Irvandias Sanjaya, S.Psi., CPC., CT.

Founder at Kerja Cer-Dias | Coach |
Trainer | Consultant | Sportscaster |
Content Creator [@Kerjacerdias](#)

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Be Ready For The Session

To obtain an optimum learning result, let's follow these ground rules!



Raise Hand if there's
concern/questions
along the way



Actively participate
throughout the session
(**reciprocal approach**)



Focused during session
to ensure the learning
journey landed in safe
and sound experience

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01 Why Mental Health Matters at Work

02 Burnout / Exhaustion

03 Time Management to Reduce Stress





Part 1

Why Mental Health Matters at Work



Curhat Wanita Kena Overwork Obesity, Stres Kerja Bikin Berat Badannya Naik 20 Kg

detikhealth



Awas, Stres di Tempat Kerja Bisa Picu Stroke

Kasus Anxiety di Tempat Kerja Meningkat,
Bagaimana Perusahaan Menjaga Kesehatan
Mental Karyawan?



Mengenal Karoshi, Budaya Kerja
yang Bisa Berujung Kematian



Ciri-Ciri Burnout dan Cara Mengatasinya

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Curhat Wanita Kena Overwork
Kerja Bikin Berat Badan

res

health



Awas,

Kerja Bisa Picu Stroke

Kasus
Bagaimana

tingkat,
Kesehatan



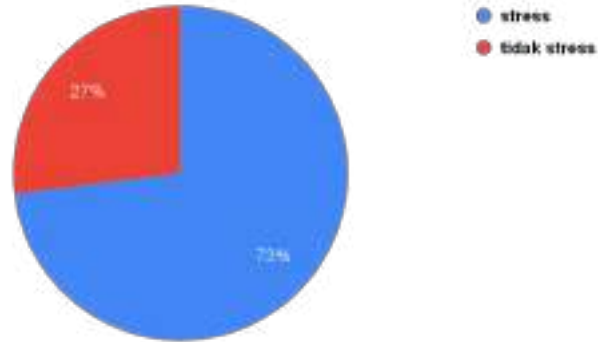
Mengenal Karoshi, Budaya
Yang Bisa Berujung Kematian

ALODOKTER
Cara Mengatasinya

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In fact...

Menurut CFO Innovation Asia Staff (2016), tingkat stres kerja di Indonesia mencapai 73%





Mental Health at Work

Right now 1 in 6 workers is dealing with a mental health problem such as anxiety, depression or stress. This can stop people performing at their best.

1 in 4

adults have a mental health issue in any given year

£1,652

is the cost of poor mental health per employee per year

57%

of all working days lost to sickness are mental health related

5:1

is the expected ROI for organisations who invest in mental health

84%

of employees do not feel able to disclose a mental health issue at work



Top mental health “issues” experienced by employees

**Burnout /
Exhaustion**

Anxiety

**Depression /
Low Mood**

Part 2

Burnout / Exhaustion



Bury Your Boomerangs



Affirm What's Good



**Connect with Core
Desires**



**Before continue,
let's play a game**




Game 1: “The Overload Factory” Game

Instructions

1. Form and gather with a small group (5 people/group).
2. Give “code number” from 1 to 5 for every group member
(e.g. *Daffa = 1, Dias = 2, Aji = 3, Dilla = 4, Nurul = 5*)
3. Each group will receive a puzzle.
4. Your task is to **solve the puzzle in 20 minutes** while **sitting on the ground**.
5. BUT every now and then **the instructor will call-out a number** (e.g. 1, 2, 3, 4, or 5).
6. The person whom code number is mentioned must **stand up and jump 5 times**
7. **Rules:** No googling and no AI help. Discuss the puzzle with your group.



"The Overload Factory" Game



| | First Names | Type | Clues |
|-------|---------------|------|-------|
| Age | Cheyenne | | |
| | Jasper | | |
| | Payton | | |
| | Taylor | | |
| Clues | duct tape | | |
| | Dorian's tape | | |
| | paper tape | | |
| | scotch tape | | |
| Type | Redman | | |
| | Columbus | | |
| | Lewiston | | |
| | Mesa | | |

| Age | First Names | Type | Clues |
|-----|-------------|------|-------|
| 19 | | | |
| 24 | | | |
| 63 | | | |
| 77 | | | |

1. The person raised in Columbus is not Taylor and didn't buy duct tape.

2. The person raised in Mesa is Payton.

3. Of the person who bought scotch tape and the person raised in Bridgeport, one is 24 years old and the other is 77 years old.

4. The 24 year-old bought scotch tape.

5. The person raised in Lewiston didn't buy painter's tape.

6. The person who bought scotch tape is not Cheyenne.

7. The 63 year-old is Taylor.

8. Either the person raised in Columbus or the person raised in Lewiston bought paper tape.

9. The person who bought scotch tape is younger than Jasper's.

10. The person who bought painter's tape is older than the person who bought scotch tape.

Use this for helping you answer by giving ("x") on the boxes

Write your answer here

Clues for solving the puzzle



20:00



The Correct Answer (Normal Mode)

| Years | Names | Suit Colors | Total Jumps |
|-------|---------|-------------|-------------|
| 1987 | Philip | Teal | 73 |
| 1988 | Otis | Red | 58 |
| 1989 | Arnold | Gold | 70 |
| 1990 | Willard | White | 42 |
| 1991 | Everett | Silver | 102 |



The Correct Answer (Easy Mode)

| Ages | First Name | Tape | Cities |
|------|------------|---------------|------------|
| 19 | Cheyenne | Paper tape | Columbus |
| 24 | Peyton | Scotch tape | Mesa |
| 61 | Taylor | Duct tape | Lewiston |
| 77 | Jasmin | Painters tape | Bridgeport |

**Did your team get the
answer correctly?**

**Explain your experience
on solving them**



How did “the interruptions” affect your main goal?



What did you learn from this game?



How does this game mirror your workplace?



**What are you going to do
differently at work after
this session?**



Workplace Stress

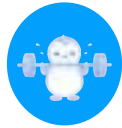
Stress is the body's natural reaction to tough situations that make us feel mentally tense. How we handle stress can really affect our health.

Workplace Stress happens when the demands of a job are more than what an employee can handle or manage.

~ American Psychological Association (APA) and the National Institute for Occupational Safety and Health (NIOSH) ~

Causes of Stress: Work-Related Factors

Work factors that are directly connected to the job can be major sources of stress, including:



Excessive Workload

Heavy job demands, tight deadlines, and an unrealistic amount of tasks.



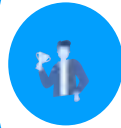
Lack of Control Over Work

Having little autonomy in making decisions or in choosing how to complete tasks.



Unclear Roles

Confusion and anxiety caused by unclear job roles and responsibilities.



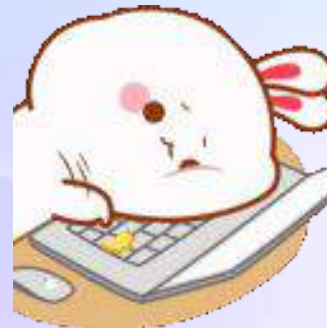
Pressure to Perform

High expectations from managers—or even from oneself—to always reach targets, creating overwhelming pressure.



Organizational Changes

Restructuring, policy shifts, or uncertainty about the company's future can increase stress and worry.



Interactive

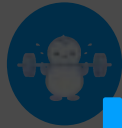
Quick Question

Have you ever **felt stress or pressure from any of the work factors** mentioned above?

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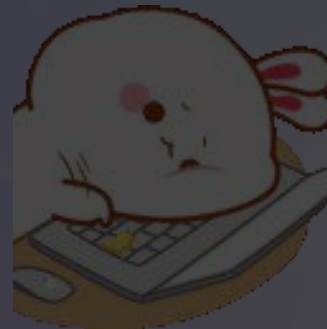
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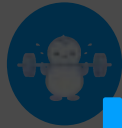
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**Under this condition,
learning to manage time is
crucial**



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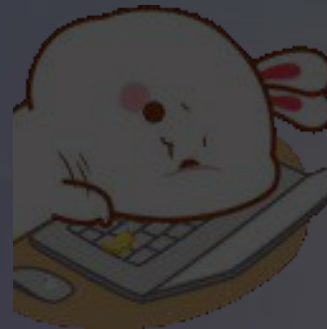
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Part 3

Time Management to Reduce Stress



Bury Your Boomerangs



Affirm What's Good



**Connect with Core
Desires**

Perfeksionis, Takut Gagal, hingga Cemas: Inilah Tanda Psikologis Orang yang Sering Menunda Pekerjaan



Lavinia Tiara Molika · Selasa, 2 September 2025 | 10:35 WIB

<https://www.instagram.com/irvandiassanjaya/016514502/perfeksionis-takut-gagal-hingga-cemas-inilah-tanda-psikologis-orang-yang-sering-menunda-pekerjaan>

LATER

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Perfeksionis, Takut Gagal, hingga Cemas: Inilah Tanda Psikologis Orang yang Sering Menunda Pekerjaan



Lavinia Tiara Molika · Selasa, 2 September 2025 | 10:25 WIB

<https://www.bayans.com/post/016514592/perfeksionis-takut-gagal-hingga-cemas-inilah-tanda-psikologis-orang-yang-sering-menunda-pekerjaan>

LATER

Home / Life

Sering Menunda Pekerjaan? Ini Alasan Psikologis dan Cara Mengatasinya

Redaksi | [sukabumiupdate.com](https://www.sukabumiupdate.com)

Kamis, 15 Mei 2025, 12:17 WIB



<https://www.sukabumiupdate.com/life/158592/sering-menunda-pekerjaan-ini-alasan-psikologis-dan-cara-mengatasinya>

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<https://www.livianos.com/post/16514592/perfeksionis-takut-gagal-hingga-cemas-inilah-tanda-psikologis-orang-yang-sering-menunda-pekerjaan>

Home / Life

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Kenapa Kita Suka Menunda Pekerjaan? 4 Penyebab Prokrastinasi Menurut Psikologi dan Cara Mengatasinya

Cerita dari Aria Maulana Satriyo · 1mgg · Bacaan 2 menit

<https://www.mas.or.id/baca/kenapa-kita-suka-menunda-pekerjaan-4-penyakit-prokrastinasi-menurut-psikologi-dan-cara-mengatasinya-A230902?hp=main&2&source=share> | [Laporkan](#) | [Berikan komentar](#) | [Laporkan](#) | [Bantuan](#) | [Kontak](#)

Perfeksionis, Takut Gagal, hingga Cemas:
Inilah Tanda Psikologis Orang yang Sering
Menunda Pekerjaan



Lovina Tiara Malika · Selasa, 2 September 2025 | 10:35 WIB

<https://www.lipasepos.com/lifestyle/016516692/perfeksionis-takut-gagal-hingga-cemas-inilah-tanda-psikologis-orang-yang-sering-menunda-pekerjaan>

Have you ever noticed
these phenomenon?

Kenapa Prokrastinasi Menurut Psikologi dan Cara
Mengatasinya

Cerita dari Aria Maulana Satriyo · 1mgg · [Bacaan 2 menit](#)

Perfeksionis, Takut Gagal, hingga Cemas:
Inilah Tanda Psikologis Orang yang Sering
Menunda Pekerjaan



Lovina Tiara Malika · Selasa, 2 September 2025 | 10:35 WIB

<https://www.lipase.com/lifestyle/016516692/perfeksionis-takut-gagal-hingga-cemas-inilah-tanda-psikologis-orang-yang-sering-menunda-pekerjaan>

Home / Life

Have you become the
victim of procrastination?

Mind to share and elaborate?

Kenapa
Prokrastinasi Menuru
Mengatasinya

Centa dari Aria Maulana Satriyo · 1mgg · Bacaan 2 menit

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Interactive

Quick Question

“Why do these
phenomenon happens?”

***Raise your voice**





Sometimes procrastination is the direct result of poor time management. If so, the tips given in the "Time Management" section should help. Other times, procrastination is caused by poor self-care (e.g., not enough sleep, poor diet, no exercise). Although it's not easy to change one's sleep, eating, and exercise habits, trying to do so can have a big impact on procrastination. Procrastination can also be the result of emotional and psychological factors, such as stress, depression, low self-esteem, and poor impulse control. When there are emotional and psychological components to procrastination, there are strategies to help. For example, if feeling anxious, frustrated, insecure, or irritated when thinking about a task you need to complete leads to your avoiding facing it by doing something else that *temporarily* soothes the negative feelings, a technique called "mood repair" may help. Following are four elements of this approach:

Procrastination Makes Life Harder



Thus, **Learning Time Management** is

Sometimes procrastination is the direct result of poor time management. If so, the tips given in the "Time Management" section should help. Other times, procrastination is caused by poor self-care (e.g., not enough sleep, poor diet, no exercise). Although it's not easy to change eating, and exercise habits, trying to do so can have a big impact on procrastination. Procrastination can also be the result of emotional and psychological factors, such as stress, depression, low self-esteem, and poor impulse control. When there are emotional and psychological factors, procrastination is more difficult to manage. For example, if feeling anxious, frustrated, insecure, or irritated when thinking about a task you need to complete leads to your avoiding facing it by doing something else that temporarily soothes the negative feelings, a technique called "mood repair" may help. Following are four elements of this approach:

Procrastination Makes Life Harder

Time Management

(.n) Time management is the process of **planning and controlling how much time to spend on specific activities.**

Good time management enables an individual to **complete more in a shorter period of time, lowers stress, and leads to career success.**

<https://corporatefinanceinstitute.com/resources/careers/soft-skills/time-management-list-tips/>

YOU'RE LATE!



Interactive

Prologue Question

"On a scale of **0-10**, how good are we dealing with **management**?"

IT'S TIME

DAYLIGHT SAVING TIME ENDS

***Share personally**



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Why Do We Need Time Management?

Today's focus

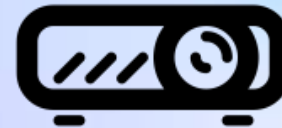


**Saving
time**

**Prevent
Procrastination**



**Work-Life
Balance**



**Increase
our work
output**

**Reducing
stress**



Impact of Poor Time Management

Productivity Reduction

From Multitasking

40%

Can **reduce productivity** by up to **40%**.

From Interruptions

28%

Workers are interrupted every **~11 minutes** and take **~23 minutes** to resume a task

From Unnecessary tasks and distractions

41–51%

Low-value activities (e.g., emails, meetings, social media)

Time lost to procrastination

21.8
Hours/week

Procrastination costs up to **2 weeks** annually in productivity

5 Commons Effects of Horrible Time Management

Unsuccessful Working Output

The mature we are, the more responsibilities coming in. Stopping one work will cause not succeed task

Terrible working qualities

We tend to hurry to catch up the deadlines, yet there are qualities to snatch as well Your choice to choose.

Changing eat and sleep patterns

Lack of 8 hours sleep quality and skipping breakfast will only lead us into the disaster habits

Blooming stress & burnout

People nowadays are living in the demanding era where balancing work-life balance is needed to keep things running in a healthy circle

Psychosomatic

The moment when you feel hurt in physic, but in a fact, your mental issue caused the deep pain

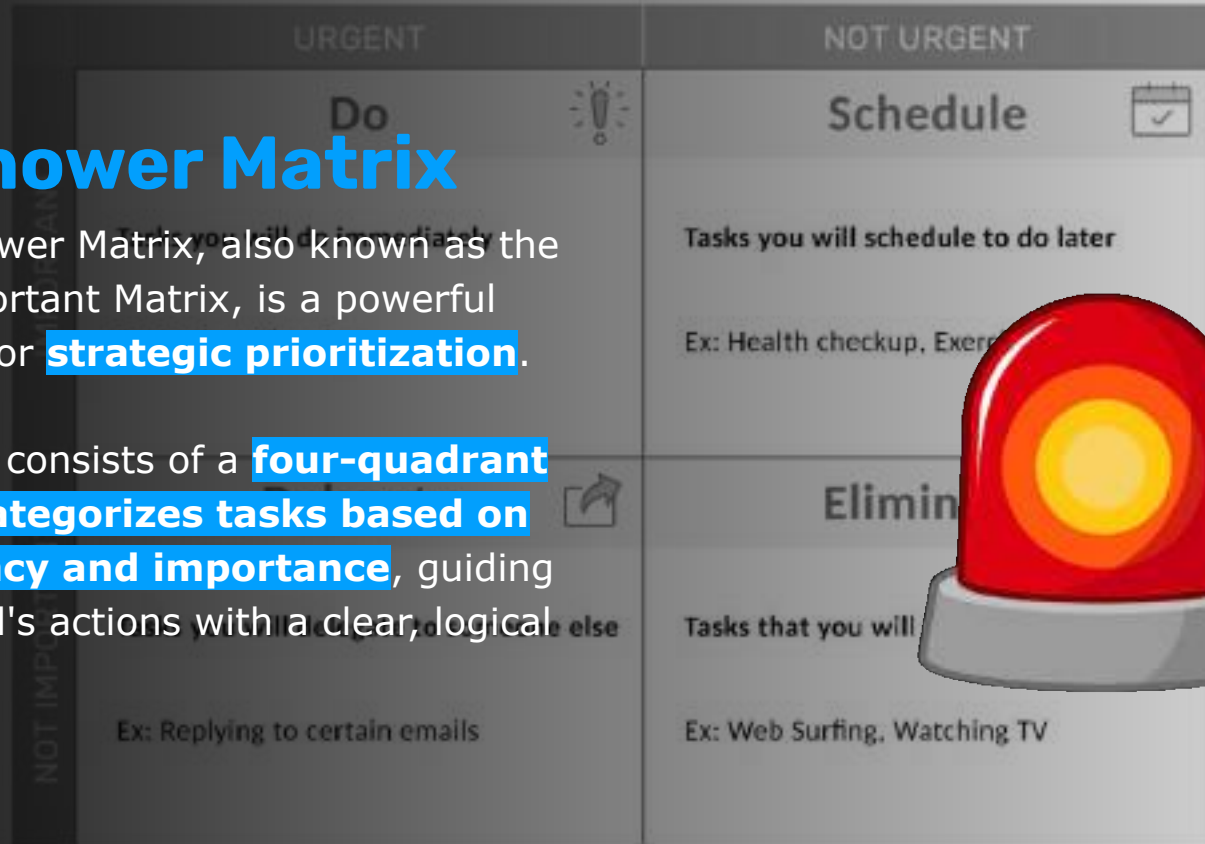


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Eisenhower Matrix

The Eisenhower Matrix, also known as the Urgent-Important Matrix, is a powerful framework for **strategic prioritization**.

The method consists of a **four-quadrant grid that categorizes tasks based on their urgency and importance**, guiding an individual's actions with a clear, logical structure.



**This lift employee
productivity by 15–20%**

Quadrant 1: Urgent and Important. These tasks are crises and issues with deadlines that demand immediate action. The guiding principle for this quadrant is "Do".

The Eisenhower Decision Matrix



Quadrant 2: Important, but Not Urgent. These are tasks that are essential for long-term goals but do not have a firm deadline. The principle is "Decide".

Quadrant 3: Not Important, but Urgent. These tasks are interruptions that demand immediate attention but are not essential for the individual's core goals. The principle is "Delegate".

Quadrant 4: Neither Important nor Urgent. These items are distractions and time-wasters that should be eliminated from one's routine. The principle is "Delete" or "Don't Do".

The Eisenhower Matrix

with Practical Examples

| Quadrant | Action | Examples |
|---|---|--|
| Urgent & Important (Do) | Do it now. These tasks are critical and have immediate consequences if not completed. | A crisis, a looming deadline, a fire in the kitchen, a meeting with a manager, tomorrow's target. |
| Important, Not Urgent (Decide) | Schedule it for later. These tasks are vital for long-term goals but lack an immediate deadline. | Planning and strategy, professional development, grooming a product backlog, scheduling usability testing. |
| Urgent, Not Important (Delegate) | Delegate it. These tasks are interruptions that are time-sensitive but do not require your specific expertise. | Unimportant meetings, low-priority emails, urgent requests from a colleague. |
| Not Urgent, Not Important (Delete) | Eliminate it. These tasks are distractions and time-wasters that provide no value. | Scrolling through social media, sorting junk mail, playing games, watching TV. |

An employee says, “I always meet deadlines, but lately I feel drained and detached.” Which conclusion best evaluates their mental health status?

A. They're performing normally, so no concern needed.

B. They might be showing early signs of burnout despite high performance.

C. They just need to take a short vacation.

An employee says, "I always meet deadlines, but lately I feel drained and detached." Which conclusion best evaluates their mental health status?

A. They're performing normally, so no concern needed.

B. They might be showing early signs of burnout despite high performance.

C. They just need to take a short vacation.

👉 Burnout often appears as emotional exhaustion even with consistent performance.

10 points





Before continue,
let's play a game



Game 2: “Eisenhower Relay” Game

You’ll play a **relay-style game** where your team will physically sort task cards into the correct quadrants on the floor.

Here’s how it goes:

1. Each team will receive a **set of 40 task cards** — representing real workplace activities.
2. On the floor, you’ll see **four labeled quadrants**: Q1, Q2, Q3, and Q4
 - a. **Q1** → Urgent & Important – Do it now.
 - b. **Q2** → Not Urgent but Important – Plan and grow.
 - c. **Q3** → Urgent but Not Important – Delegate or manage expectations.
 - d. **Q4** → Not Urgent & Not Important – Limit or eliminate.”



Game 2: “Eisenhower Relay” Game

3. One person from each team runs at a time to place **one card** into the quadrant where you think it belongs.
4. Then you return, tag the next person, and continue until all 40 cards are placed.
5. When you finish, we’ll review your placements and discuss your reasoning.



Game 2: “Eisenhower Relay” Game

Rules:

- Only one person moves at a time.
- You cannot talk while the runner is out — communication happens only when they return.
- Each team must place all 40 cards within **15 minutes**.
- Once a card is placed, you can adjust placements later during review — but under time pressure, that’s tricky!

The goal isn’t just speed — it’s clarity and accuracy.



15:00



The Correct Answer

Q1 — Urgent & Important (Do it Now)

Submit a government compliance report due by the end of the day.

Address a sudden HR issue involving workplace conflict.

Respond to a top client threatening to cancel a contract.

Handle a public social media complaint that's trending.

Resolve a payroll error that affects all employees' salaries.

Replace an absent presenter at a critical stakeholder meeting.

Fix a production system crash preventing transactions.

Approve emergency budget for an ongoing project.

Prepare slides for an executive briefing in one hour.

Manage a data breach incident immediately with IT and Legal.



The Correct Answer

Q2 — Not Urgent but Important (Plan & Grow)

Plan the next quarter's team performance goals.

Design a learning roadmap for your department.

Conduct coaching or mentoring sessions with team members.

Build cross-department collaboration channels for innovation.

Attend a mental well-being and resilience workshop.

Develop an onboarding guide for new employees.

Create a process improvement plan to reduce recurring errors.

Review and update standard operating procedures (SOPs).

Schedule regular feedback meetings to strengthen communication.

Take time to reflect and set personal development goals.



The Correct Answer

Q3 — Urgent but Not Important (Delegate / Manage Expectations)

Reply instantly to every “urgent” email that’s not actually critical.

Answer repeated follow-up messages from another team while in a deadline.

Attend a meeting where you have no decision-making role.

Get involved in a “reply-all” discussion irrelevant to your role.

Approve a minor expense request that could wait.

Handle last-minute requests for data that’s already in the dashboard.

Respond to a chat notification asking for information already shared.

Review a document just because someone asked — not because it’s required.

Help a colleague fix a file format issue during your focus time.

Join a last-minute call that doesn’t affect your project outcome.



The Correct Answer

Q4 — Not Urgent & Not Important (Eliminate / Limit)

Scroll through social media during work hours.

Stay late to look “busy” even when tasks are done.

Gossip about coworkers or office politics.

Over-decorate slides that were already good enough.

Spend 20 minutes picking a font for an internal document.

Attend optional meetings just to “stay in the loop.”

Constantly recheck email inbox for “something new.”

Engage in long discussions about unrelated personal topics.

Watch random videos or memes during office time.

Play mobile games or browse e-commerce sites at your desk.

QnA

Is there any questions?

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***“There is no health without
mental health.”***



**World Health
Organization**

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**KERJA KERAS
NO**



**KERJA CER-DIAS
YES**

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