

## Session 3: Mental health strategies

### How to function in this situation— Separating the noise

- Account for contextual reality — 18to 24 months uncertainty. All of us we have lost something (economic, financial, actual deaths)
- Become aware of your body sensations, your body tells you your emotional state
- Communicate not just about saying good things, but having difficult conversations

### Positives from the pandemic for leaders

- Leaders have started questioning their own morals and roles
- These thoughts have helped provide direction and reduce noise
- Going back to the core values and beliefs
- Coming up with top 5 things to focus on

### What are the top things leaders need to focus on

- Interfering thoughts and enhancing thoughts
- what has enabled me to get over problems in the past
- looking at what i have not what i don't
- All or nothing

### How can we remain positive?

We have to be positive but we also have to let ourselves feel pain

“When we touch something and only feel good, then how will we know pain unless we touch something and it hurts”

Pain talks to us

#### For leaders:

- It is imperative for the leader to say that i am also in this journey which is difficult
- I feel the pain — humanise the situation
- Certain decisions will impact some people more than others
- Have uncomfortable conversations
- Don't hide the reality or the truth — say the reality out loud
- Inculcate the culture of listening and being empathetic

Focus on the strengths, positive self talk, looking at all dimensions of life and seeing where to focus on, remember that this is an inner game, the game has to be played out it is all within us how we play it out.

## **Transition for working in the new normal**

To manage survival needs, you have to receive and give empathy — it is not a one way street

- What we need to account for is everyone is in surviving mode
- Empathy vs sympathy
- Oxytocin, endorphin and serotonin —motivation
- Motivation increases so productivity increases
- Productivity = emotional agility

## **Self Care for leaders**

- Physical hygiene — activity, your body needs it
- Mental hygiene — mental health professionals; a group of people colleagues and intimate relationships
- We need to be able to actually make conscious choices, what is the kind of info we want to digest, is it increasing toxicity or decreasing it?
- Observe your triggers and distance yourself from those triggers
- Spend sometime in reflection and contemplation — not activity driven
- find a distraction from your regular day to day work life, learn something new
- Evidence based research— volunteer work increases positivity

## **How do you differentiate between being resilient and restorative?**

- Being resilient is being emotionally agile, your frame of reference is according to the contextual reality, you can prioritise
- Restorative is when you are enabling the person to experience the moral injury and the moral pain, they face the shame in order to restore themselves