Mental Well-being in the Workplace
Prescription for Physical Fitness

• 30 minutes of physical activity most days of the week for 150 min. total
• Strength training 2-3 days/week
• Flexibility 2-3 days/week
• Balance/agility 2-3 days/week
Prescription for Mental Fitness
Wellness is more than the absence of illness

Health is more than the absence of disease. Health is about jobs and employment, education, the environment, and all of those things that go into making us healthy.

Joycelyn Elders
Figure 1: Dual Continuum Model of Mental Health and Mental Illness

MacKean, 2011. Adapted from: The Health Communication Unit at the Dalla Lana School of Public Health at the University of Toronto and Canadian Mental Health Association, Ontario; based on the conceptual work of Corey Keyes.
• “Adults who fit the criteria for anything less than complete mental health had levels of relative risk for CVD that were comparable with the relative risk associated with diabetes, smoking cigarettes, and lack of physical exercise.” Keyes, (2007)
Flourishing

Keyes (2005) MIDUS- Midlife in the United States survey by MacArthur Foundation
Wellness and Willpower Depletable Resources

• Live
• Learn
• Play
• Grow
A Different Way to Think of Wellness

• Mental and physical wellness are inseparable
• From focusing on mental illness to a more comprehensive view of well-being
• From treating wellness as an exclusively individual concern, to promoting wellness as a community goal.
UNDERSTANDING MENTAL HEALTH

Figure 1: Adapted from the CMHA

Figure 2: Figure 1 with 'Healthy Environments' Continuum

Figure 3: Goal Setting around Mental Health
Keeping things in balance

Level Your Wobbly Table for Good!

“Try doing that with a search engine.”
PERMA

- Positive Emotion
- Engagement
- Relationships (positive)
- Meaning
- Accomplishment

https://www.authentichappiness.sas.upenn.edu/
# Mental Health at Work

<table>
<thead>
<tr>
<th>positive mental health</th>
<th>mental health problems</th>
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<tr>
<td>positive emotions</td>
<td>chronic stress</td>
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<tr>
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<td>fatigue</td>
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<tr>
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<td>mental illnesses</td>
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<tr>
<td>linked with good physical health</td>
<td>linked with poor physical health</td>
</tr>
</tbody>
</table>
The Science of PERMA

![Diagram showing factors promoting illness and health]

**Promotes Illness**
- Negative health behaviors (e.g., sedentary, poor diet)
- Negative emotions
- Pessimism
- Sense of distress/overwhelm
- Lonely
- Weak sense of purpose

**Promotes Health**
- Positive health behaviors (e.g., exercise, healthy diet)
- Positive emotions
- Optimism
- Successful stress management
- Socially connected
- Strong sense of purpose

**Figure 4: Behavioral and Psychosocial Factors Are Related to CHD**

Behavioral and psychosocial factors are related to coronary heart disease (CHD) along a continuum ranging from positive factors that promote health to negative factors which promote disease.
Bounce Back Project
Exercises that Work
Resiliency Tools

Signature Strengths

- Showing gratitude
- Support/Validation
- Social support

- Three good things
- Observation without evaluating

Self Aware
- Know strengths
- Know weaknesses

Relationships
- "How to work with a jerk"

Self Care
- Circadian rhythms
- Practicing "safe stress"

Mindfulness
- Awareness without passing judgment
- Judgment is draining

Purpose
- Being a part of something bigger than yourself
- Events are not about you

- Resilience Writing
- "Healing the Healer"
- Blame and Forgiveness
- Awareness of Negative Loops
Signature Strengths

- Curiosity/Interest in the world - Love of Learning - Judgement/Critical Thinking/Open-Mindedness
- Ingenuity/Street Smarts - Social/Emotional Intelligence - Perspective - Courage - Bravery
- Perseverance - Integrity/Honesty - Kindness/Generosity - Loving & Allowing to be Loved
- Citizenship/Loyalty - Fairness/Equity - Leadership - Self Control - Discretion/Caution - Humility
- Appreciation of Beauty - Gratitude - Hope/Optimism - Purpose/Spirituality/Faith - Forgiveness
- Humor & Playfulness - Zest/Passion/Enthusiasm
3 Good Things

• “People who believe they cause good things tend to like themselves better than people who believe good things come from other people or circumstances.”
• -Martin Seligman
“If you change the way you look at things, the things you look at change.”

— Dr. Wayne Dyer
3 Good Things examples

• Self-Aware - Much less stressful day, in part due to a concerted attitude shift on my part. My role was to use the lessons from yesterday to make better choices today.

• Mindfulness - Had an unusually long and stressful day of running around... reminded me of what not to do and encouraged me to stop and center myself this evening, and to plan better for tomorrow.

• Purpose - I restarted knitting my daughters college graduation afghan again after at least a year. It felt so good to knit again and work on a promise that I gotten halfway on. I put my knitting bag near my chair, the next day I gave myself an hour or so to just get into the process.

• Self Care - I listened to my body and went to bed earlier than anticipated

• Relationships - I really listened to my husband as he talked about some things he felt good about at work. He felt heard. When our daughter came in, he really listened to her--I think in part because someone listened to him.
3 Good Things

- Better than anti-depressants
  - At 6 months after 1 week of 3 good things, far more (+) and fewer depressive

- “The negative screams at you but the positive only whispers”
  - Hard-wired to remember negative
  - By day 4 or 5 ...notice more positives

- “Skills not pills”
  - Flexing the muscles that help you see the positive
Random Act of Kindness

• Doing a kind act produces the single most reliable momentary increase in well-being of any exercise that has been tested.

• Find one wholly unexpected kind thing to do tomorrow and just do it. Notice what happens to your mood.
• Think of someone who has done something amazing for you, this person can be alive or no longer with us. This person contributed to your well-being in a big way. Spend the next few minutes writing a brief note, telling this person what they did, how it impacted you, and the benefits you have received. Be genuine, kind and appreciative in your note. Please specify: This is what you did, how it impacted me, and here are the benefits I received.”
Positive Relationships

For your resilience, other people matter!
Meaning

Being part of something bigger than yourself
Physical Activity Activates the Brain

BRAIN AFTER SITTING QUIETLY FOR 20 MINUTES

BRAIN AFTER WALKING FOR 20 MINUTES

Research/Scan compliments of Dr. Chuck Hillman, University of Illinois
From Thursday's Lecture

- PA appears to be just as effective as medication and therapy for anxiety.
- More research is needed on the dose recommendation for PA.
- Clinically, PA has not yet produced enough of a benefit to be prescribed in place of other treatments.

Depression
- Second most common disorder in the US.
- Antidepressants do work.
- But just about equal to physical Activity.
Fasting vs Glucose-Rich Brain

FASTING

The Mid-Brain
Food Seeking Mode

* Distracted, irritable, Restless, anxious

Glucose-rich

The Front Brain
Working Mode

* Calm, focused, organized, thoughtful
ACEs = Adverse Childhood Experiences

The three types of ACEs include:

**ABUSE**
- Physical
- Emotional
- Sexual

**NEGLECT**
- Physical
- Emotional

**HOUSEHOLD DYSFUNCTION**
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce
Adverse events are common and rarely occur in isolation!
Washington School Classroom (30 Students)
Adverse Childhood Experiences (ACEs)

- 6 students with no ACE
- 5 students with 1 ACE
- 6 students with 2 ACEs
- 3 students with 3 ACEs
- 7 students with 4 or 5 ACEs
- 3 students with 6 or more ACEs

58% (17) students with no exposure to physical abuse or adult to adult violence
29% (9) of students exposed to physical abuse or adult to adult violence
13% (4) of students exposed to physical abuse and adult to adult violence
Defaults
Resiliency Tools

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- know strengths
- know weaknesses

Relationships
- “How to work with a jerk”

Mindfulness
- Awareness without passing judgment
- Judgment is draining

Self Care
- Circadian rhythms
- Practicing “safe stress”

Purpose
- Being a part of something bigger than yourself
- Events are not about you

Signature Strengths

Showing gratitude
Support/Validation
Social support

Three good things
Observation without evaluating

Fatigue Mgmt
Time Outside
Nutrition

Resilience Writing
“Healing the Healer”
Blame and Forgiveness
Awareness of Negative Loops
Setting your bearings
There Is A Battle Of Two Wolves Inside Us All

One is evil. It is anger, jealousy, greed, resentment, lies, inferiority and ego.

The other is good. It is joy, peace, love, hope, humility, kindness, empathy and truth.

The wolf that wins? The one you feed.

-Cherokee Proverb
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