

# **Annual Gulf Coast Social Work Conference**



## **Workplace Mental Health The New Frontier**

# Current State



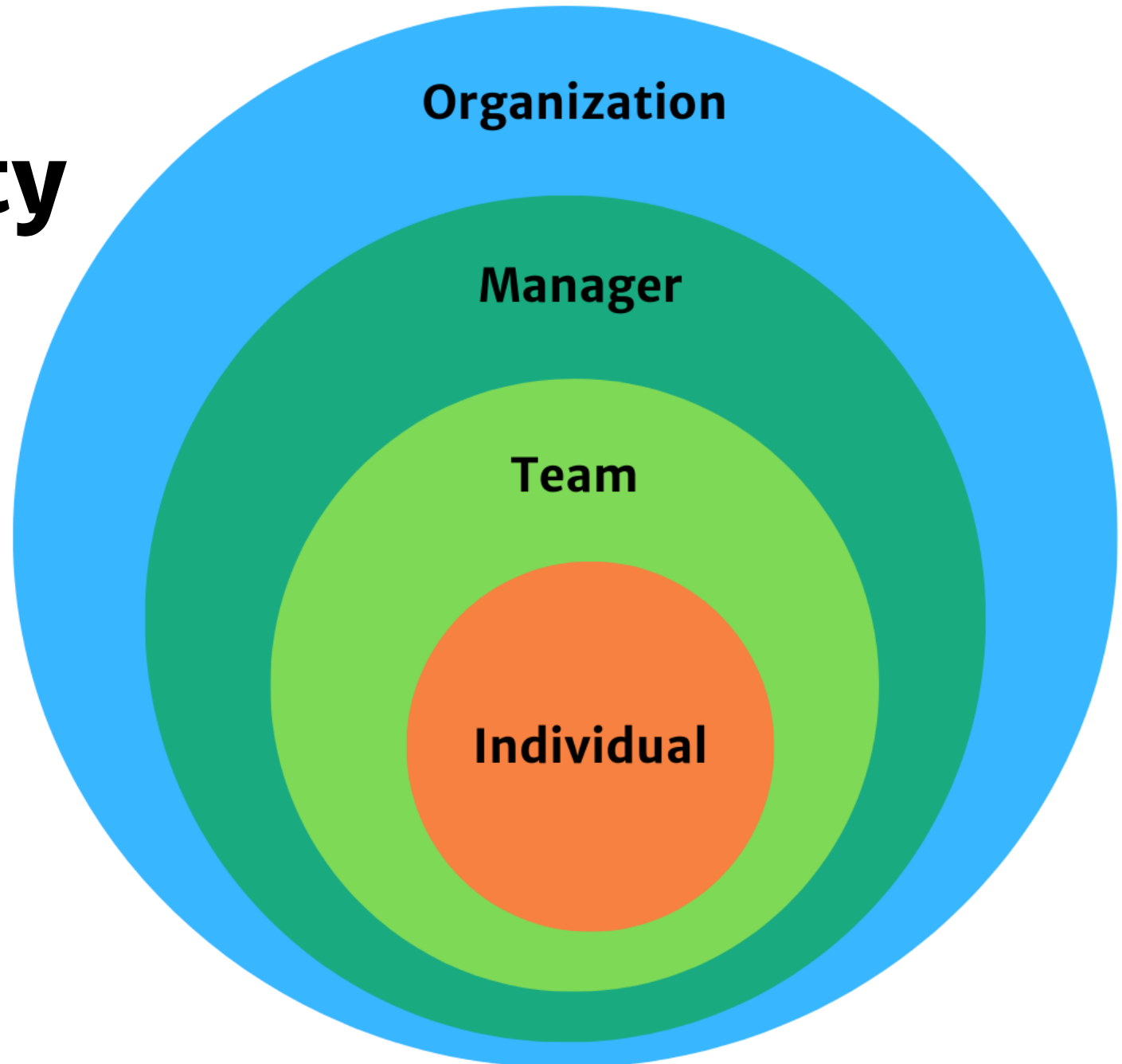
- **76% of U.S. workers report at least one symptom of a mental health condition.**
- **84% indicate workplace conditions contributed to at least one mental health challenge.**
- **81% report they will look for workplaces that support mental health in the future.**
- **The global economy is estimated to lose \$1 trillion per year due to lost productivity caused by mental health challenges.**

**Mental Health Awareness**  
**Stress & Burnout**

**Psychological Fitness**  
**Individual Assets to Promote Flourishing**

**Creating a Culture of Social Fitness**  
**Organizational Assets to Promote Flourishing**

# Shared Accountability



# Mental Health Continuum

	Mental Illness	Languishing	Surviving	Thriving	Flourishing
Mood	Very Anxious, Panic	Anxious, Distressed, Anger	Agitated, Impatient	Positive, Happy	Cheerful, Vibrant
	Very Depressed	Overwhelmed, Despair	Worried, Nervous, Sad	Calm, Even Mood	Joyful, Centered
Sense of Self					
Focus					
Attitude					
Social					
	Severe Sleep Disturbance	Poor Sleep	Sleep Difficulties	Sleeping Well	Healthy Sleep
Habits	Weight Loss or Gain	Poor Appetite or Change in Eating	Mixed Eating Habits	Eating Normally	Healthy Eating Habits
	Extreme Fatigue	Exhausted	Low Energy, Lethargic	High Energy	Highly Active in Various Outlets

# Which description resonates with you this week?

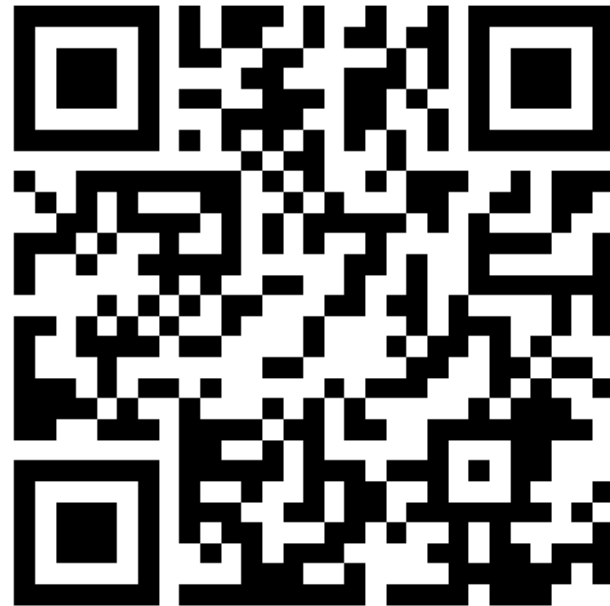
**Struggling**

**Strained**

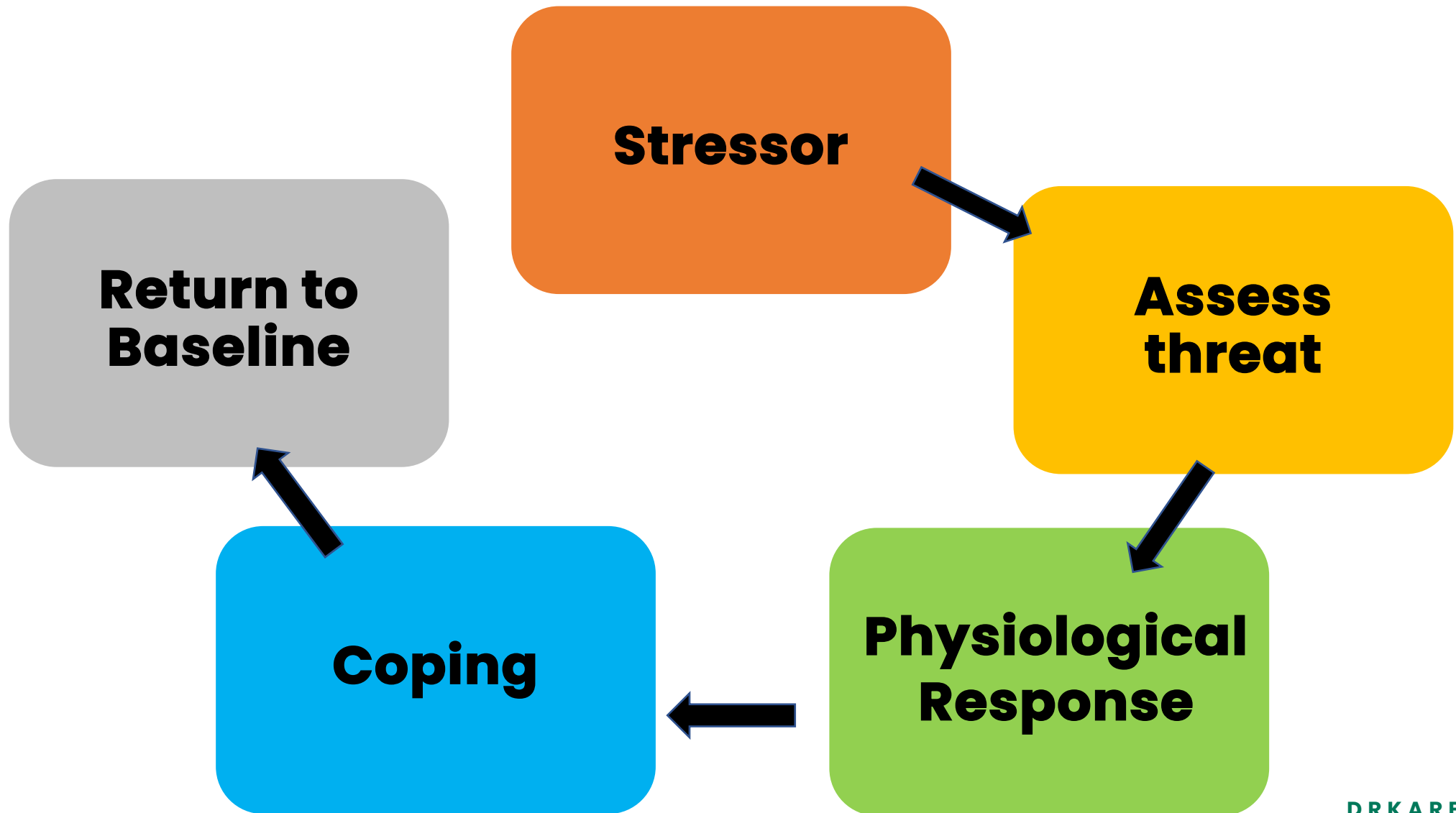
**Malaise**

**Steady**

**Thriving**



# Stress Response Cycle



# Problems

**Anticipatory Stress Response**

**Invention of Threat**

**Stress Multipliers**

**Lack of Recovery**



# Chronic Stress

**Mental Health Issues:** anxiety, depression, mood disorders, cognitive and impairment

**Cardiovascular Problems:**

**High Blood Pressure (Hypertension):** Elevated blood pressure, increasing risk of heart disease and stroke.

**Heart Disease:** including coronary artery disease.

**Arrhythmias:** can trigger irregular heart rhythms.

**Immune System Suppression:**

**Weakened Immunity:** can weaken the immune system, making you more susceptible to infections and illnesses.

**Slower Wound Healing:** may delay the body's ability to heal wounds and injuries.

**Digestive Problems:** conditions like irritable bowel syndrome (IBS), indigestion, and acid reflux.

**Endocrine System Dysregulation:**

**Hormonal Imbalances:** disrupt the balance of hormones in the body, potentially leading to issues like adrenal fatigue.

**Insulin Resistance:** increase the risk of insulin resistance and diabetes.

**Muscle and Joint Pain:** muscle tension and pain, including tension headaches and muscle aches.

**Increased Risk of Musculoskeletal Conditions:** exacerbate conditions like arthritis and fibromyalgia.

**Skin Issues:** acne and psoriasis, premature aging of the skin.

**Respiratory Problems:** asthma, may cause or exacerbate breathing difficulties.

**Weight Gain:** weight gain and obesity.

**Substance Abuse:** increase the likelihood of substance abuse and addiction.

**Reproductive Health Issues:** irregular menstrual cycles in women, can affect fertility in both men and women.

**Increased Risk of Chronic Diseases:**

**Cancer:** Some studies suggest a link between chronic stress and cancer progression.

**Neurological Conditions:** There is ongoing research on the potential connection between chronic stress and neurodegenerative diseases like Alzheimer's.

# Burnout

**A psychological syndrome involving exhaustion, inefficacy, depersonalization and a diminished sense of personal accomplishment.**

**Exhaustion**

**Inefficacy**

**Skepticism**

# World Economic Forum Future of Jobs Report

## Top Skills of 2023 & Priorities for 2027

- Resilience, flexibility, agility
- Curiosity & lifelong learning
- Motivation & self-awareness

- Empathy
- Active listening
- Leadership & social influence

**\*8/10 are inner skills encompassing overall health and well-being**



# What Makes us Happy at Work

## What People Think

- Compensation
- Flexibility

## Actually

- Belonging
- Feeling Energized
- Achievement
- Purpose

# New Frontier: Hopeful Future of Work

## Workplace:

- Source of well-being
- Pathway to flourishing
- Place of belonging and social support
- Cultivates sense of purpose & agency

**Talking about mental health is as mainstream as physical health**



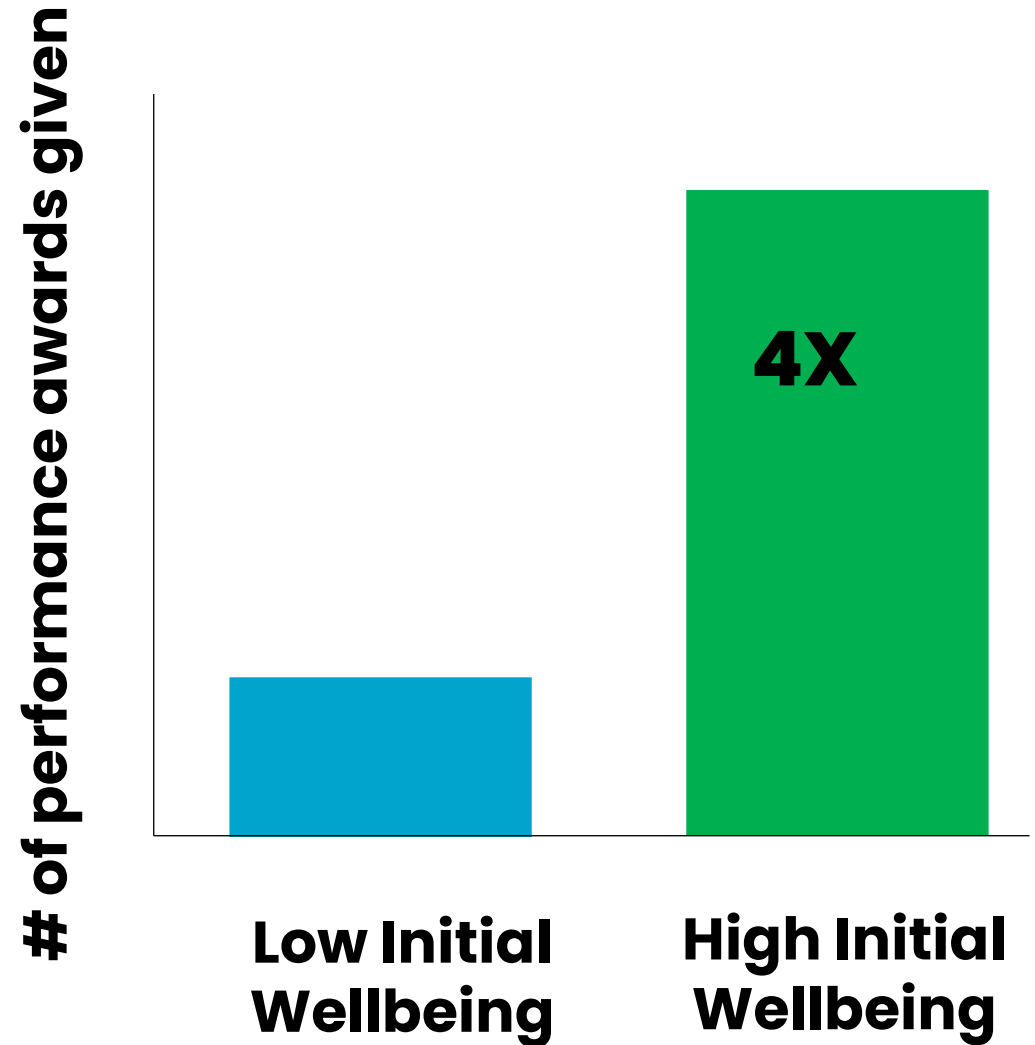
# Business Case

- **Higher wellbeing at work is positively correlated with profitability.**
- **Strong relationship between company wellbeing and firm performance.**
- **Social connectedness at work promotes health, performance & productivity.**

# Well-being: # 1 Long-term Predictor of Performance

The world's most authoritative study of individual performance and well-being

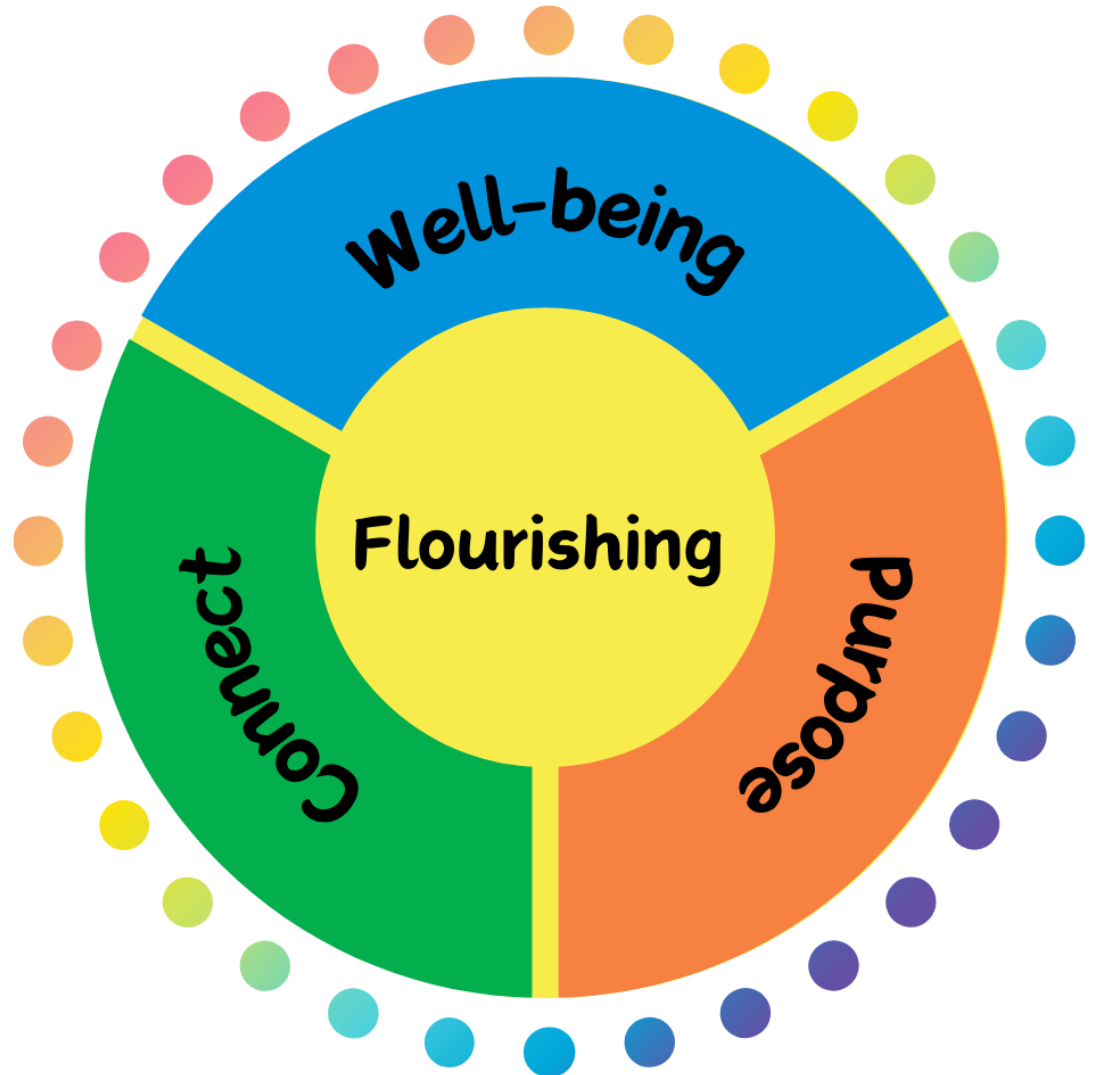
Mindsets – optimism and positive affect – have the highest impact on performance



# Human Flourishing

**Vitality; thrive;  
blossom; grow**

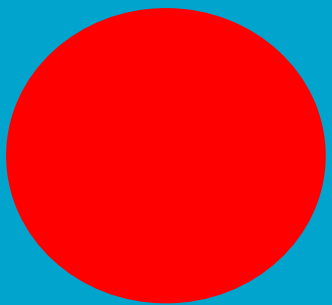
**A state in which all  
aspects of life are  
good**



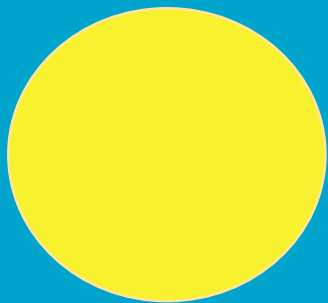


# Psychological Fitness Practices

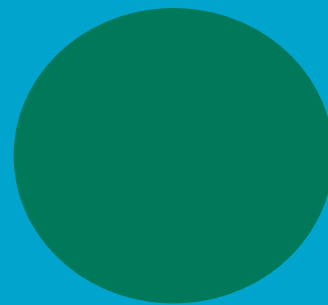
**Train the mind. Soothe the body.**



**Distress**

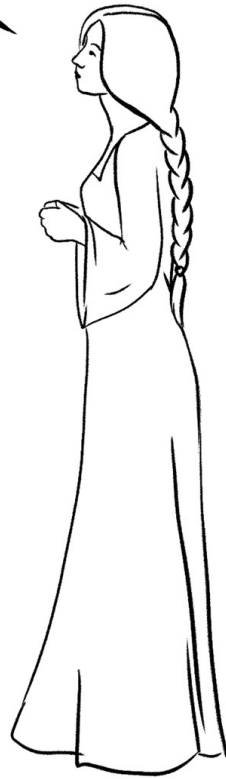


**Steady**

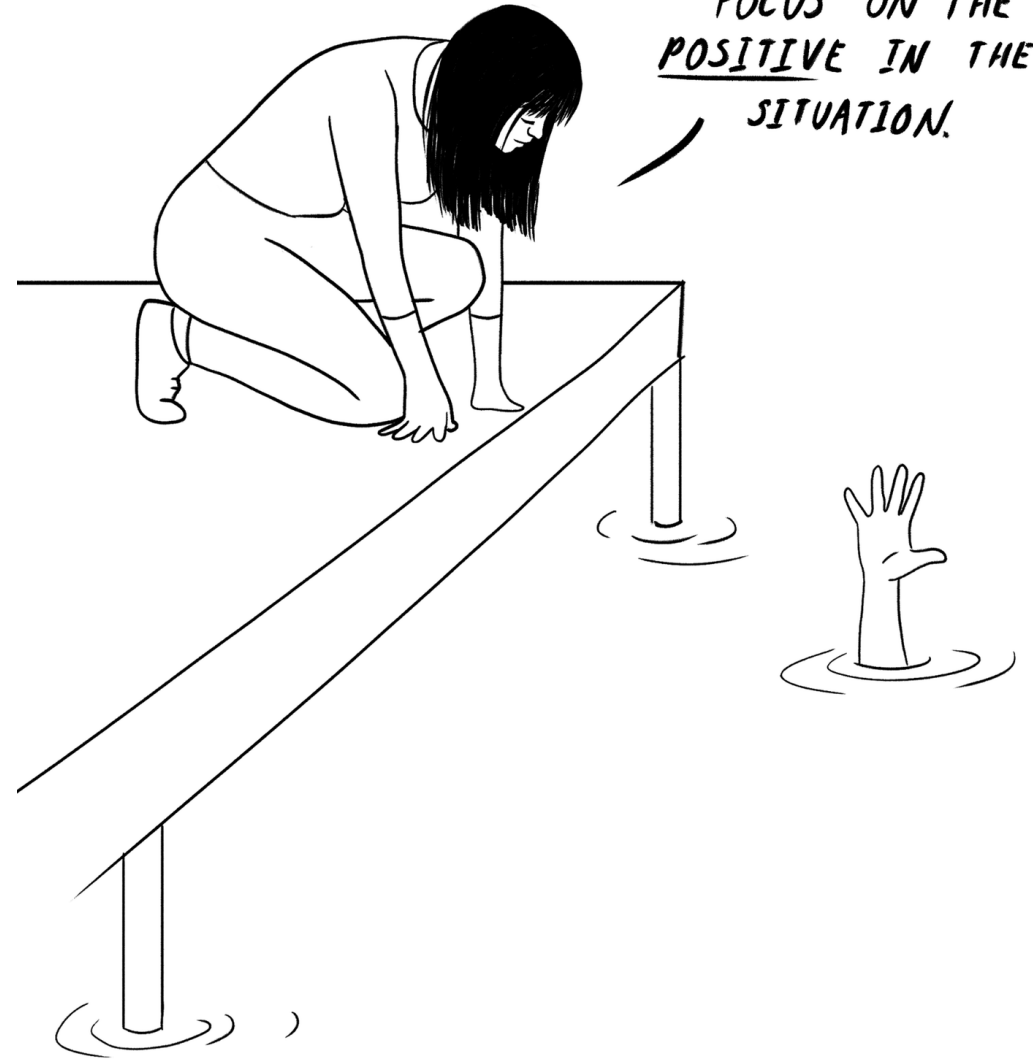


**Flourishing**

HAVE YOU CONSIDERED  
TAKING UP YOGA?



FOCUS ON THE  
POSITIVE IN THE  
SITUATION.



**“Between stimulus and response there is a space.  
In that space is our power to choose our response.  
In our response lies our growth and our freedom.”**

**– Viktor Frankl**

# Individual Assets to Promote Flourishing

## Hope Mindset

**Believing the future will be better than the present and that you have the ability to make it happen.**

## Resiliency

**Recover, recharge, bounce back**

## Learned Optimism

**Upgrade how you think about setbacks & victories**

## Purpose

**Grow and give**

# Hope

**What**

**How**

**Why**

- Builds resilience
- Fosters sense of meaning and purpose
- Offers agency
- Drives human sustainability

## High Hope Employees:

- 28% more likely to be successful
- 44% more likely to enjoy good health and well-being

# Resilience

## Energy Management

**Physical**

**Cognitive**

**Emotional**

**Spiritual**

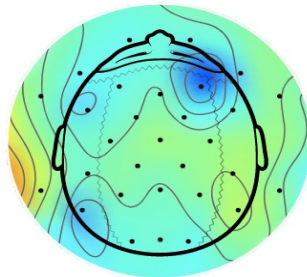
# Average beta activity across research subjects during four meetings



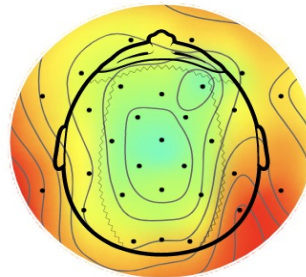
Less stress

More stress

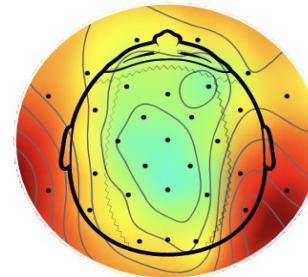
No Break



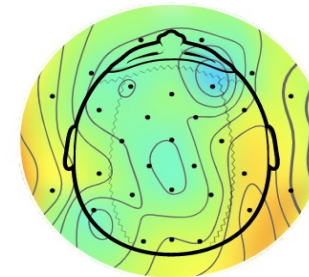
Meeting 1



Meeting 2

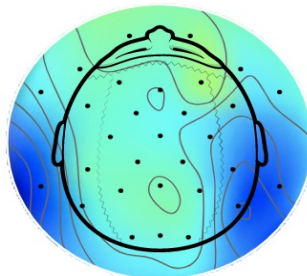


Meeting 3

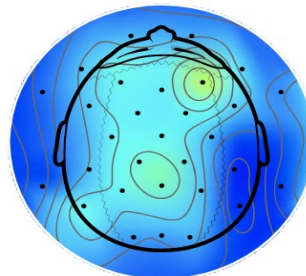


Meeting 4

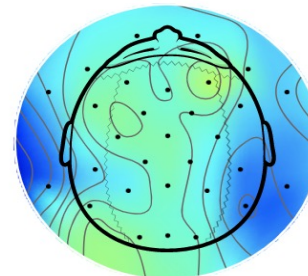
Break



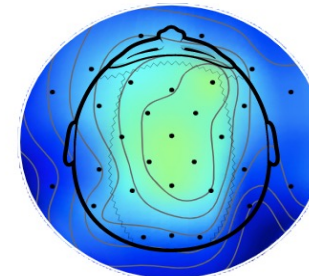
Meeting 1



Meeting 2



Meeting 3



Meeting 4

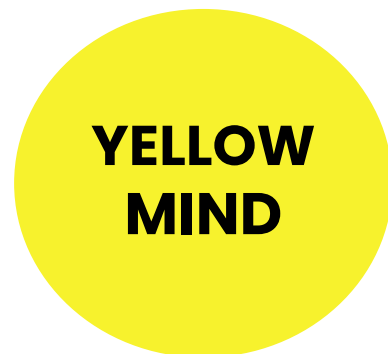


STRESS AROUSAL

RESTORATION



acute stress



baseline cognitive  
load



rest



deep rest

@stressprescription

MIND STATES

DRKARENDOLL.COM



# Learned Optimism

**Cultivate  
pleasant thoughts  
and emotions**

2 Minutes  
of Gratitude

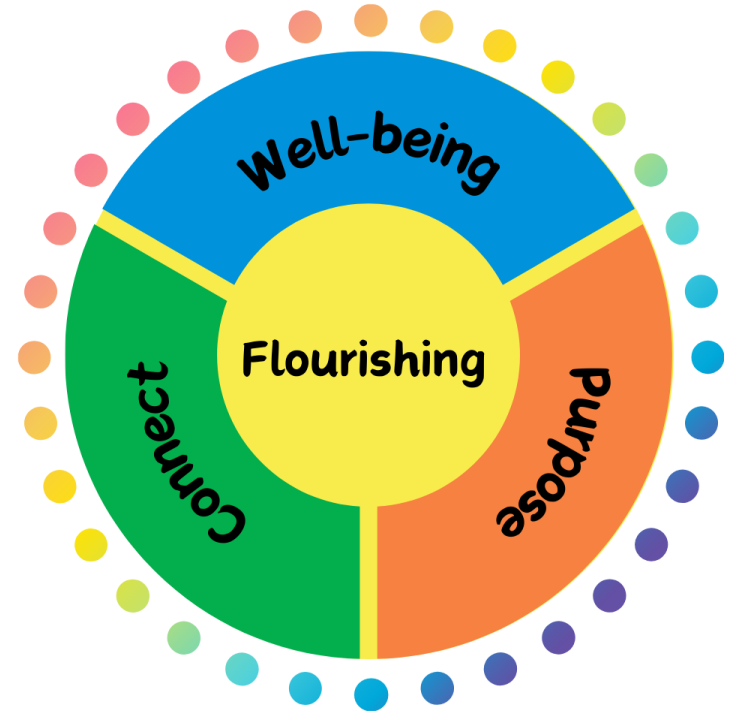
3 Things  
that Went  
Well

Personal  
Book of  
Awesome

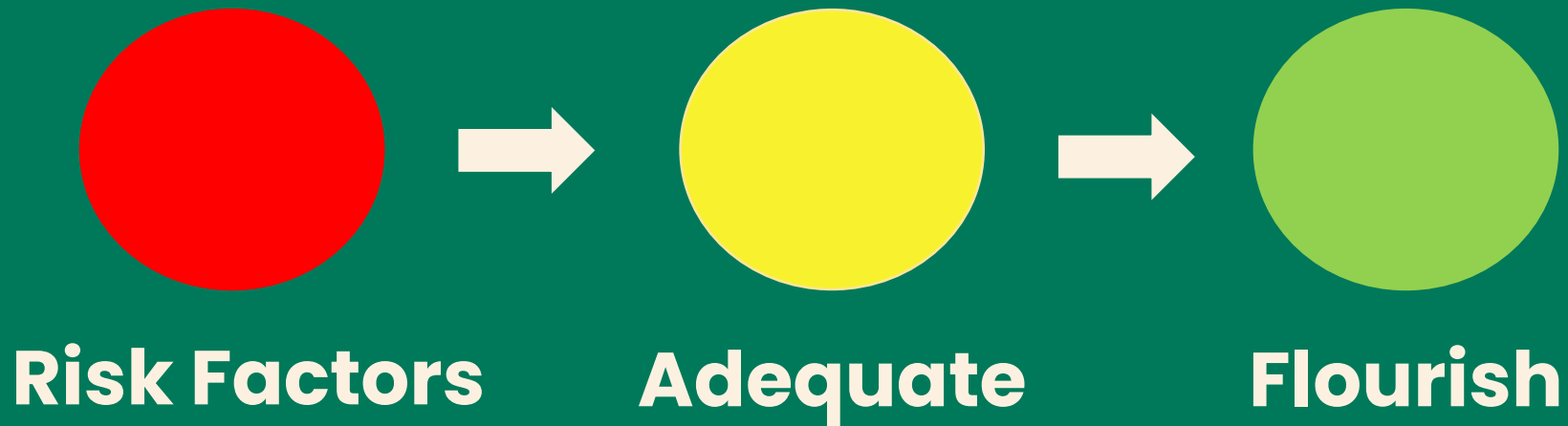
Appreciation  
Letter

# Purpose

- **Gifts + passions + values**
- **Grow and give**
- **Contribution outside self**
- **Performance & well-being accelerator**



# Flourishing and Social Fitness Culture





# Psychological Climate for Caring

(PCC)

## Respect and Trust

- Better employee well-being
- Better work outcomes
- Lower distraction at work
- Increased productivity
- Higher engagement
- More job satisfaction

# Our Epidemic of Loneliness and Isolation



2023

The U.S. Surgeon General's Advisory on the  
Healing Effects of Social Connection and Community

**Increased risk of  
mortality &  
suicide**

- Equivalent to being an alcoholic
- Like smoking 15 cigarettes daily
- More harmful than not exercising
- Twice as harmful as obesity
- Increased risk of mental illness

# Harvard University Study

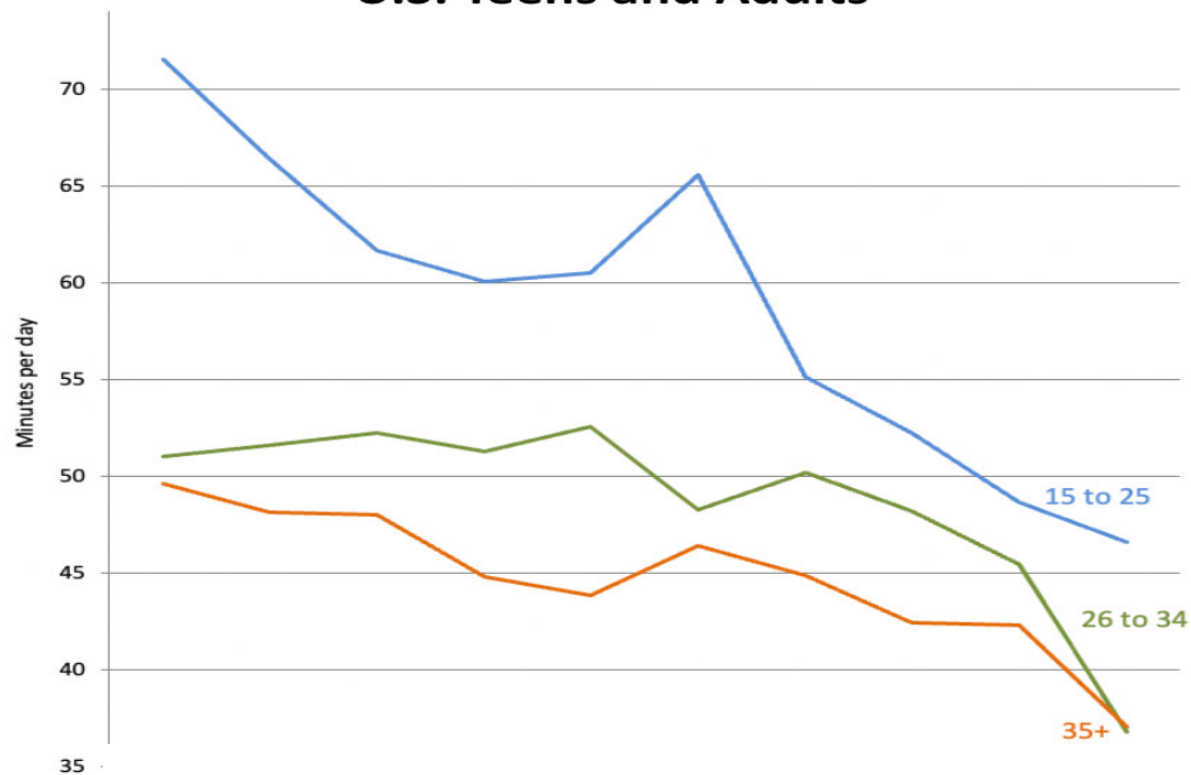
**#1 Predictor of Longevity**

**Social Fitness**

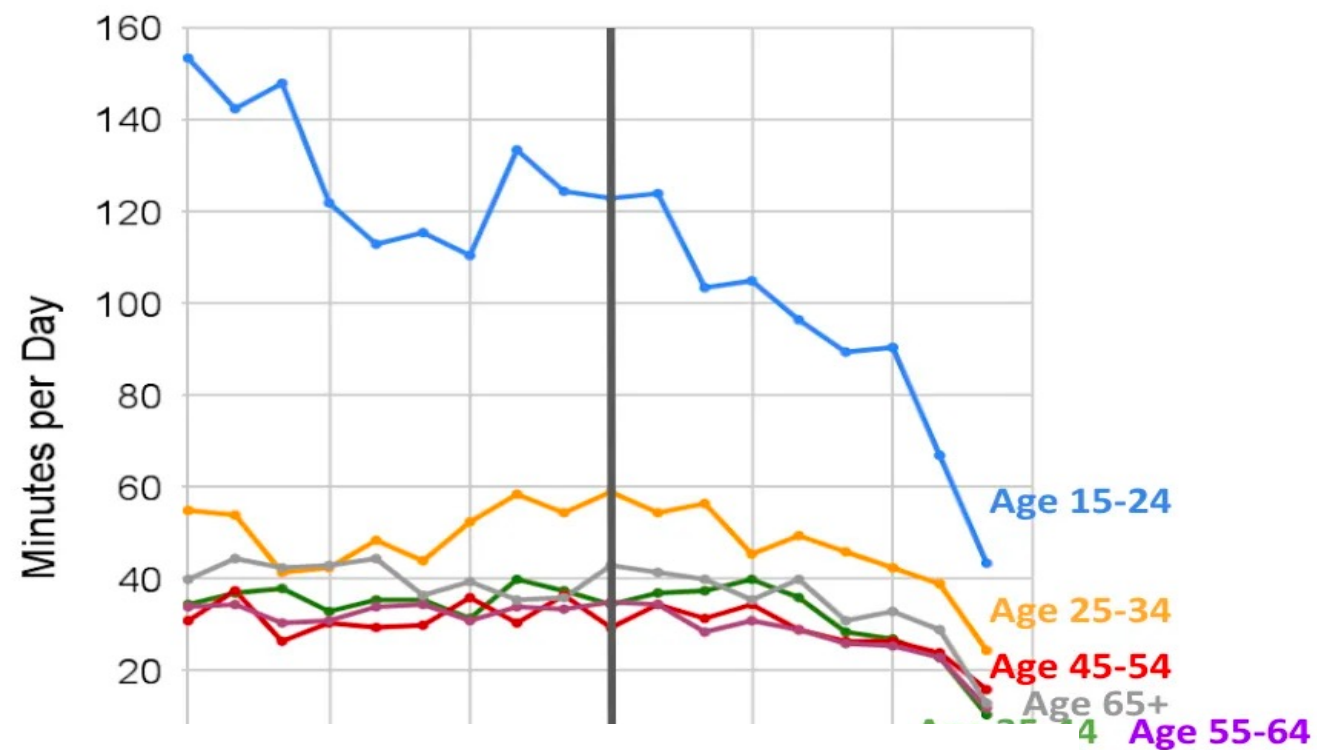
**“When I is replaced with we, illness becomes wellness.”**

-Malcolm X

## Minutes per Day Socializing In-Person, U.S. Teens and Adults



## Daily Avg Time with Friends (minutes)



# Designing Interventions that Promote Flourishing



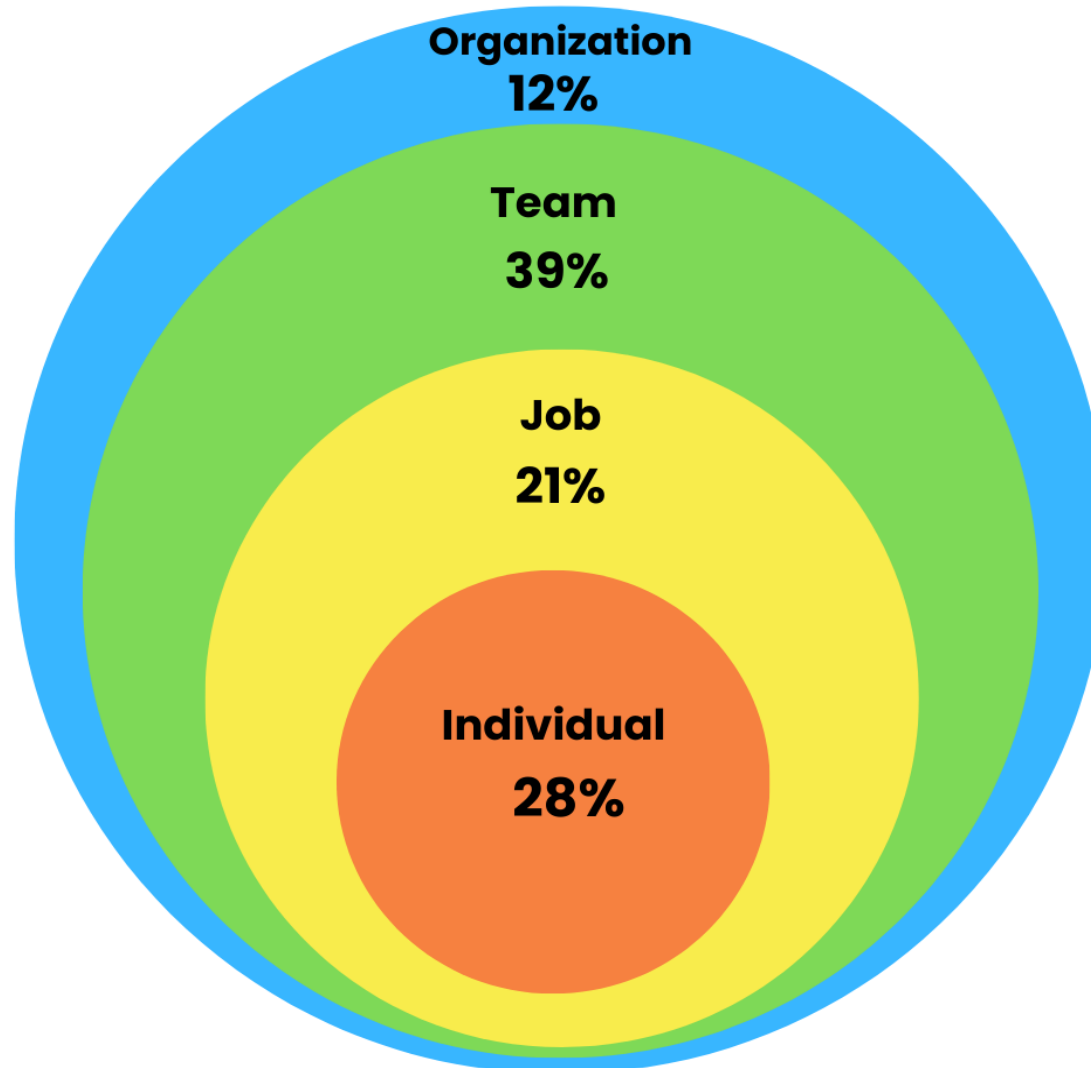
- Allocate organizational resources
- Assess current state
- Ask employees what matters
- Create holistic strategies at **ALL LEVELS**

## Organization-Manager/Team-Job-Individual

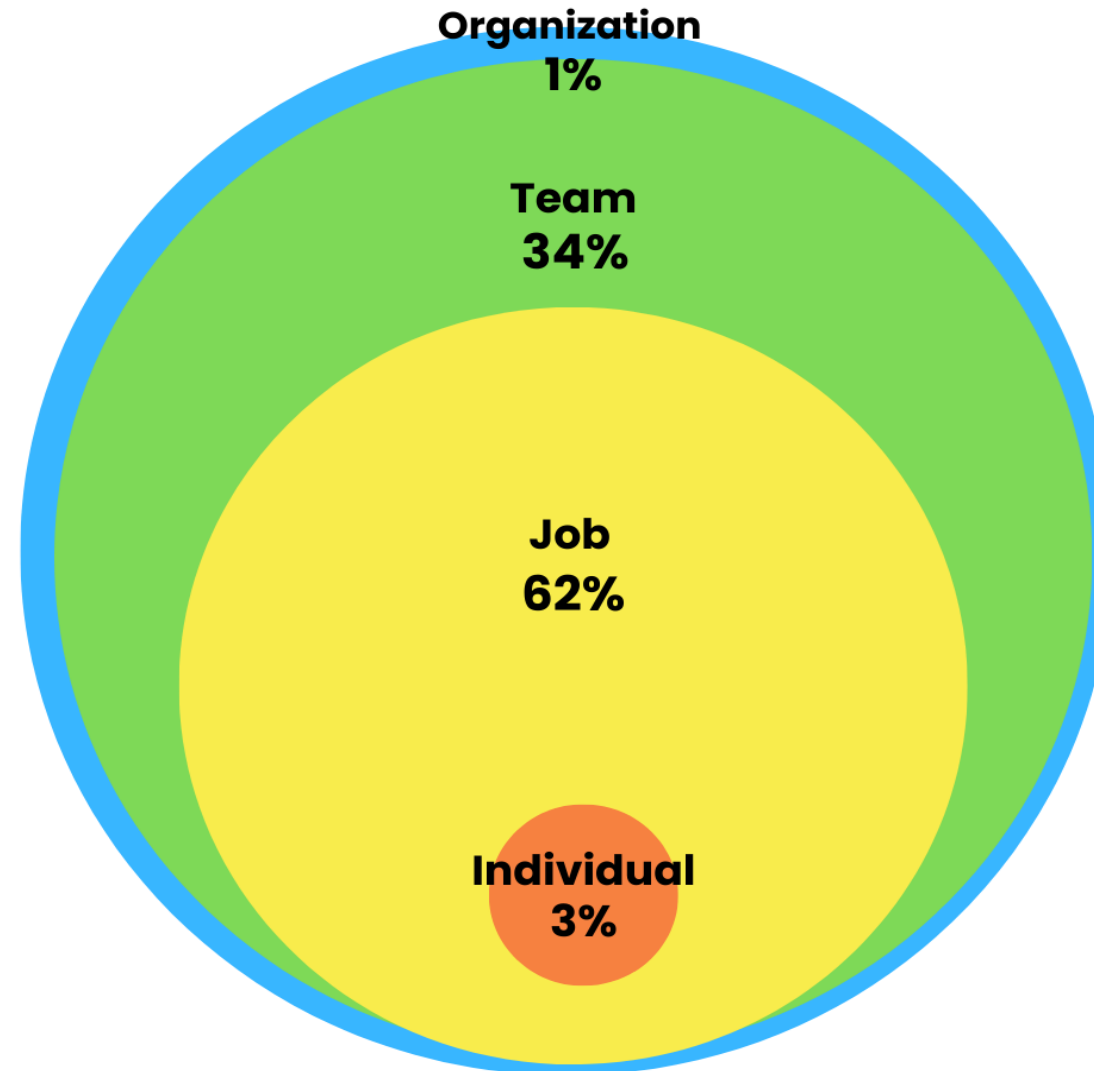
- Implement – Track – Measure
- Incorporate initiatives into how success is measured



# Individual, team, job level interventions positively impact holistic health



# Burnout symptoms driven by team and job demands



# Assess Burnout Risk

**Workload**

**Low Levels  
of Job  
Control**

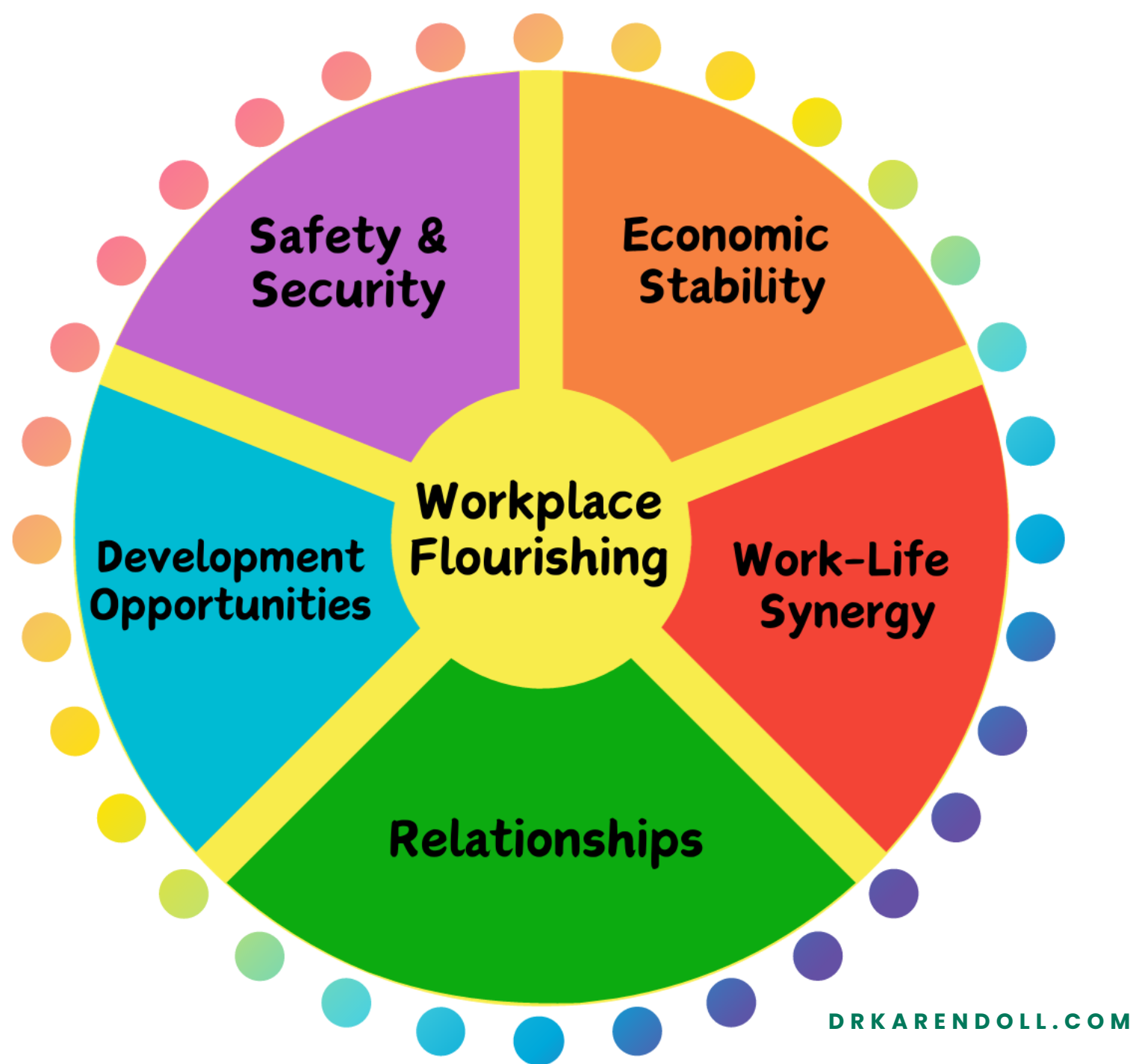
**Insufficient  
Reward**

**Low Social  
Support**

**Absence of  
Fairness**

**Conflict in  
Values**

# Organizational Assets to Promote Flourishing



# Safety and Security

**Eliminate  
Toxic  
Behaviors**

**Physical &  
Psychological  
Safety**

**Fairness,  
Diversity,  
Equity &  
Inclusion**

**Manageable  
Workload**

# Economic Stability

**Sufficient  
Reward**

**Job  
Security**

**Resources &  
Benefits**

# Synergy

**Flexibility**

**Work-Life  
Integration**

**Autonomy**

**Job Craft  
/Design**

# Development Opportunities

**Advancement  
Pathways**

**Meaning  
& Purpose**

**Learning  
& Growth**

**Feedback  
& Mentorship**



# Relationships

**Connection**

**Belonging**

**Community**

# Outside-in

**Meaningful  
connection**



**Friendship /  
Allyship**



**Kindness**



# SMILE

**S**ynchronous

**M**attering

**I**nquire

**L**isten

**E**mpathy



# Synchronous

**Create live connection opportunities**

**Meaningful check-ins**

High Quality Connection (HQC)

Energy pulse

Blob tree

Feelings chart

# Energy Pulse





# Feelings Arc



# Mattering



**My actions matter. There is a consequence that makes these actions worth doing.**

**Culture of gratitude and recognition**

**Appreciation appreciates**



# Inquire



## **Be curious. Not judgmental.**

**–Walt Whitman**

# Listen

**Pause**

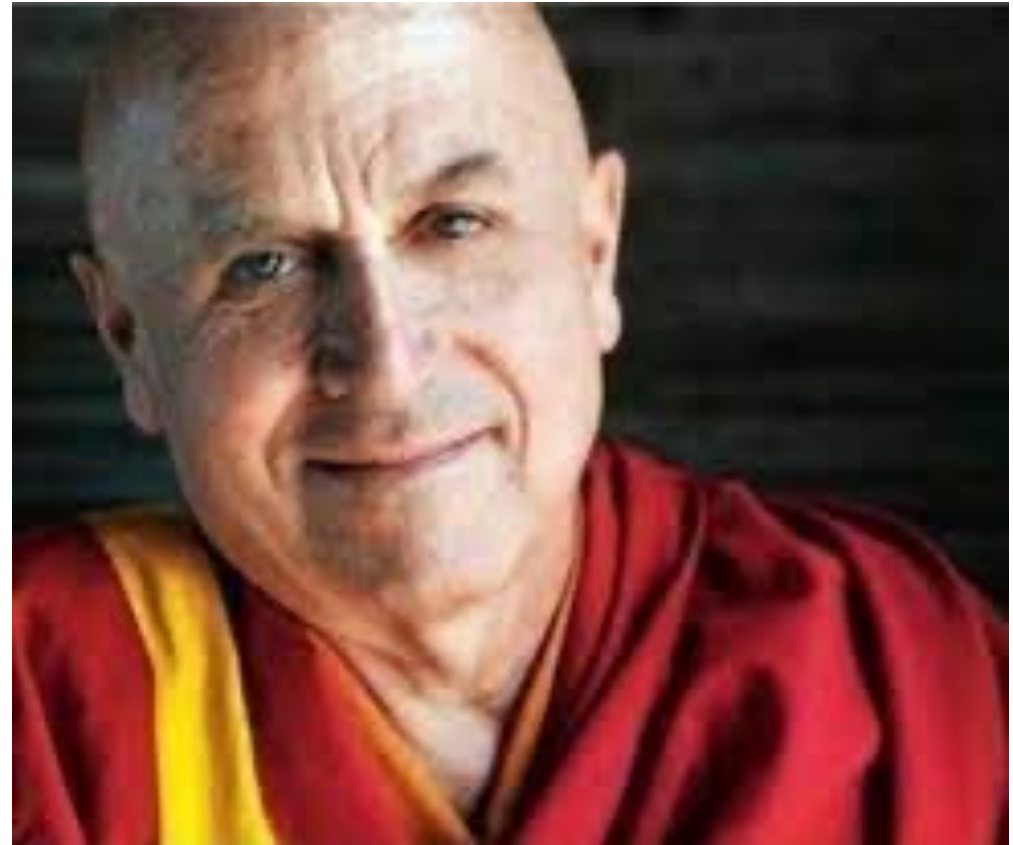
**Validate**

**Verify**

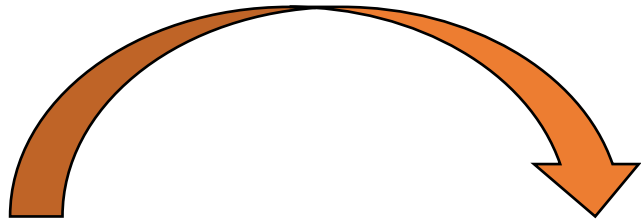
**WAIT**

**Empathy + Action =**  
**Compassion**  
(self and other)

**Compassionomics**

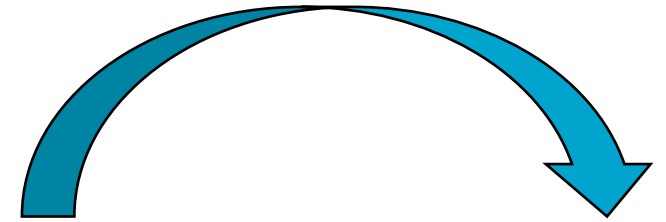


# Shared Accountability



**Get yourself  
out of the river**

**Help each  
other out of  
the river**



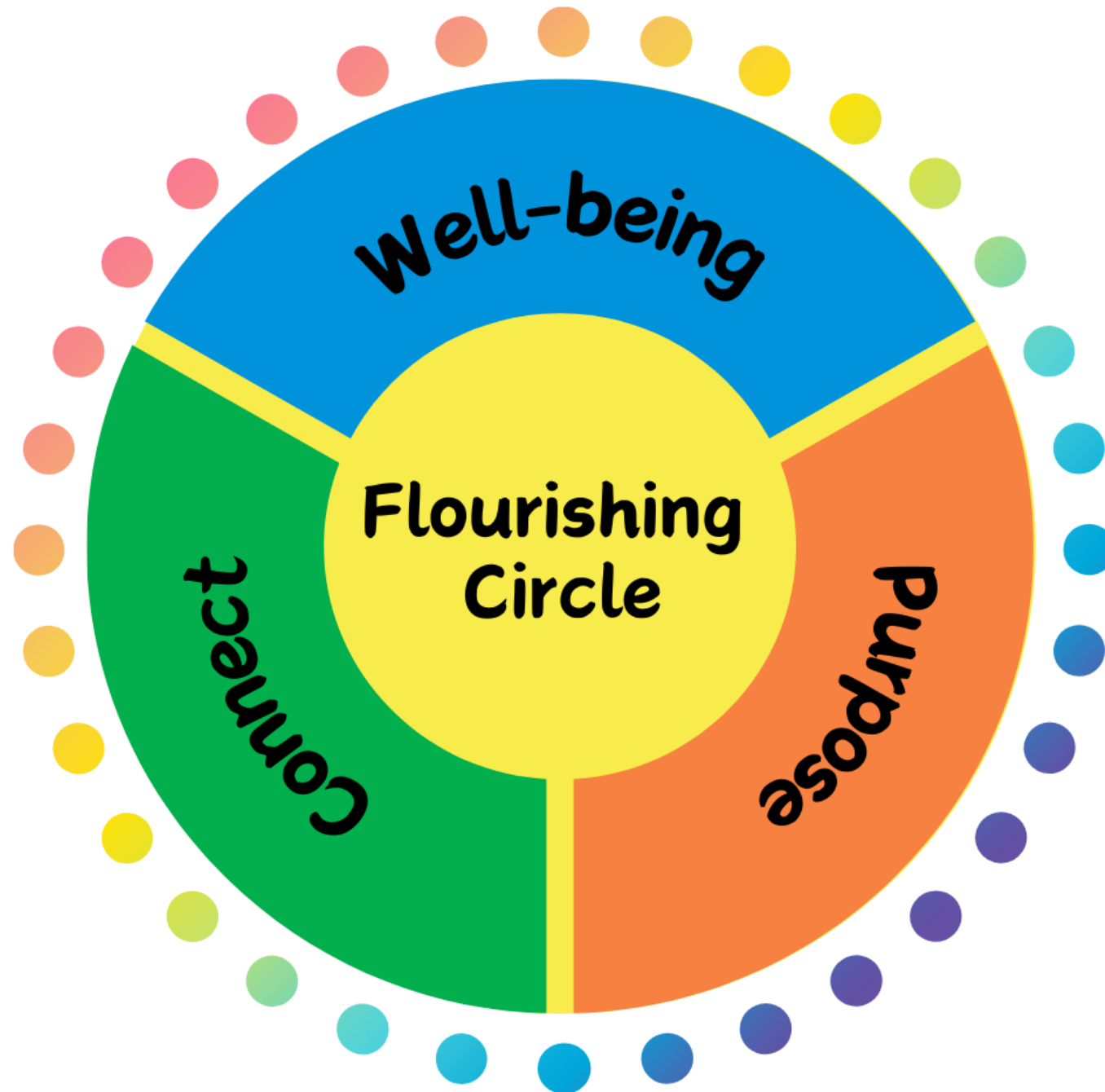
**Go upstream  
and learn why  
people are  
falling in**

**Ask for help.**

**Belonging**  
(Fitting in)

+

**Mattering**  
(Being special, unique)



# Upper Companions

**Shared burdens are divided.**

**Shared joys are multiplied.**



# Gulf Coast Social Work Conference 2024

## Gifts for you



### Maven Course

Building Psychological Fitness online cohort-based course. Be an active agent in your mental health training. Inside-out self-regulation practices to manage stress and cultivate calm.

**Class discount:**



### Harvard University Global Flourishing at Work Network

Business leaders, solution providers, academics, and invested partners connect and explore how bringing science, research and interventions promote workplace flourishing.

**LinkedIn group:**



### eVolvs.co/

At eVolvs, our purpose is to help employees flourish and businesses thrive by tapping into the power of purpose, personal energy & diversity.

**Take diagnostic:**



**Connect with me!**

[DrKarenDoll.com](http://DrKarenDoll.com)

[Karen@DrKarenDoll.com](mailto:Karen@DrKarenDoll.com)

[.linkedin.com/in/karendecesaredoll/](https://www.linkedin.com/in/karendecesaredoll/)