Navigating Mental Wellness



DR. MARIVIC T. LUALHATI

CEO, BEYOND MEDICAL HUB

CEO, ULTICARE MEDICAL CENTER

ONE OF THE MOST INFLUENTIAL FILIPINA OF THE WORLD, PARIS 2019

FIRST 100 WOMENPRENEUR OF THE PHILIPPINES

ASIAN HEROES 2024

Discussion Points

Understanding **Our Role** in
Acknowledging Mental Health

1. Stigma Reduction: Starts W/ Self
2. Recognizing Employees' Mental Health
3. Integrating Mental Health into Management Strategy
   - Promoting Work-Life Balance
   - Fostering Communication and Transparency
   - Resource Allocation for Well-being
   - Crisis Preparedness
4. BE GLAD. BE GRATEFUL



“Mental health is not a destination, but a process. It’s about how you drive, not where you’re going.”



Noahm Shpancer, Ph.D

Professor of Psychology
Otterbein University

Stigma Reduction

Mental Health

refers to a state of emotional, psychological, and social well-being, where individuals can effectively cope with life's challenges, work productively, and contribute to their community.

Mental Illness

a condition that affects a person's thinking, feeling, behavior, or mood.

Mental Well-being

reflects a positive state of mental health, involving feelings of contentment, resilience, and the ability to form positive relationships.

Mental Health Issues Are Rare

Mental health issues are common. Many people face mental health challenges at some point in their lives.

Mental Issues Are Caused By Lack Of Faith

People with Mental Health Issues Are Dangerous

People with mental health challenges can lead fulfilling and productive lives with proper support and treatment.



Why Reduce Stigma?

Enhanced Productivity

fosters a positive and supportive environment, which reduces stress and improves focus, creativity, and productivity.

Stronger Relationships

encourages honest communication and empathy, strengthening interpersonal relationships and creating a more cohesive and collaborative environment.

Reduced Stigma and Increased Resilience

Fostering a culture where seeking help is seen as a sign of strength enables people to navigate challenges more effectively.

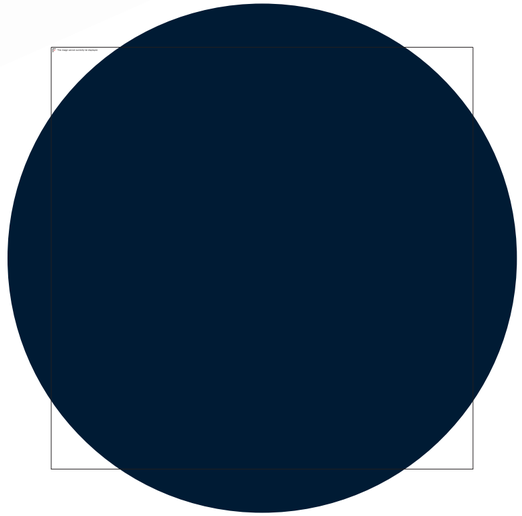
SYMPTOMS

Common Mental Health Concerns of the Filipino Workforce

World Health Organization, 2021 & Desiderio, L. 2023

- Burnout
- Symptoms of Anxiety
- Symptoms of Depression

A Healthy and Supportive Work Culture Starts With Yourself



Denial

Stage 1



Recognition

Stage 2



Acceptance

Stage 3



Integration

Stage 4

What can I do for myself?

A Healthy and Supportive Work Culture Starts With Yourself



- ***How can I recognize and respond to my own mental health needs?***
- ***What are my negotiables and non-negotiables and how can I establish my boundaries?***
- ***How can I articulate and communicate my emotions and foster connections?***
- ***How can I prioritize my mental well-being to achieve my short-term and long-term goals?***

Why does the workforce experience mental health issues?



High Workload and Pressure

Many Filipino workers face demanding workloads and high expectations, leading to stress and anxiety.



Long Commutes and Traffic

Prolonged and stressful daily commutes, often exacerbated by heavy traffic in urban areas, contribute to mental strain.



Family Expectations & Responsibilities

Balancing work responsibilities with traditional family expectations and obligations can create emotional and mental challenges.



Limited Mental Health Access

The stigma surrounding mental health in the workplace can discourage individuals from seeking support or acknowledging their mental health needs.

What if we don’t acknowledge Mental Health at work?

Decreased Productivity

Increased Absenteeism

Poor Decision-Making

Strained Interpersonal Relationships

Higher Turnover Rates



INTEGRATING MENTAL HEALTH INTO MANAGEMENT STRATEGY

BE MINDFUL, REST AND DIGEST



Promoting Work-Life Balance

- Sustains employees' enthusiasm, job satisfaction, and health to perform their best..



Fostering Communication and Transparency

- Builds trust, encourages collaboration, and addresses issues before they escalate.



Resource Allocation for Well-being

- Demonstrates commitment to employee health, improves morale, and enhances productivity.



How can I promote Work-Life Balance?

MINDFUL LEADERSHIP : LEAD BY EXAMPLE

Demonstrate a healthy work-life balance to set a positive tone and encourages employees to prioritize their well-being.

ESTABLISH CLEAR EXPECTATIONS

REDUCE AMBIGUITY TO HELP EMPLOYEES MANAGE THEIR TIME EFFECTIVELY.

ENCOURAGE VACATIONS AND LEAVES

Promote a culture that emphasizes the importance of downtime for mental and physical well-being.

PROMOTE AND RESPECT BOUNDARIES

Encourage ‘Schedule Send,’ ‘Away,’ or any other status indicator they can use to communicate off-work hours. Try your best not to contact them during these times.

How Can I Allocate Resources for Well-being?

CRISIS PREPAREDNESS

Discuss strategies for building resilience and coping mechanisms for navigating tough times.

NCMH CRISIS HOTLINE
1553

HOPELINE
(02) 8804-4673

IN-TOUCH CRISIS LINE
+63 2889 37603

YOU MAY ALSO VISIT:

Better Help: www.betterhelp.com
Kindred: www.kindredbravely.com





“It’s time to tell everyone who’s dealing with a mental health issue that they’re not alone, and that getting support and treatment isn’t a sign of weakness, it’s a sign of strength,”

Michelle Obama

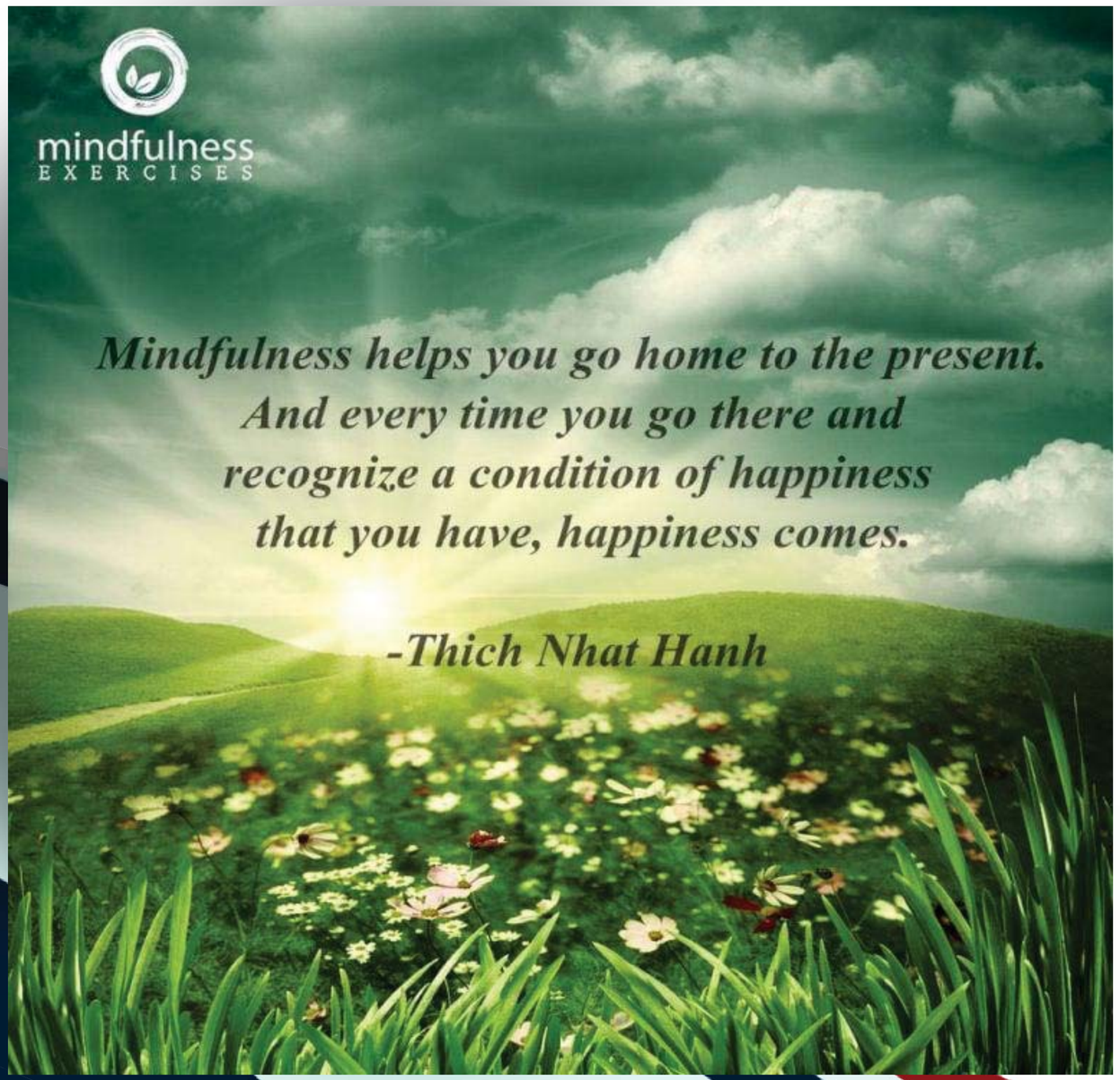
Former First Lady

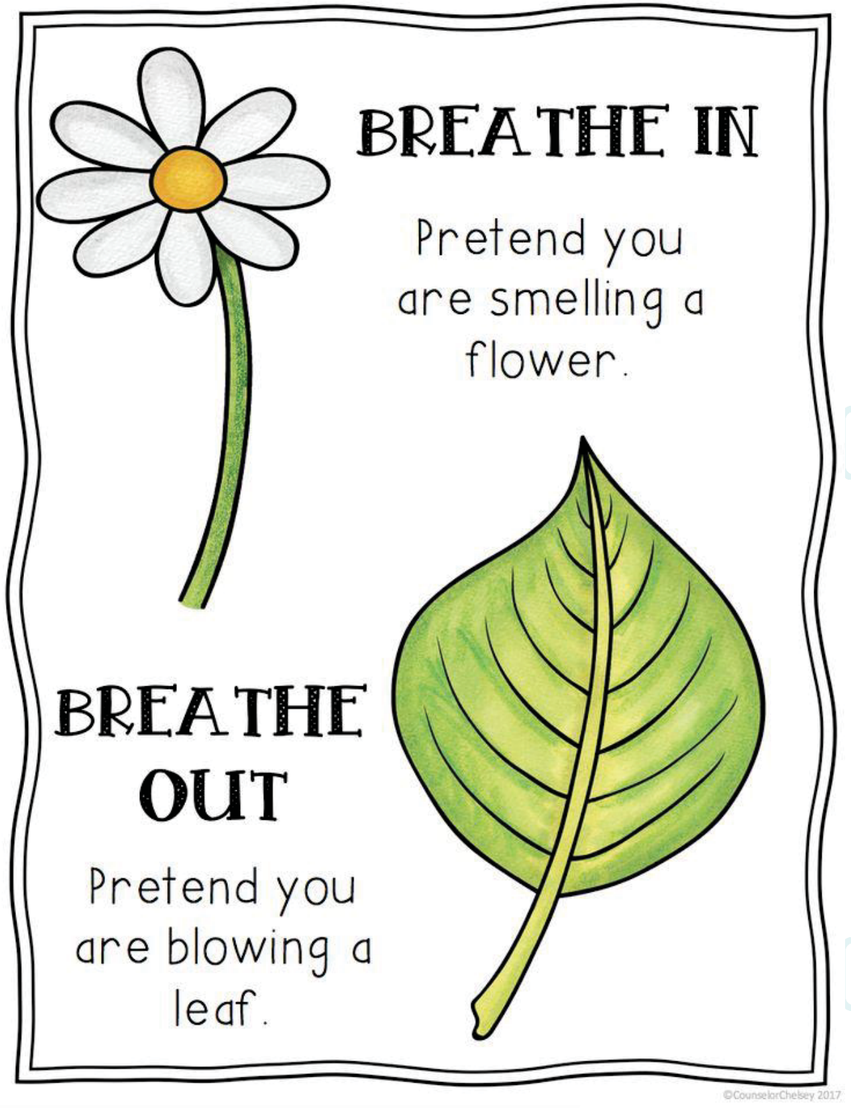


What To Remember?

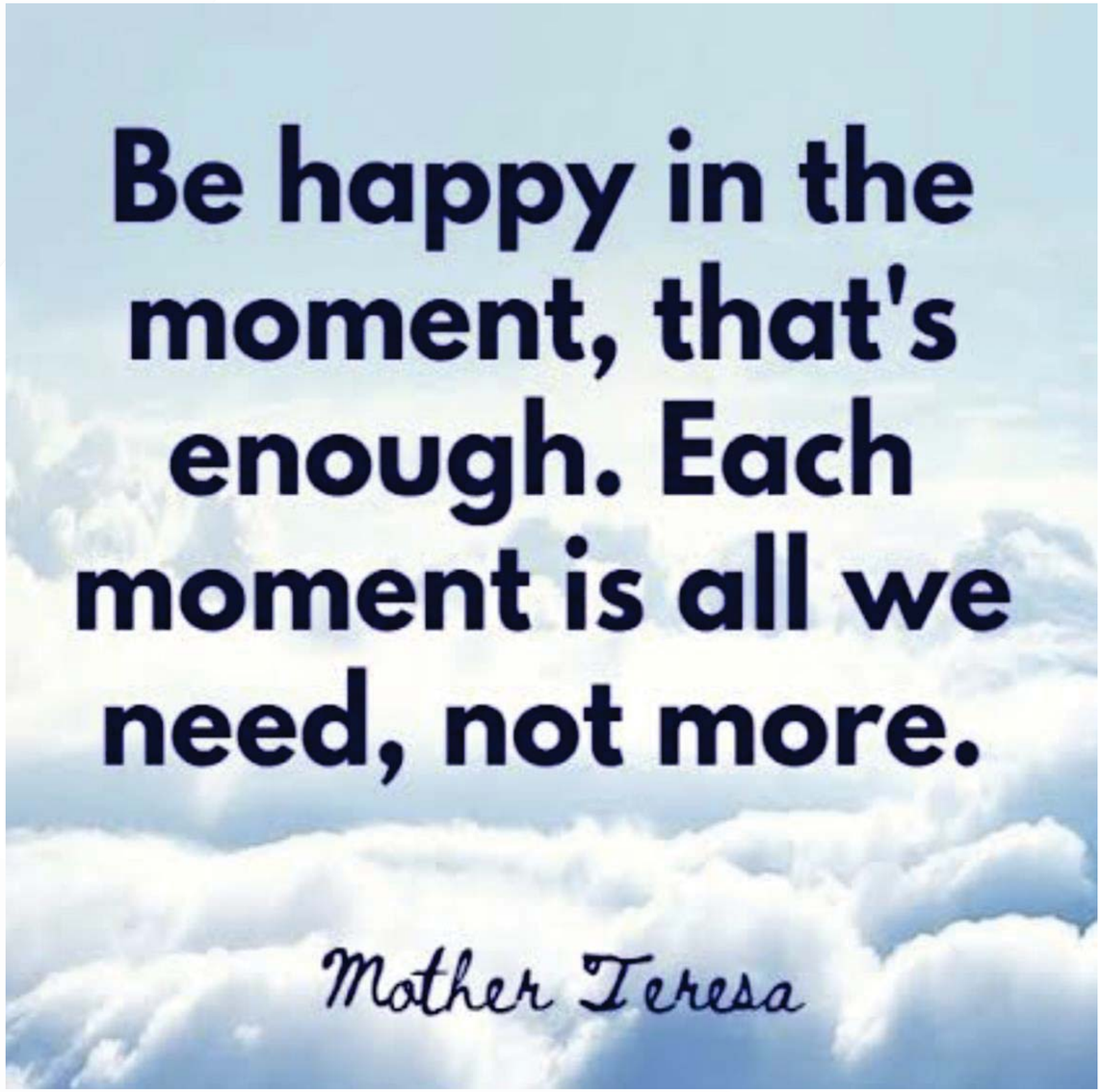


- **Self-Care is a Priority. BE MINDFUL**
- **Communication Fosters Connection. ENGAGE**
- **Balance in All Aspects. MOVE. MEDITATE**
- **PRACTICE G.L.A.D**


mindfulness
EXERCISES
Mindfulness helps you go home to the present.
And every time you go there and
recognize a condition of happiness
that you have, happiness comes.
-Thich Nhat Hanh


BREATHE IN
Pretend you are smelling a flower.
BREATHE OUT
Pretend you are blowing a leaf.
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OU HAVE TO
AKE CARE OF
YOURSELF
SLEEP
SELF-LOVE
FOOD
KINDNESS
EMPATHY
PATIENCE
YOU
@the_selflove_space
TO BE ABLE TO
TAKE CARE OF
OTHERS


Be happy in the moment, that's enough. Each moment is all we need, not more.
Mother Teresa

Thank You

& Have A Mentally Healthy Day!

