



Mental Wellness

The Role It plays In Your Success & Happiness

The Facts:

- ❖ Gallup recently surveyed workers about their level of stress at work, and found that the highest rates of work place stress ever recorded wasn't during the early days of the pandemic. It was June of this year.

- ❖ Over 80% of workers feel stress on their job
- ❖ Over 50% said they need help managing their stress

- ❖ Less than one in four employees felt strongly that their employer cared about their wellbeing

- ❖ 70% of working parents say they do not have enough time for their children

- ❖ 88% say they have a hard time juggling life and work

- ❖ “Working when you are sick is not a symbol of commitment. It is a symptom of a sick culture.
- ❖ In toxic work places, rest is a sign of weakness. You are expected to sacrifice yourself for your job.
- ❖ In healthy cultures, rest is a source of strength. Wellness is vital to doing your job.”
- *Adam Grant*

- ❖ US companies lose over \$350B dollars annually...
- ❖ Due to absenteeism, burnout, and employee turnover

- ❖ Job stress leads to a loss in productivity
- ❖ A disengaged employee cost their company 34% of their salary
- ❖ Healthy/Happy/Engaged employees are 87% less likely to quit

- ❖ Suicide is the second leading cause of death for people 10 - 34 years old
- ❖ Suicide in all ages is up over 30% since 2000

- ❖ The World Health Organization has declared a... Global Mental Health Crisis

- ❖ Burnout is now a workplace crisis
- ❖ Job burnout is real, and it's important to recognize the red flags before it's too late



CHECK
IN WITH
YOURSELF

5 Signs You Might Be
Headed for a Burnout:

- ❖ Everything about your job starts to annoy you

❖ You have zero energy to give

❖ Life/Work Balance is nonexistent

❖ You: Eat, sleep, and dream work

❖ You are an irritable mess

Solutions

- ❖ Of all the lessons learned from the pandemic, this one should be near the top of the list:
- ❖ **Employee well-being is crucial to organizational Health.**
- ❖ Organizations cannot function effectively - let alone, adapt, compete, and win... with struggling and suffering workers.

- ❖ Remove the “stigma” of Mental Health
- ❖ Be “aware”
- ❖ Discuss it openly

- ❖ Take control of your devices... or they will control you

❖ Eliminate:

❖ "BAD NEWS"

❖ NEGATRONS

❖ Lemonade

❖ Metaphor Lesson

❖ The value of a good night's sleep

- ❖ Mindfulness
 - ❖ exercises
- ❖ ("Get")

❖ Meditation

- ❖ Affirmations

- ❖ Today is a phenomenal day

- ❖ I am so grateful to be alive

- ❖ I believe in myself

- ❖ All I need is within me right now

- ❖ I am constantly growing and evolving into a better person

❖ Growth mindset

❖ (“Yet”)

FIVE GIFTS YOU GIVE TO YOURSELF:

- ❖ First 30 minutes of your day
- ❖ Last hour before sleep (especially last 15-20 minutes)
- ❖ Make time for YOU every day
- ❖ Pat yourself on the back
- ❖ GRATITUDE

Growth Mindset Resources

- ❖ TedX
- ❖ Podcasts
- ❖ Guided Meditation (Aura - Headspace - Calm)
- ❖ Books:
 - ❖ *The 5 Second Rule* - Mel Robbins
 - ❖ *The Mindful High Performer*- Chelsea Pottenger
 - ❖ *Think Like a Monk*- Jay Shetty
 - ❖ *Peace is Every Step*- Thich Nhat Hanh
 - ❖ *You Are A Badass*- Jen Sincero
 - ❖ *MindSet* - Carol Dweck

Every day is a gift,
and the quality of your life
is your gift to yourself.

Barry Gottlieb

