

Mental fitness in the workplace

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Learning Objectives

- ❑ Understand how coping skills are used to influence stress.
- ❑ Identify and measure your go-to coping skills.
- ❑ Gain insight on how your current behaviours link to your overall mental fitness.
- ❑ Learn new micro-skills to cope better.

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 understand how we relate and respond to stress and identify how to improve how we cope with stress.

Our daily charge is influenced by many factors.



=



Charged



Charging



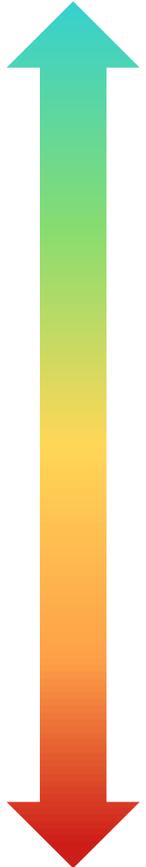
Half-full



Drained



Empty

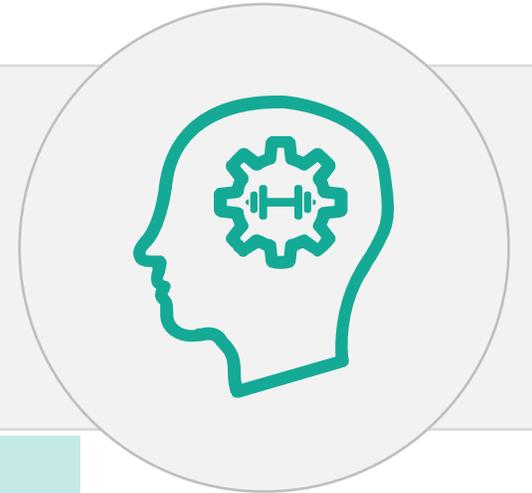


How do we relate to stress?

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

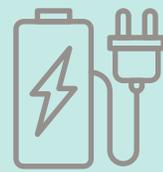
men • tal fit • ness

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

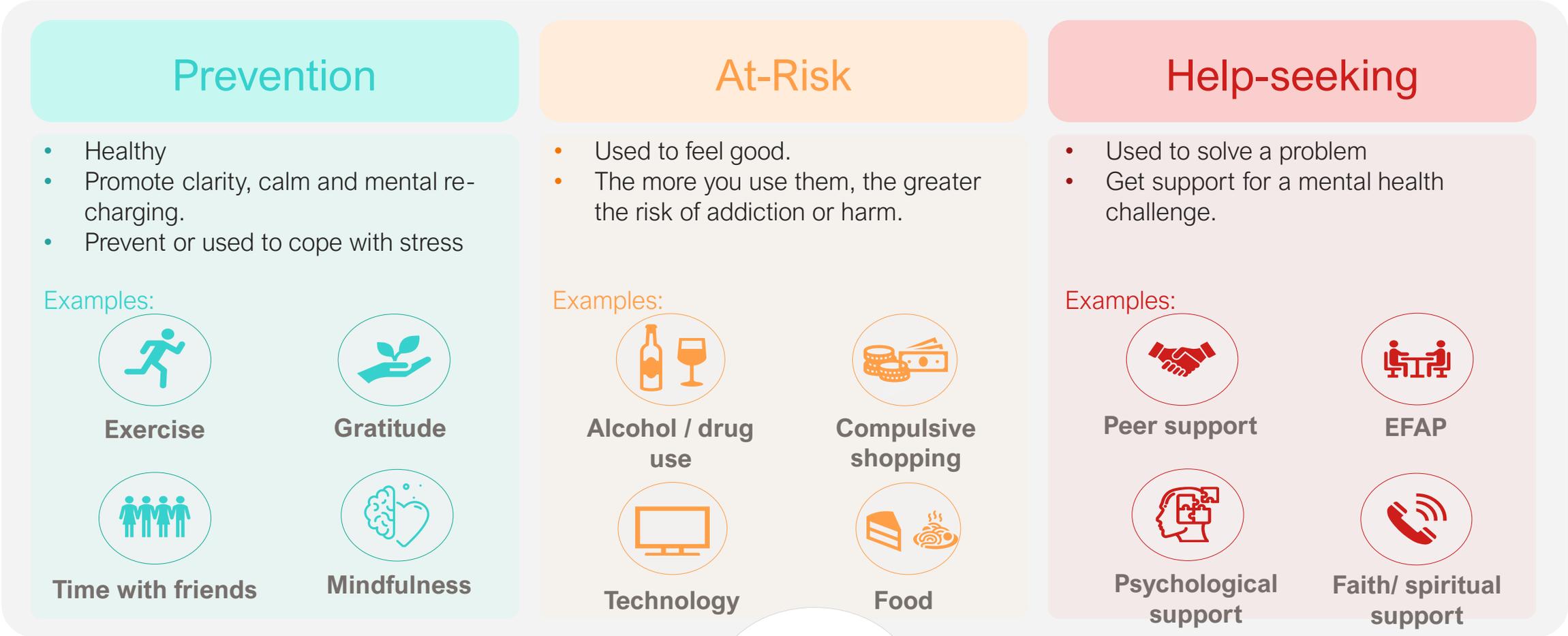
The behaviours you do with intention.

**Mental
health**

**Physical
health**

**Social
connections**

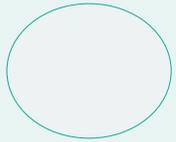
Coping skills are the behaviours we use to handle stress



What coping skills do you use to handle stress

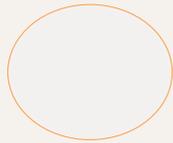
Prevention

- What is one practice you engage in?



At-Risk

- What is one practice you engage in?



Help-seeking

- What is one practice you engage in ?

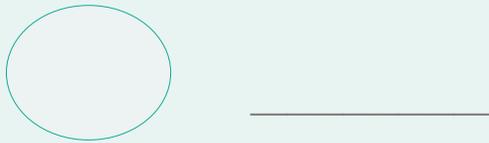




What coping skills do you use to handle stress

Prevention

- What is one practice you engage in?



- On a scale from 1 – 10, rate how effective you think this is:

1 2 3 4 5 6 7 8 9 10

At-Risk

- What is one practice you engage in?



- On a scale from 1 – 10, rate how effective you think this is:

1 2 3 4 5 6 7 8 9 10

Help-seeking

- What is one practice you engage in ?



- On a scale from 1 – 10, rate how effective you think this is:

1 2 3 4 5 6 7 8 9 10



Improve your self-awareness

Define your current charge:

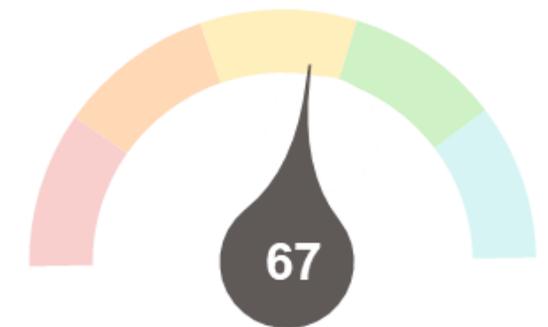
1. Gain insight on how your **current behaviours** link to your overall mental fitness.
2. Conduct an **inventory** of your current coping skills

My coping skills inventory		

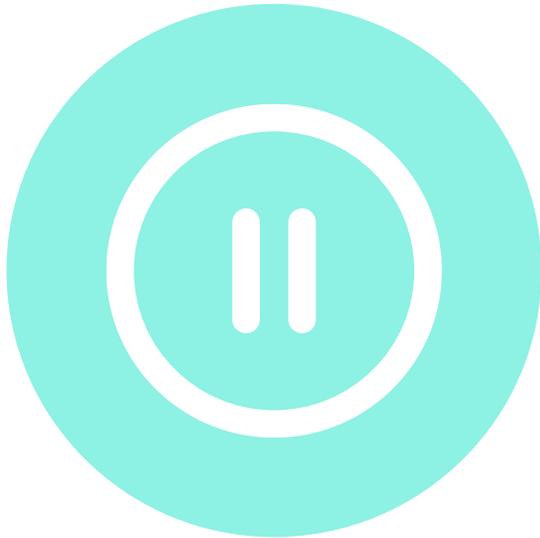
Current coping skills matrix		

Perceived benefit		

Mental Fitness Index



Four micro-skills to improve your coping techniques



Pause



Practice
mindfulness



Breath
deeply



www.howatthr.com

Thank you!