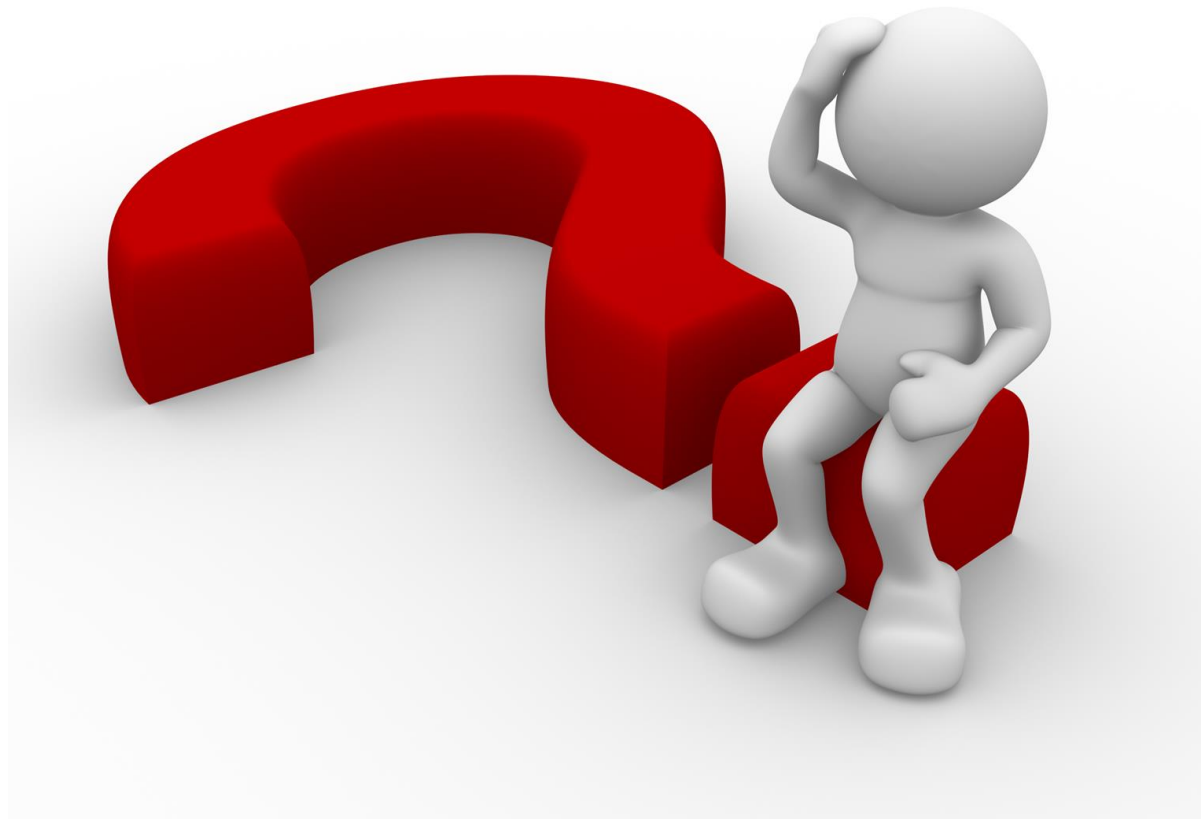


Mental Health Post Covid - 19

UDIN

- **Unexpected**
 - **Dramatic**
 - **Isolating**
- **No strategy**

What is your lived experience?



Mental Health & Mental Illbeing ...



- Mental health is a “state of well-being” in which every individual:
 - ✓ Realizes his or her own potential
 - ✓ Can cope with the normal stresses of life
 - ✓ Can work productively and fruitfully
 - ✓ Is able to make a contribution to their community

Mental Illbeing ...



- Prevalence of mental illbeing, a glocal reality
- Mental disorders common and often impairing, but sharp increase post Covid-19
- A study in South Arica showed that 30.3% will have suffered from a mental disorder in their life time (1 in 3)
- Severity differs: suffering functional, suffering dysfunctional and mental ill

Mental Illbeing ...

- Mental health disorders/crises/problems including:
depression - substance misuse - addiction - anxiety disorders,
including stress, phobias - post traumatic stress disorder
(PTSD) - self harm - suicide - eating disorders - personality
disorders , burnout , panic

Signs & Symptoms



- There are many, different for different people
- Changes in performance
- Excessive worry or anxiety,
- Hyperactive behavior
- Frequent nightmares/chronic sleeplessness
- Frequent disobedience or aggression
- Frequent temper tantrums

Signs & Symptoms



- Common to all presence of intense negative emotions
- Emotional toxicity –emotional suppression/denial/dysregulation

What do emotions have to do with it?



Psychological Threats (Brain Circuitry)

Threats to...

- Competence
- Certainty
- Autonomy
- Relatedness

Covid 19 triggers

- News of job losses
- News of death/fear of death
- Fear of getting sick
- Always on
- Working from home
- How to manage performance
- Technology use
- Budget cuts
- What else?

Reactivity



- Increased anxiety, with no recovery
- Insular
- Chronic Overwork (Task oriented thinking)
- Substance abuse
- Trauma and stress
- Hostility, risk taking, urgency
- Mixed messages
- Using and abusing others
- Emotional, behavioural, mental meltdown

Neuroscience of Interpersonal Stress and Feedback



- Interpersonal stress (e.g., interactional unfairness) elevates cortisol **3 times higher** than other stressors
- Cortisol returns to normal **50% longer** with interpersonal stress

Reactivity



- Dysregulated Embodied Self-Awareness:
- Dysregulated thoughts including worry, doubt, rumination and being stuck in the felt
- Experiences of pain, panic and powerlessness
- No recovery and inevitably mental ill-being due to mental and emotional strain



What did you feel , what did you do?

- Alone
- Disconnected
- Uncertain
- Confused
- Frustrated
- Anxiety
- Fear
- Happy
- Sad
- Curious
- Content
- Passionate

What then?

- Modulated Embodied Self-Awareness: Emotional Intelligence,.
- Restorative Embodied Self-Awareness: Access to all felt experiences leading to feelings of peace, deep connection, relief, presence, absence of focusing
- Moderating that sense of being
- Psychological safety

Create Psychological Safety



- Conduct non-work related check-ins
- Model vulnerability
- Be intentional in own learning engagement journey
- Coach and mentor to transfer work responsibility & skill to employees
- Be aware of the gap between your impact and intention

Create Psychological Safety



- Enhance Self awareness and self management for leaders
- Develop empathy
- Be self organized
- Encourage collaboration
- Set clear goals and provide meaningful work
- Interact and build relationships
- Communicate effectively
- Manage emotions-yours and others-rituals for releasing emotions

Organisational ...

- Psychoeducation
- Relaxation Training.
- Behavioral Activation: Boosting Pleasant Events
- Cognitive Re-structuring/framing training.
- Teaching Communication Skills.
- Teaching Problem-Solving skills.
- Fostering Relationships.



Resilient Leadership



Lead with calm, clarity and conviction in the midst of anxiety provoked of complexity and accelerating change



*Lead from strengths
Take care of self emotionally, spiritually
and physically to sustain leadership
over time change*



"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change."

Charles Darwin

Three Stages of Resiliency



Understanding



Managing



Growing



4 Exercises to Enhance Resiliency by Stage

Understanding

- How I Cope with Work and Life Stress
- Deploying My Signature Strengths

Managing

- My Professional Board of Directors
- 4 Post-it-Notes for Well-Being

Growing

- Expressing Gratitude
- My Success Scorecard

Lifestyle Modification/Wellness Coaching Major Goals

Time	Lifestyle/Wellness Coaching Goals	Goal
Past	Understanding, Acceptance, Forgiveness, Satisfaction	Closure
Present	Happiness, Engagement, Social Support, Self-Management Skills	Control
Future	Optimism, Legacy, Meaning	Hope

Nowack, K. (2013). Coaching for Stress: StressScan. Editor: Jonathan Passmore. *Psychometrics in Coaching*. Association for Coaching, UK, pp. 305-324



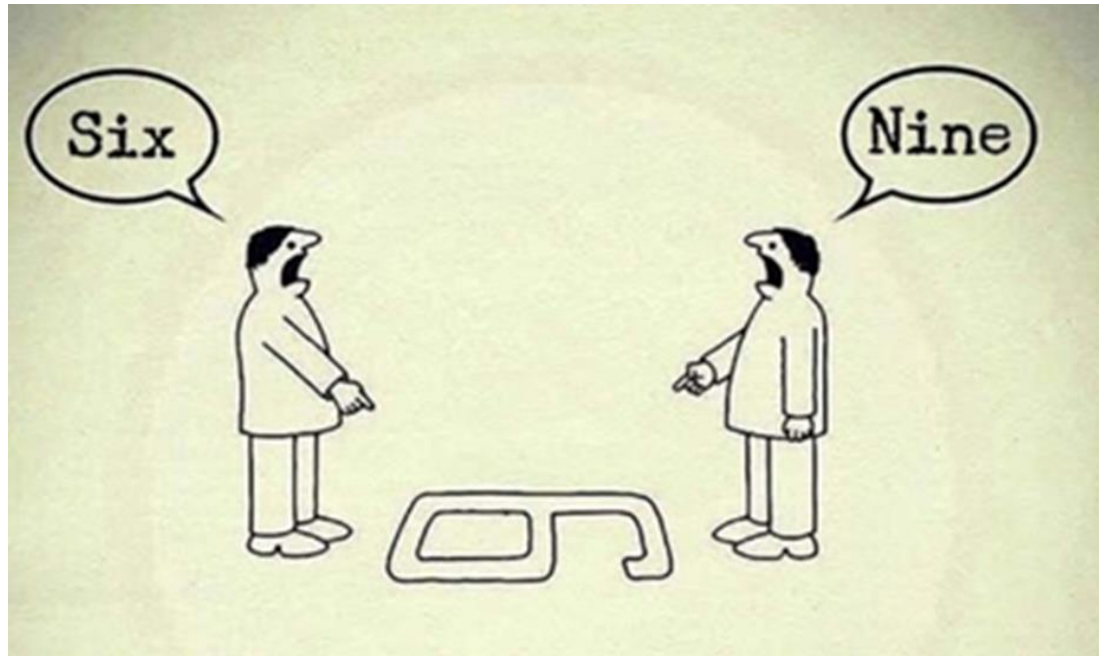
12 Strategies to Enhancing Resilience

12 Strategies to Build Hardiness/Resilience

- ✓ **Get Adequate Sleep (quality/quantity)**
- ✓ **Routine Physical Activity/Exercise**
- ✓ **Foster Social Support (availability, utility and satisfaction)**
- ✓ **Practice Mindfulness-Based Meditation**
- ✓ **Practice Daily Gratitude**
- ✓ **Change your Mental Mindset Scripts/Reappraisal of Stressful Situations**



12 Strategies to Build Hardiness/Resilience



- ✓ **Grow Through Stressful Experiences (Post Traumatic Growth)**
- ✓ **Be Positive and Optimistic in the Face of Work/Life Challenge**
- ✓ **Practice Forgiveness**
- ✓ **Find a Purpose in Life**
- ✓ **Move Towards Your Goals or Quit**
- ✓ **Identify and Deploy your Signature Strengths**



**What Actions Will You
Take Today?**

One Time—Sometime—All The Time



**Stop
Doing**



**Do
Less**



**Start
Doing**



**Do
More**



**Do
Differently**





*“Things turn out best for those
who make the best of how things turn
out.”*

Jack Buck