

Mental fitness in the workplace

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Learning Objectives

- ❑ Understand what is charging and draining you.
- ❑ Define mental fitness in relation to stress.
- ❑ Learn micro-skills to charge your battery.

Howatt HR's mission

is to transform the workplace experience so every employee walks into work with purpose – feeling empowered, energized, safe, and confident to handle whatever comes their way.

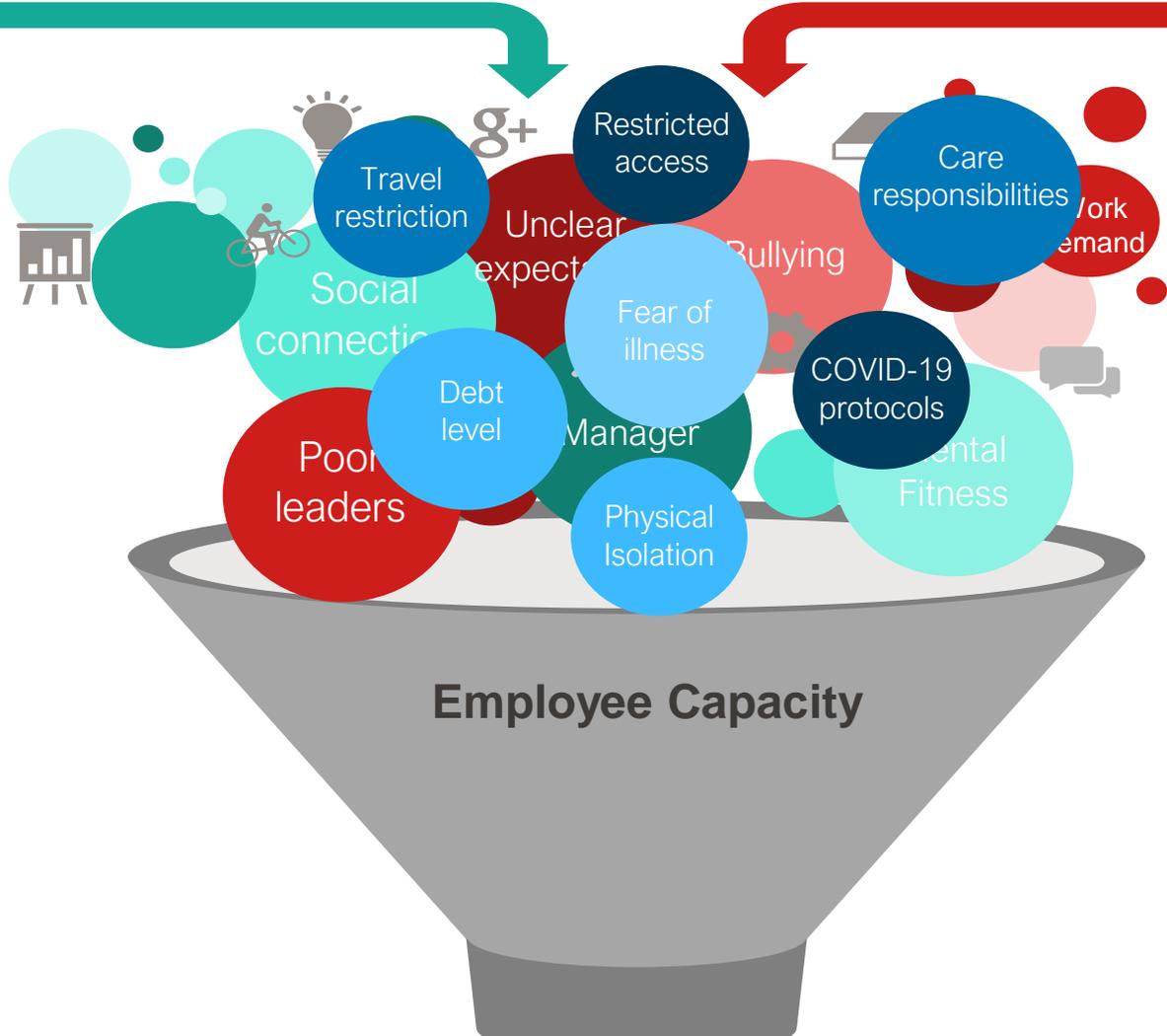


Goal: to bring awareness and build strength of our mental fitness through out the day with intentional action.

Our current experience includes new stressors to for employees that were already at capacity

Chargers

Drainers



How does this effect the daily charge of you and your employees?



=



Charged



Charging



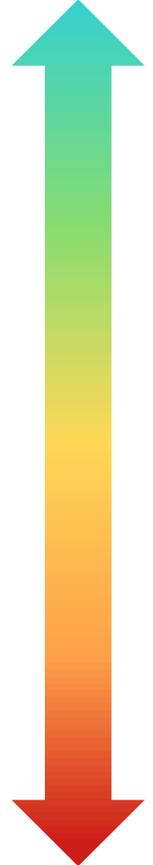
Half-full



Drained



Empty



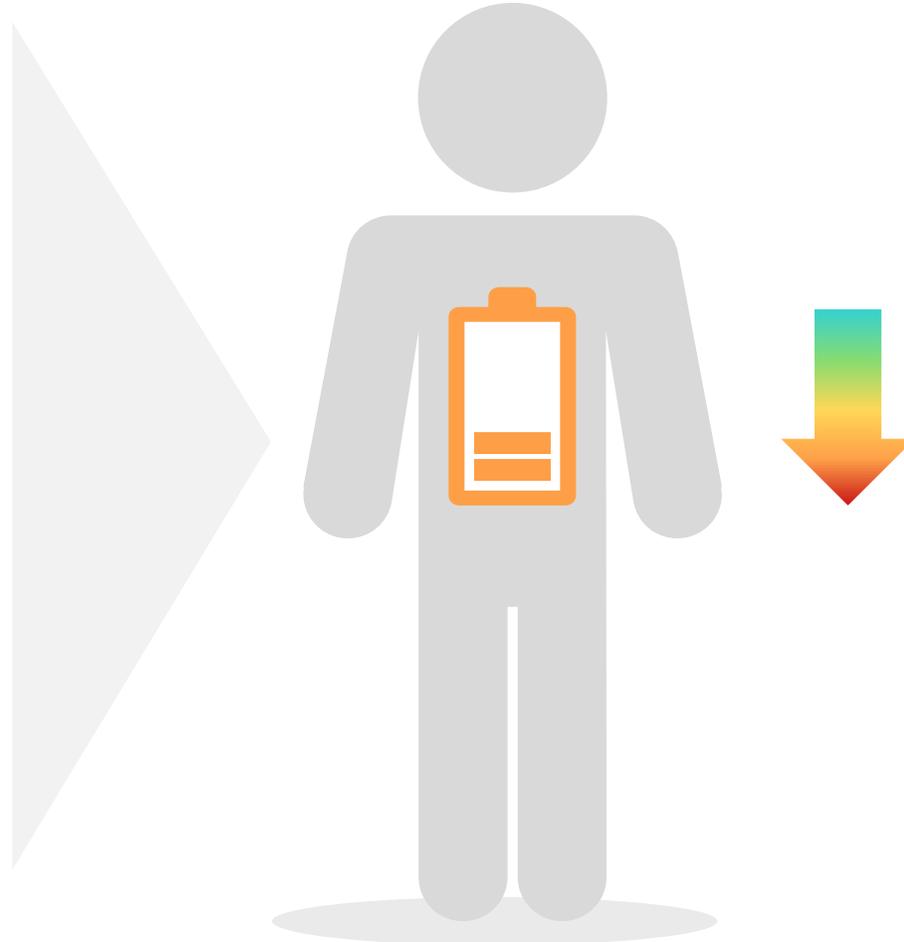
A person's resilience charge can drain as a result of personal and situational stressors

Example energy drains

Personal stress

Stress Bullying
Burnout Anxiety
Harassment
Chronic issues
Gossip Workload
Distrust Depression
Injuries Accidents

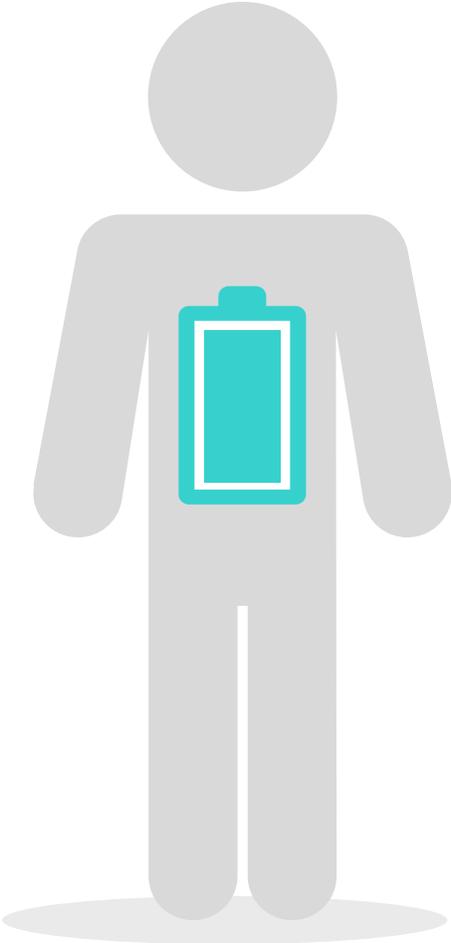
Situational stress



Low coping
charge / resilience

Positive personal habits and environmental support can charge your resilience

Regained coping charge / resilience



Example energy boosters

Personal habits

Physical activity
Workplace policies

Positive thinking

Relationships

Nutrition
Financial planning

Manager effectiveness

Sleep
Work-life blending

Environmental support

What is charging your battery?

Charges

- Recall three personal or situational events that has charged you recently

1. _____

2. _____

3. _____

What is draining your battery?

Drains

- Recall three personal or situational events that has drained you recently

1. _____

2. _____

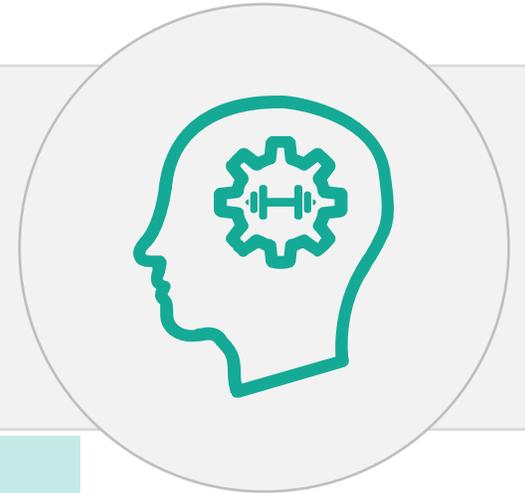
3. _____

Too much drain = strain

- The buildup of stress over time can create challenges (i.e., conflict, miscommunication, emotional outbursts), so how do we overcome that challenge?

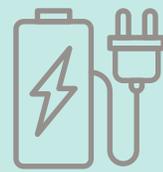
men • tal fit • ness

is the intentional actions a person takes daily to employ personal coping skills and choose behaviours that build resiliency.



Coping Skills

The techniques used to offload stress.



Resiliency

The behaviours you do with intention.

**Mental
health**

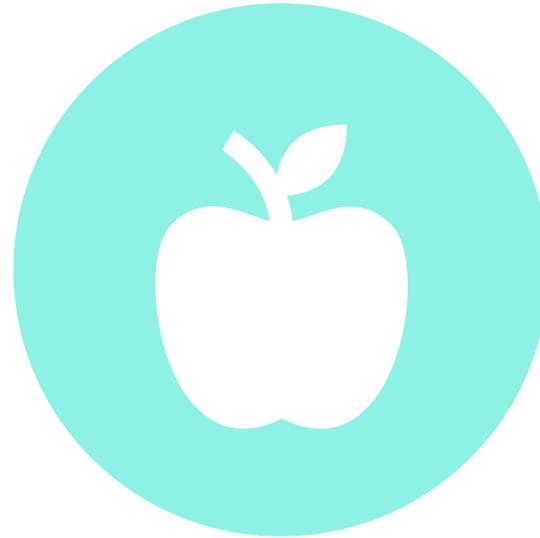
**Physical
health**

**Social
connections**

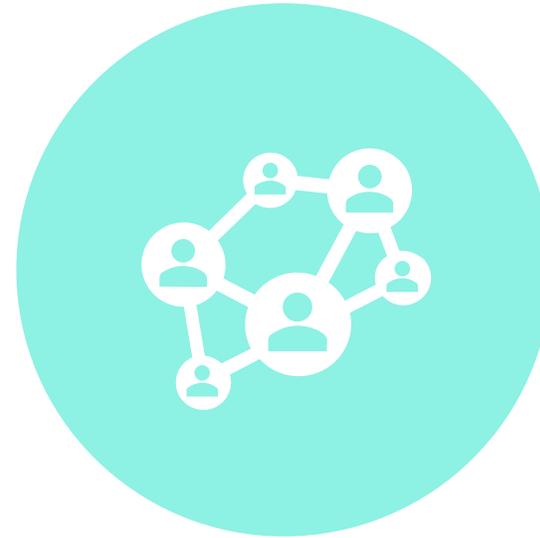
Four micro-skills to improve your mental fitness



Move your
body



Eat **fruits** and
vegetables



Find
connection



Practice
gratitude



www.howatthr.com

Thank you!