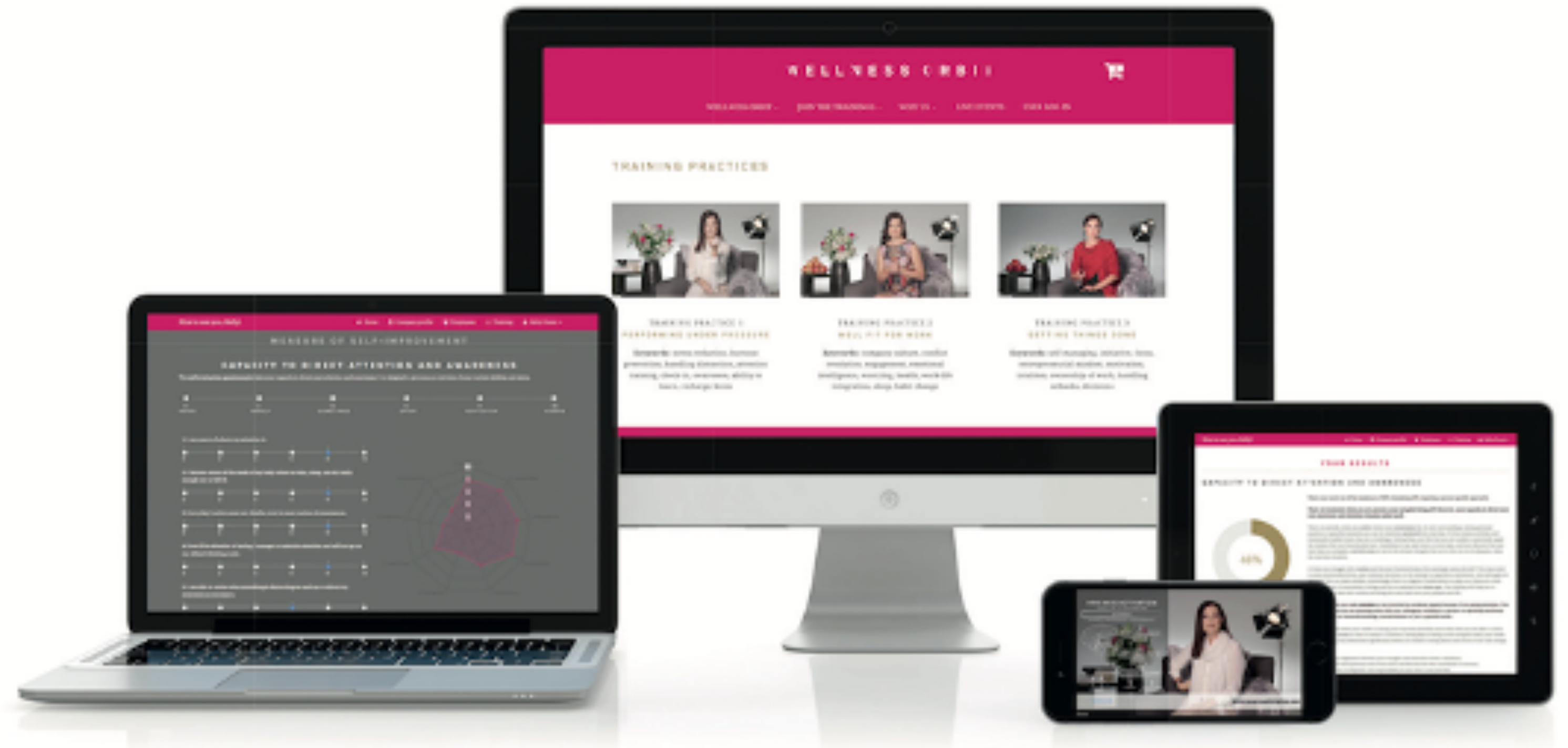




Mental Wellness as a Proactive Health Strategy

Kaur Lass, Founder of Wellness Orbit
London Medical Conference 2024

#ProactiveMentalWellness



INTRA PERSONAL SKILLS

INTRAPERSONAL SKILLS NEED DISCOVERY!

WELLNESS ORBIT



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INTRA- PERSONAL SKILLS

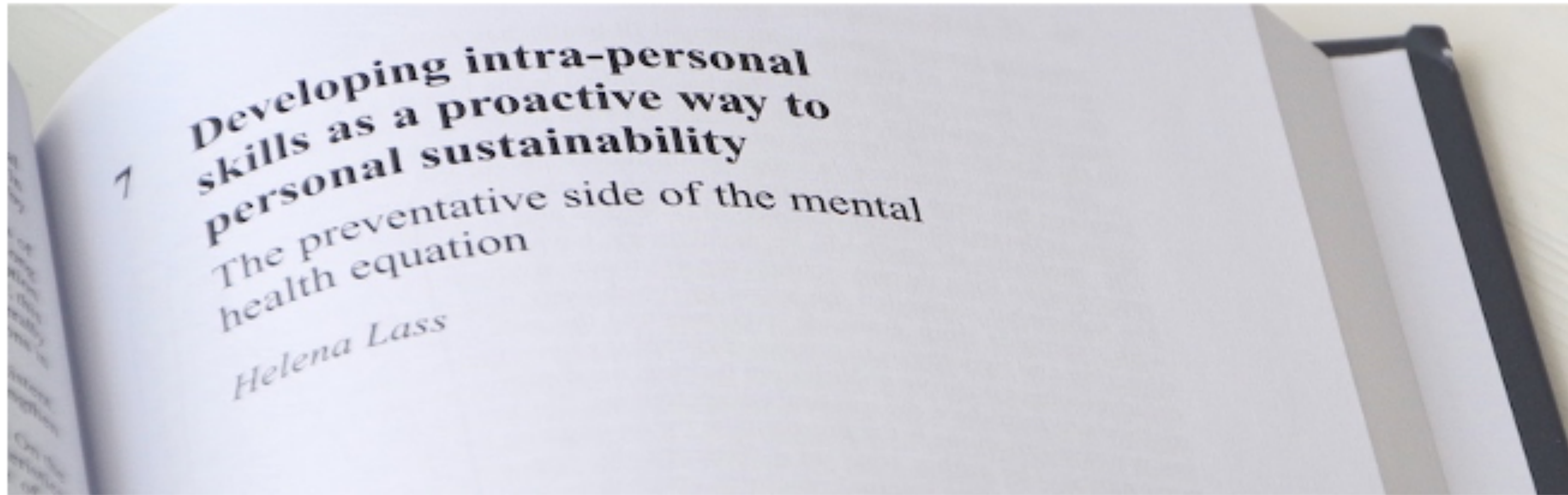
INTRAPERSONAL SKILLS

Intra-personal skills = Self-leadership skills

WHAT IS MENTAL WELLNESS?

[Dr. Helena Lass writes in her scientific paper:](#)

*"When it comes to mental health and health of the inner in general, the main **focus has been on disorders and the cure**. This narrow approach has left people feeling that mental wellness has no relevance in life unless a mental illness occurs."*



WHAT IS MENTAL WELLNESS?

[Dr. Helena Lass in her scientific paper](#): *"All humans possess an internal realm and experience intra-personal events on a daily basis such as feeling emotions, learning, thinking, planning, focusing and leading our attention, having an ability to investigate, gaining an insight, etc.*

*Mental wellness in its rightful context would mean a certain ease in directing those internal processes. **This becomes possible if we are able to differentiate between specific intrapersonal functions and understand their patterns and combinations.***

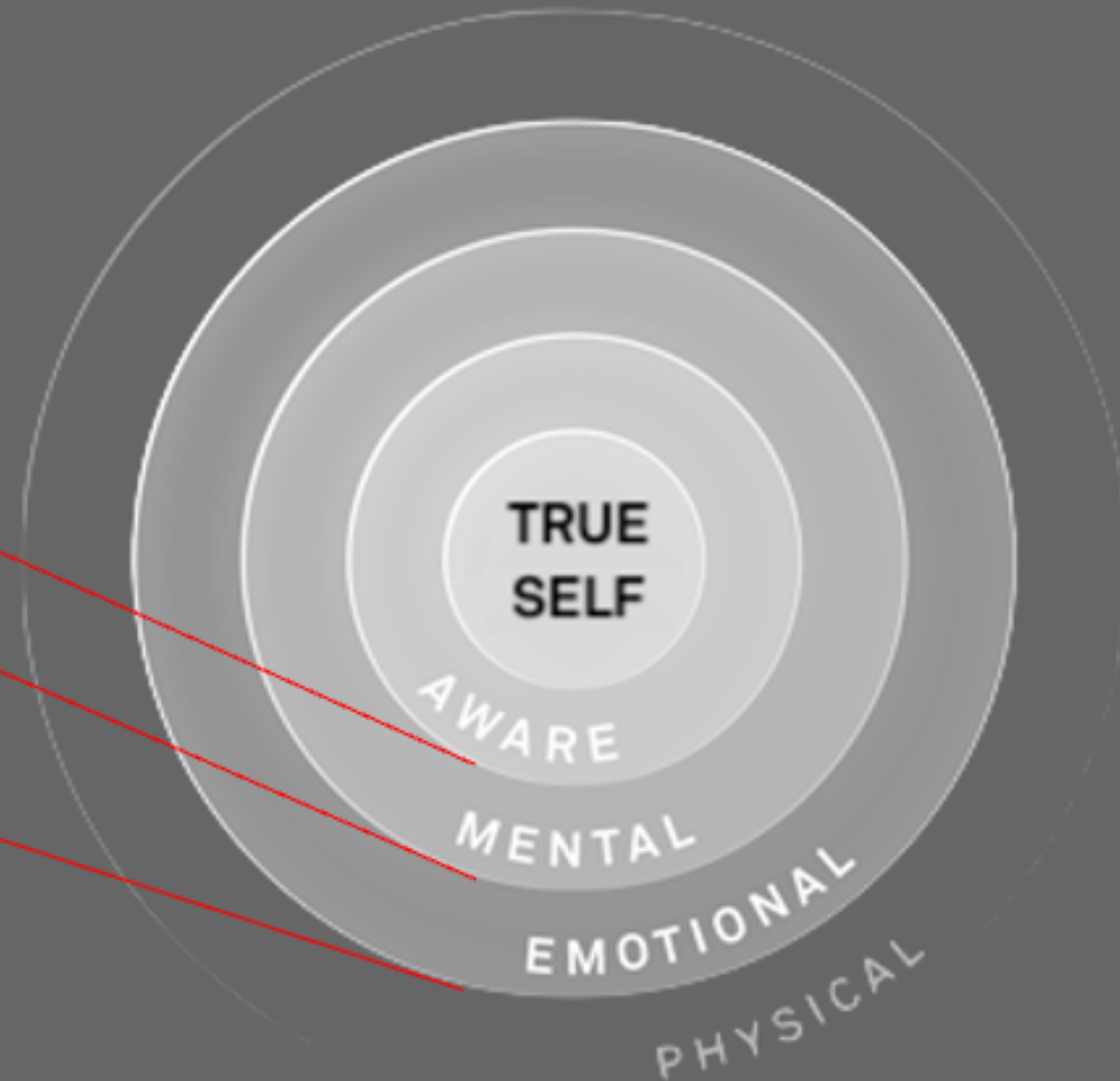
*This cannot be reached as long as all inner processes are lumped together simply as "the mind". Besides being too abstract and vague, **the current terminology does not highlight another matter of high importance – the distinction of the Self and the intra-personal functions that can be led by the Self.***"

INTRAPERSONAL FUNCTIONS UNDER YOUR SKIN

WELLNESS ORBIT

PROCESSES IN THE MIND:

- 1) MENTAL ACTIVITY
(THOUGHTS, IMAGINATIONS)
- 2) EMOTIONAL ACTIVITY
- 3) DESIRES
- 4) FEARS



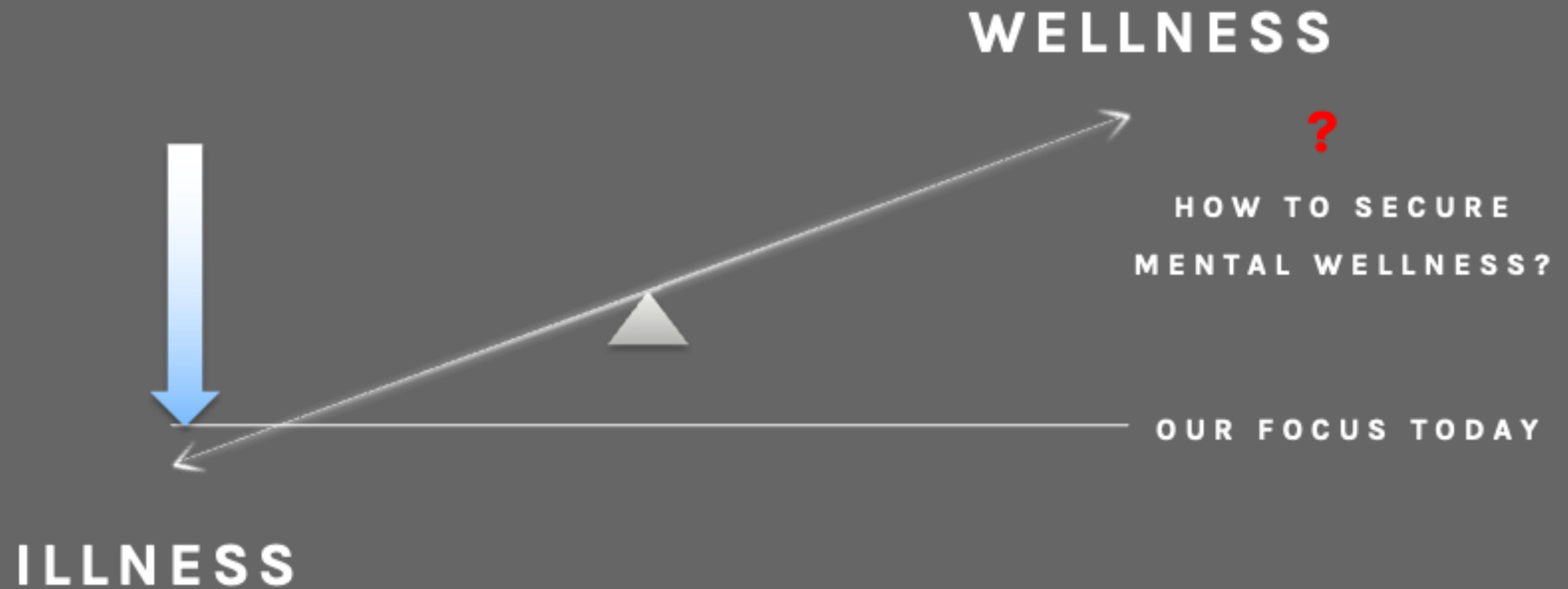
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TWO ENDS OF THE SAME SCALE



WE STUDY ILLNESSES MORE THAN WELLNESS



AS OPPOSED TO...

NO INTRAPERSONAL
SKILLS



ABSENCE OF ACTIVITIES TO SUSTAIN
MENTAL WELLNESS



MENTAL
ILLNESS



NEED FOR EXTERNAL
SOLUTIONS

INTRAPERSONAL
SKILLS



ACTIVITIES TO SUSTAIN
MENTAL WELLNESS



GOOD MENTAL
HEALTH

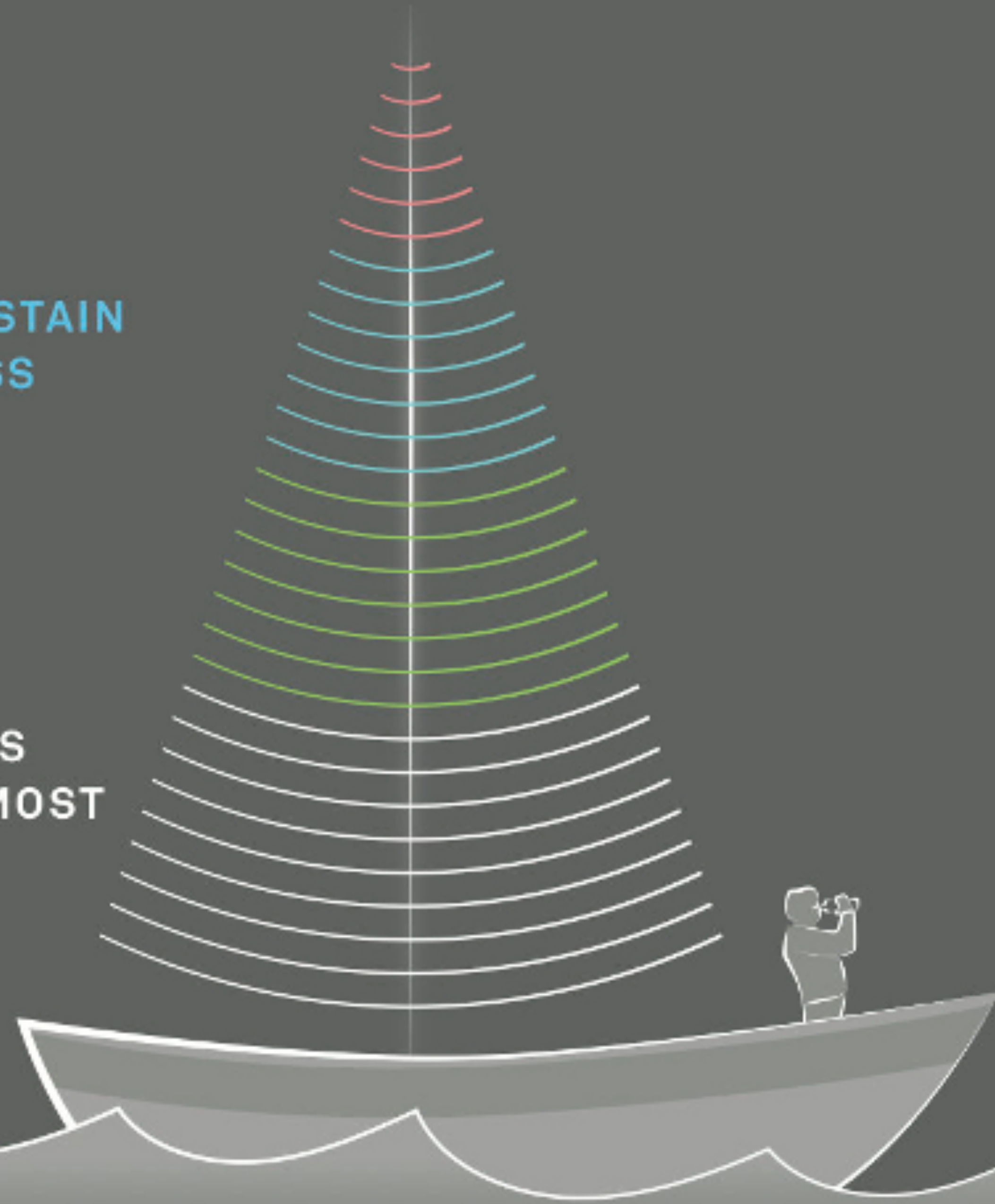


INNER RESOURCES
CAN BE USED IN MOST
BENEFICIAL WAY

PILLS & TREATMENT



REACTIVE APPROACH TO MENTAL ILLNESS



PROACTIVE MENTAL WELLNESS

WE NEED TO STUDY BOTH ENDS OF THE SCALE



WHAT IS MENTAL WELLNESS?

Mental health is something that every person has when their inner functions operate in the most optimal manner. It is a level of psychological well-being that secures you a peaceful mind.

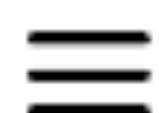
Too often 'mental health' gets confused with 'mental illness'.

Mental wellness is a proactive approach to mental health.

Mental wellness is a vast arena relating to the **quality of life** and it should not be associated with mental illnesses at all.

Most common work related mental illnesses are the result of not having good mental health.

WE ALL HAVE MENTAL HEALTH. IS YOURS GOOD?



accenture



Nine in 10 UK workers touched by mental health challenges, Accenture research finds

NOVEMBER 20, 2018



Employers urged not to think of mental health as a minority issue

LONDON; Nov. 20, 2018 —Ninety percent of workers in the U.K. have been touched by mental health challenges, with two-thirds (66percent) reporting having personally experienced mental health challenges and even more — 85percent — saying someone close to them such as a family member, close friend or colleague had experienced them, according to results of new research from Accenture (NYSE: ACN).

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WHAT IS PERSONAL SUSTAINABILITY

Personal sustainability = mental wellness + physical fitness

Dr. Lass: *"Focusing on intrapersonal skills allows us to move towards an education that acts as primary and secondary prevention at the same time not being a form of therapy and rather a segment of education on basic life-skills."* **Learning and using in practice such intrapersonal skills has the power to secure us personal sustainability.**

AS OPPOSED TO...

NO INTRAPERSONAL
SKILLS



ABSENCE OF ACTIVITIES TO SUSTAIN
MENTAL WELLNESS



MENTAL
ILLNESS



NEED FOR EXTERNAL
SOLUTIONS

INTRAPERSONAL
SKILLS



ACTIVITIES TO SUSTAIN
MENTAL WELLNESS



GOOD MENTAL
HEALTH

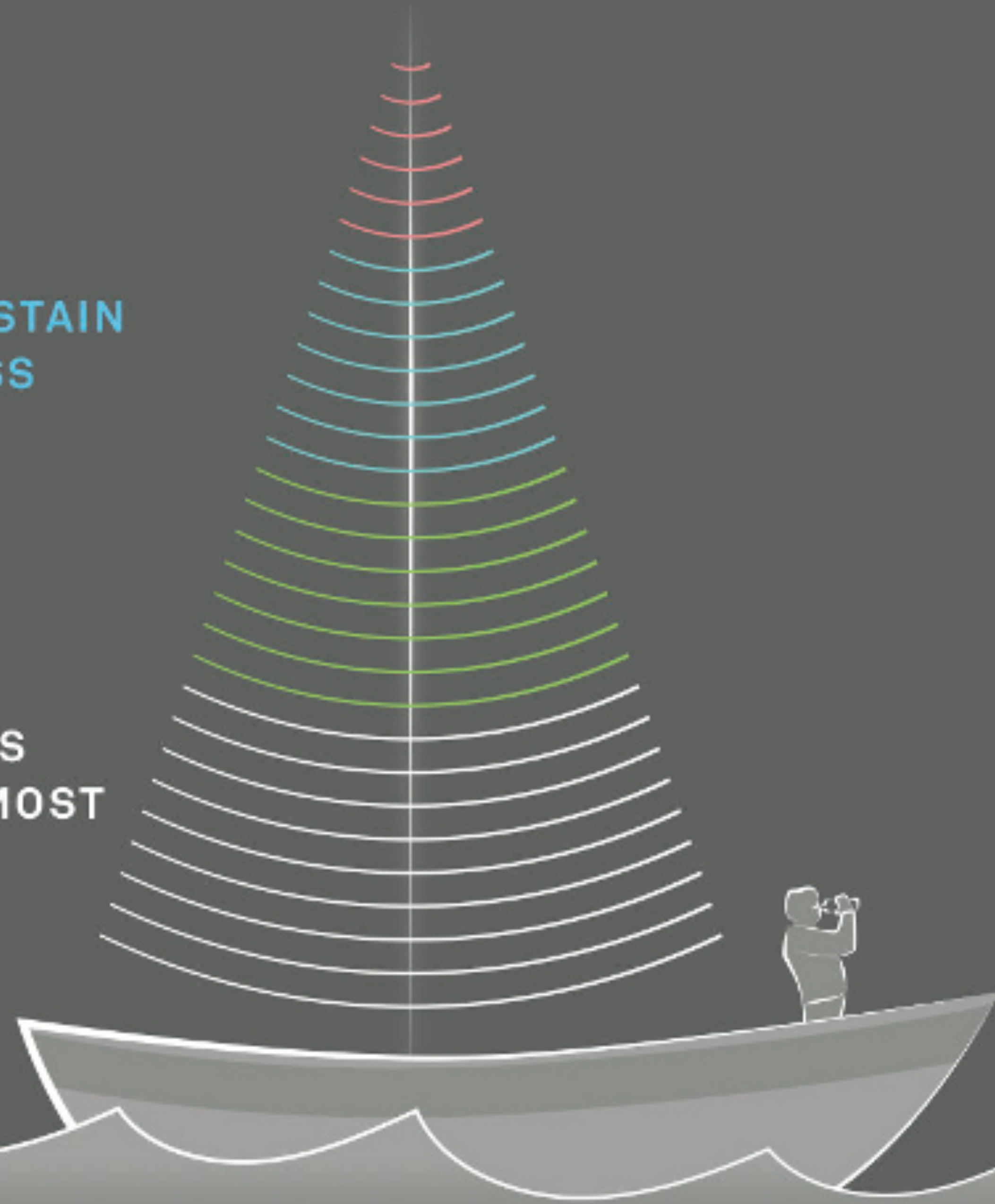


INNER RESOURCES
CAN BE USED IN MOST
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PILLS & TREATMENT



REACTIVE APPROACH TO MENTAL ILLNESS



PROACTIVE MENTAL WELLNESS

TWO ENDS OF THE SAME SCALE



ONE SCALE, TWO DIRECTIONS

RE-ACTIVE
APPROACH



PROACTIVE
APPROACH

MENTAL HEALTH PROBLEM

SICKNESS
=
POOR ABILITY
TO WORK:

- Sick leaves & costs
- Presenteeism
- Not engaged or motivated
- Stress & burnout
- Anxiety
- Depression

MENTAL WELLNESS

MENTAL "SUPERPOWERS"
=
EXCELLENT ABILITY
TO WORK:

- Engaged & productive
- Is insightful
- Takes initiative
- Good concentration & attention
- Excellent time management
- Self-managing & resilient

LACK OF INNER WELLNESS COSTS US HIGHLY

Cigna 360 Well-being survey from 2019 that stated:

“91% agree that colleagues’ stress impacts the workplace with a higher degree of negative impacts such as a depressing atmosphere and lowering morale, and yet employers are not doing enough to address the issue.”

The same report also stated:

“In the workplace, 87% of workers are stressed, with 12% claiming it as unmanageable”.

STRESS vs STRESSORS

It is essential to understand that stressors aren't the same as stress.

Stressors represent external factors that trigger stress reactions, whereas stress is your actual [subconscious inner reactivity](#).

STRESS vs STRESSORS

Stressors = external factors

Stress = your inner reactivity

All inner **reactivity** is **automatic** or habitual.

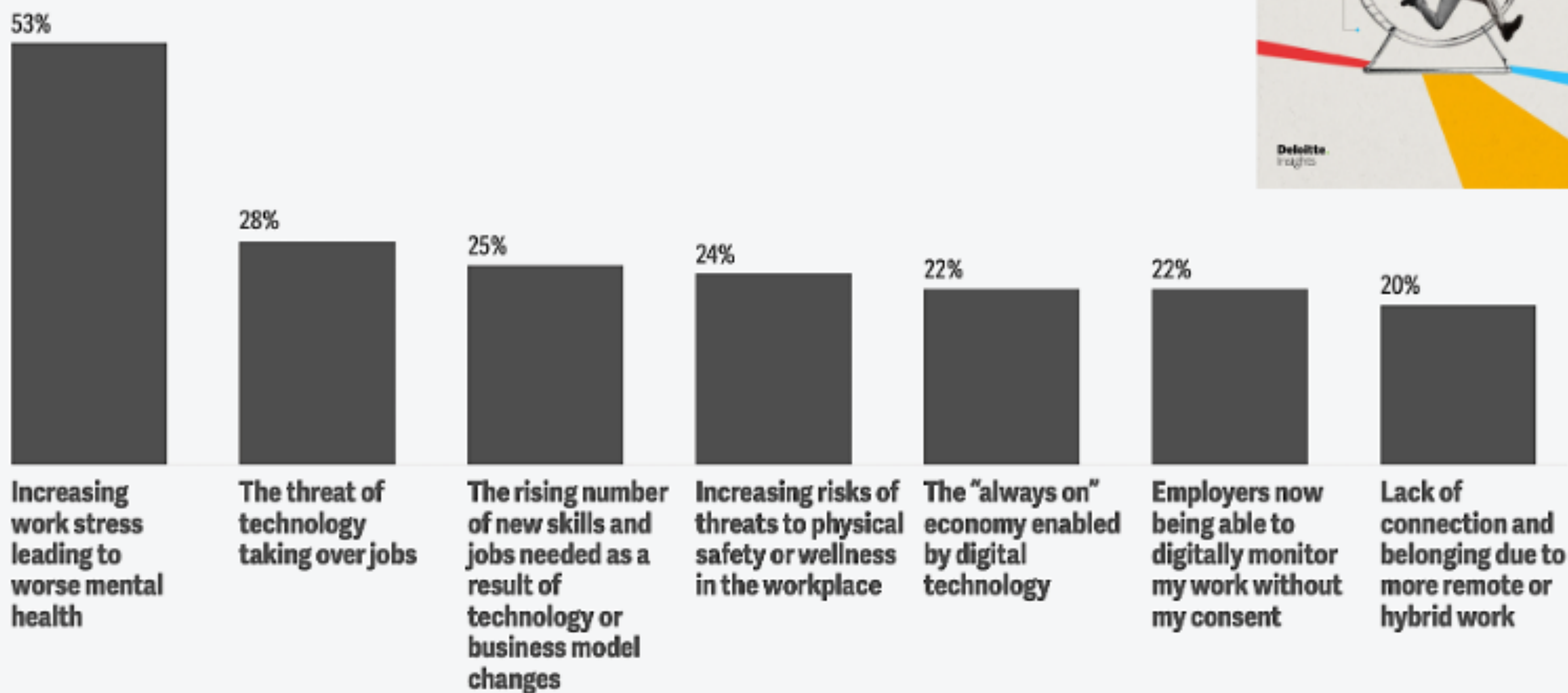
It causes both **hormonal reactions** in the body (to perceived threats, danger or other stimuli) and also triggers **irrational mental concepts and strong emotional reactions**.

STRESS vs STRESSORS

Figure 3

Workers identify top challenges to human sustainability

Percent of workers answering the question: "Which of the following developments do you worry about as it relates to your work? Select all that apply."

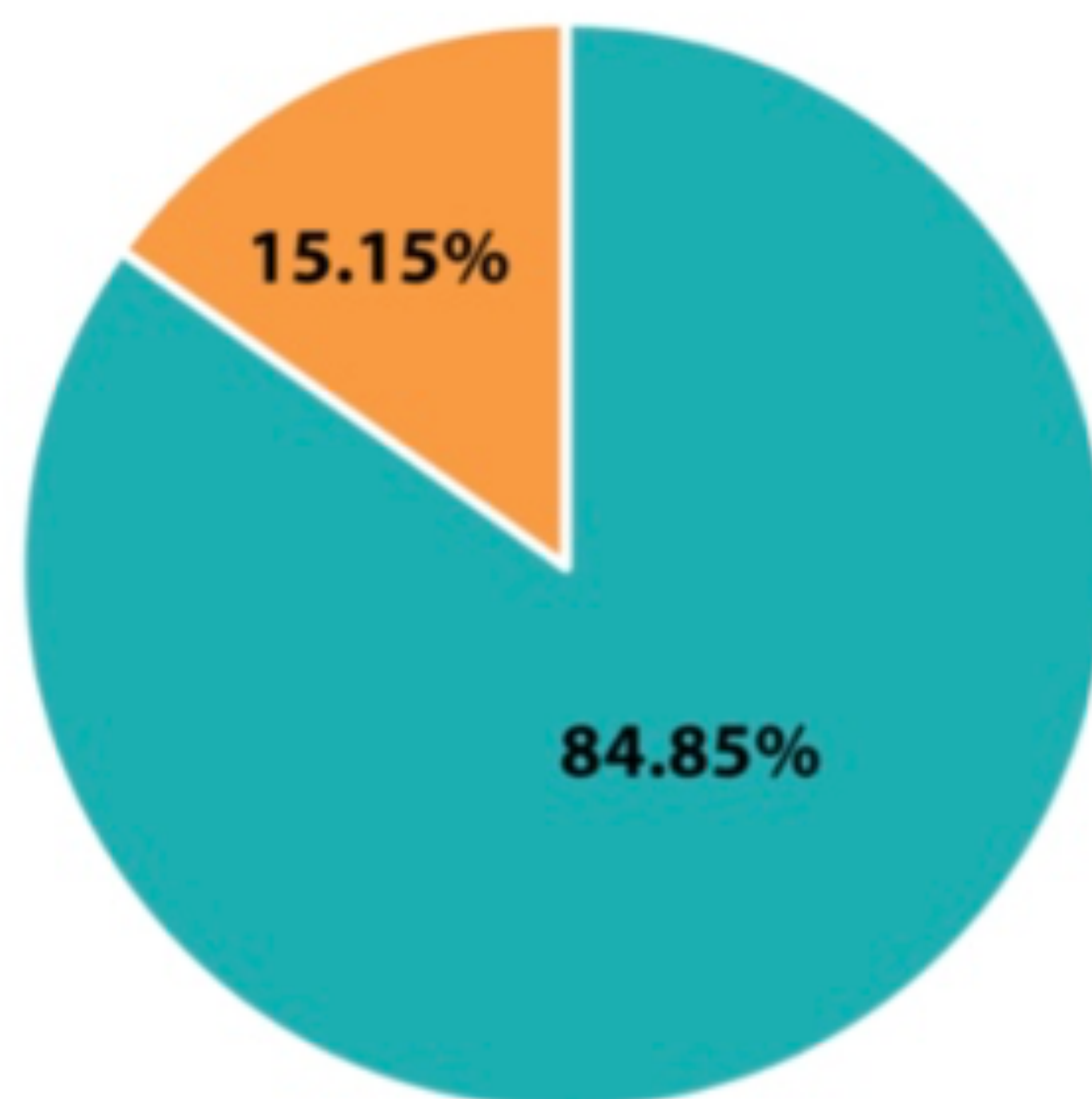


Source: 2024 Global Human Capital Trends research.



STRESS AND MENTAL HEALTH ISSUES?

MY WORKPLACE STRESS AFFECTS MY MENTAL HEALTH



■ Agree ■ Disagree

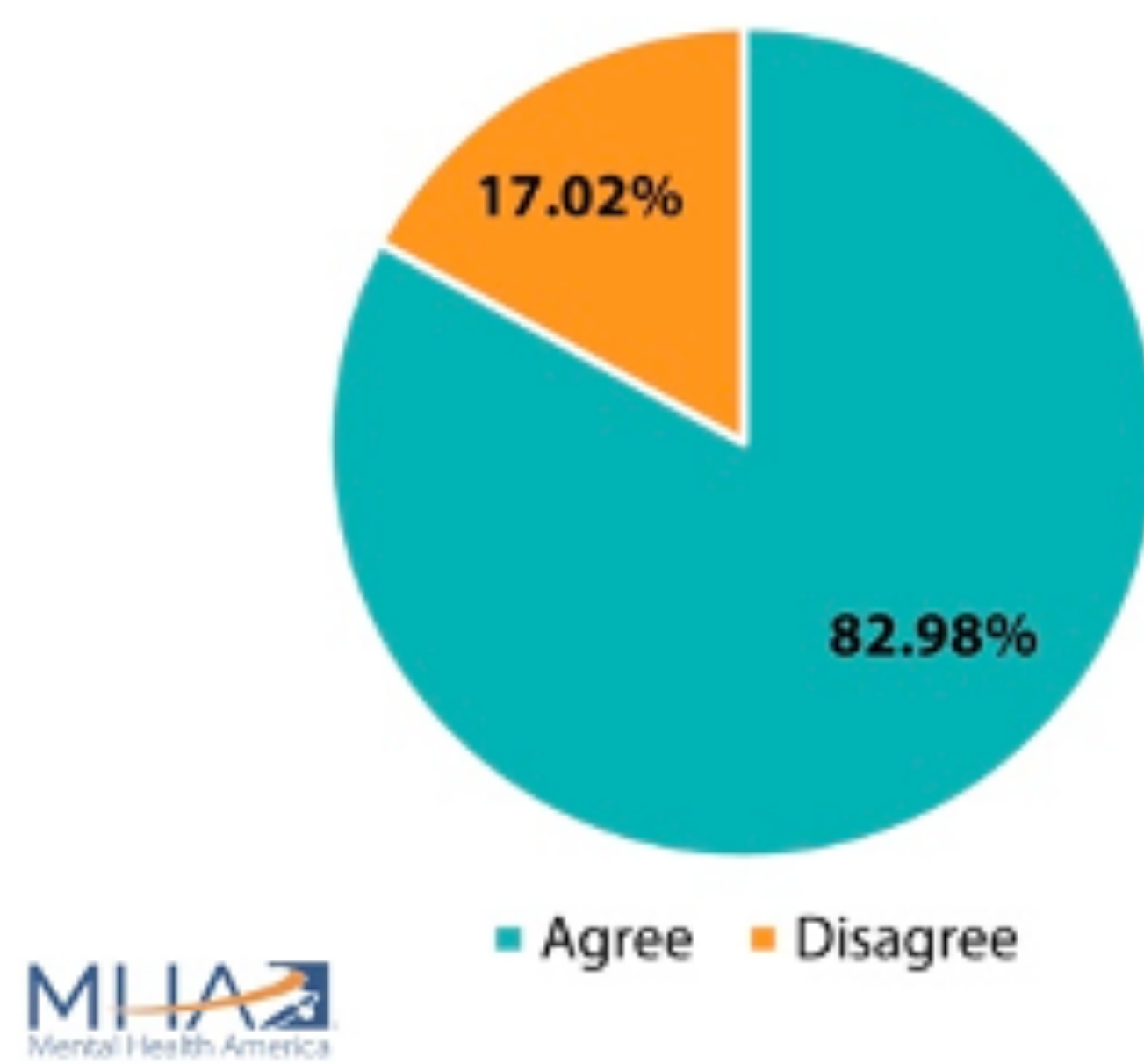


STRESS AND BURNOUT CONNECTION

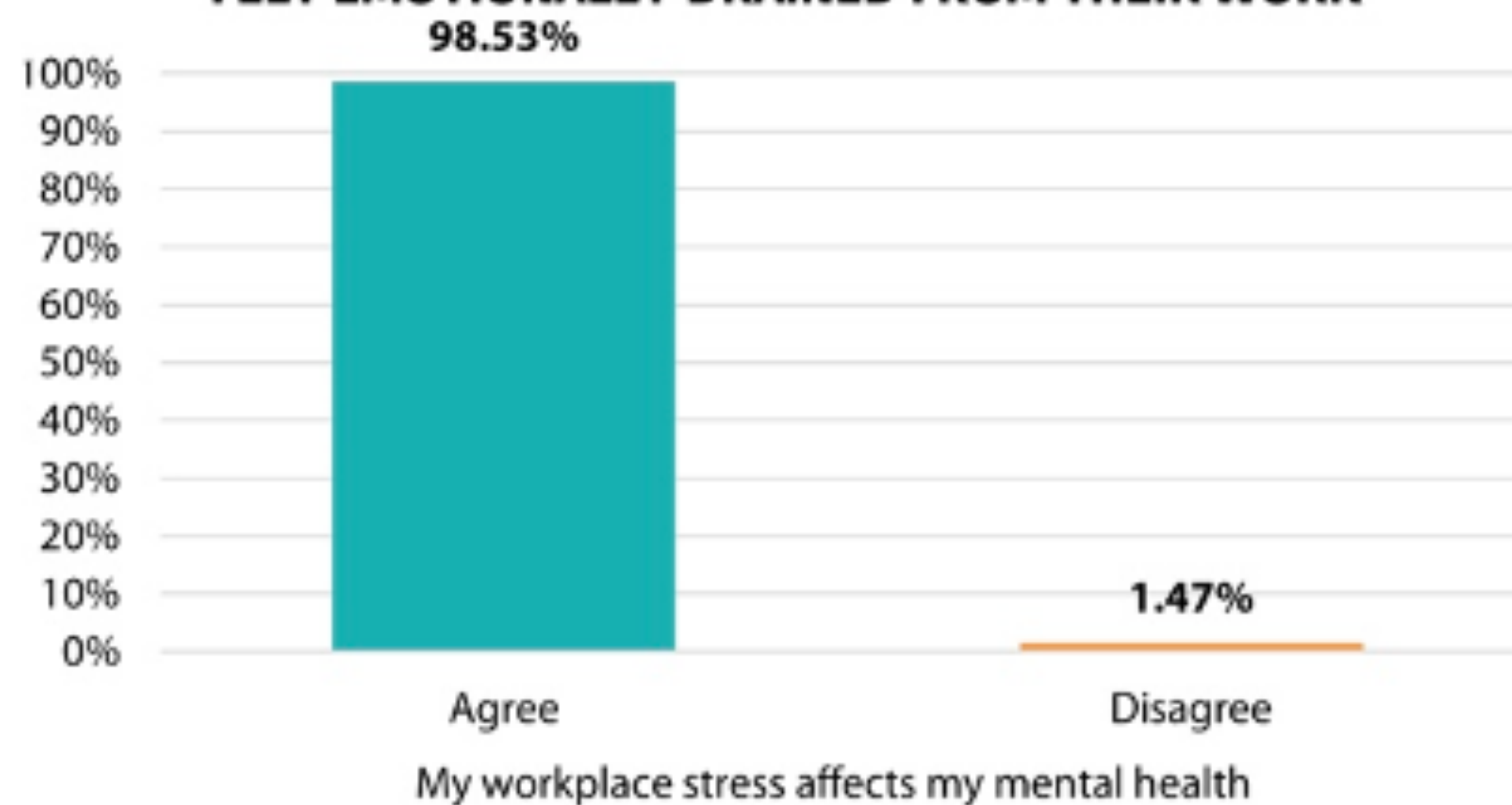
Mental Health America: "Work Health Survey: Mind in the Workplace" 2021:

"Most employees are experiencing the early signs of burnout. Nearly 83% of respondents felt emotionally drained from their work, **with over 40% stating they strongly agreed with this statement.**"

I FEEL EMOTIONALLY DRAINED FROM MY WORK



EMPLOYEES WHO STRONGLY AGREED THAT THEY FELT EMOTIONALLY DRAINED FROM THEIR WORK



95%



of working adults experienced high or extreme levels of pressure or stress in the past year.

#BurnoutReport

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2,060 adults of which 1,132 were workers. Fieldwork was undertaken between 14-15 December 2023. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).



STRESS LEADS TO BURNOUT

Revision of the International Classification of Diseases (ICD-11) definition:

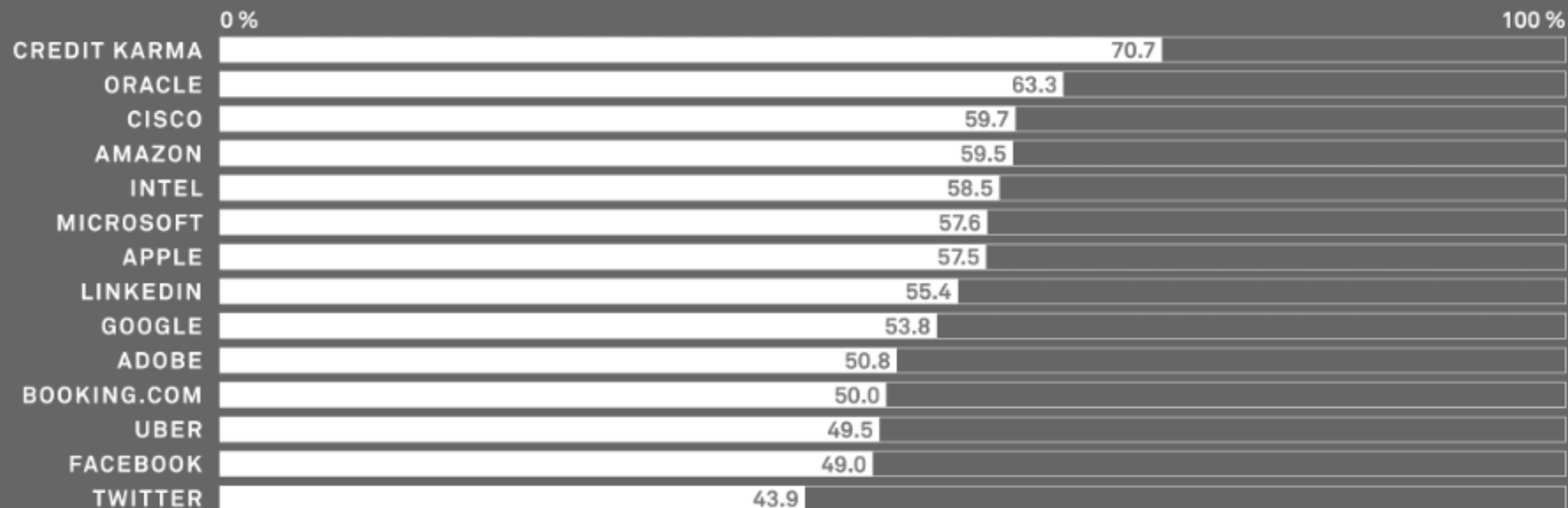
“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- 1. feelings of energy depletion or exhaustion;*
- 2. increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy.*
- 3. Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”*




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TECH WORKERS SUFFERING FROM BURNOUT BY COMPANY



SOURCE: TeamBlind.com. Blind is an anonymous social app for tech employees.
The survey ran from may 12, 2018 through may 21, 2018. A total of 11,487 blind app users participated

- 
1. "HONEYMOON" – ENTHUSIASTIC, SATISFIED, GOOD WORK FLOW.
 2. "BURNING BRIGHT" – IN GENERAL FUNCTIONING WELL, HARMFUL HABITS, WORKACHOLIC, COMFORT-EATING.
 3. CHRONIC SYMPTOMS – SLEEP DISORDERS, IRRITABILITY, SENSITIVITY TO CRITICISM, TIRED, ANGRY.
 4. CRISIS – PESSIMISTIC, INDIFFERENT, DECREASED SELF-CONFIDENCE, PHYSICAL COMPLAINTS.
 5. BURNT OUT – "EXHAUSTED", SEVERE AND LASTING DEPRESSION, INABILITY TO FUNCTION AS NEEDED.

WHAT IS WRONG WITH THIS PICTURE?

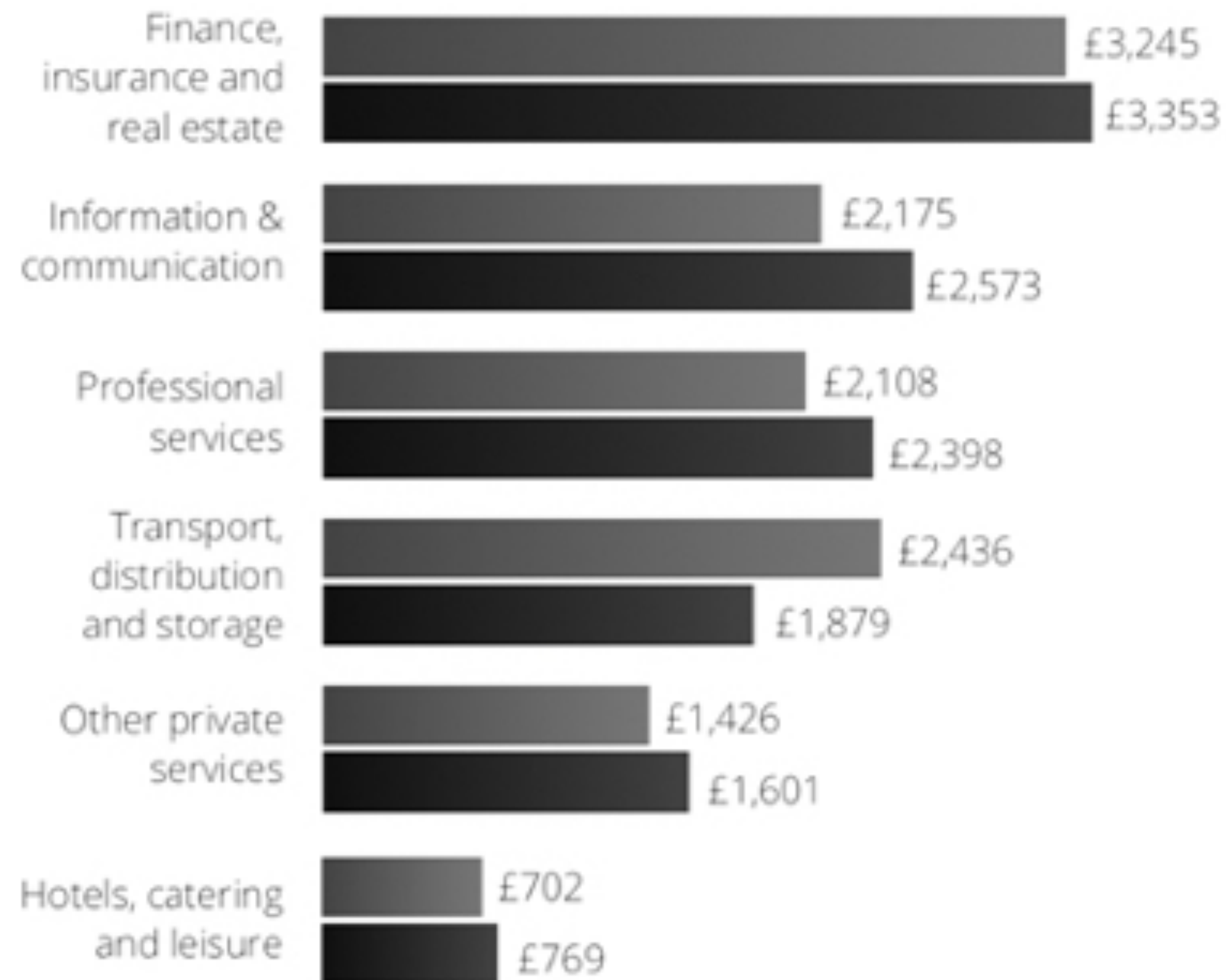


ALIGNMENT = BEING FULLY PRESENT



WHAT IS YOUR ANNUAL COST PER EMPLOYEE?

Private sector costs per employee



Public sector costs per employee



■ Low estimate ■ High estimate ■ Low estimate ■ High estimate

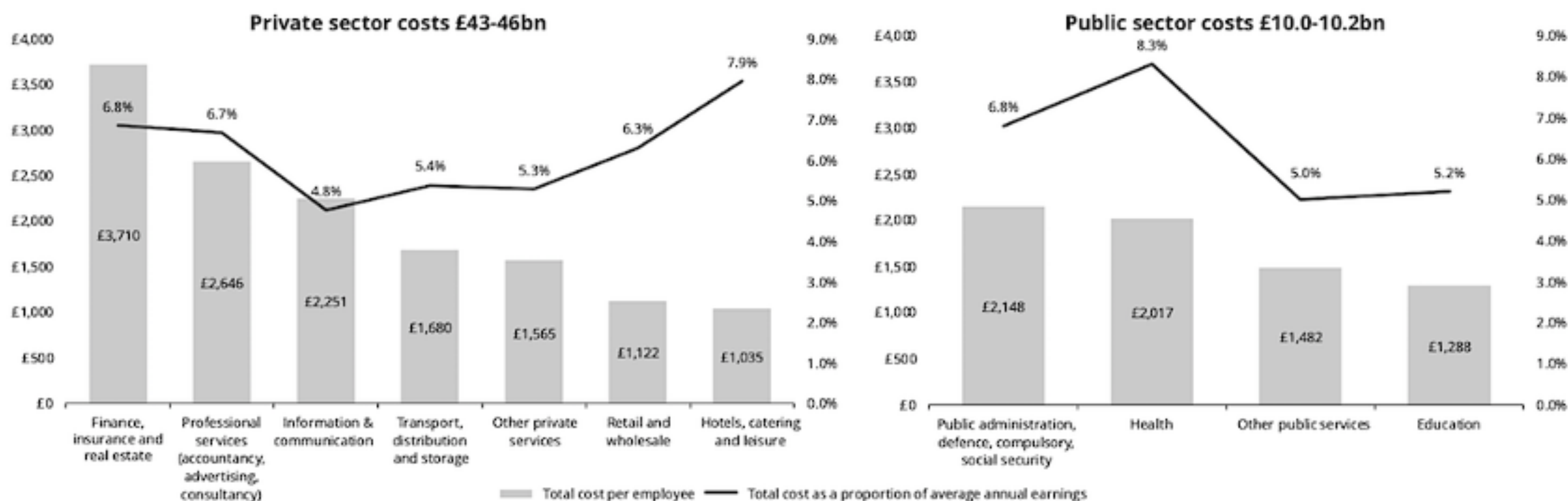
Deloitte.

Mental health and employers | Refreshing the case for investment

The hidden loss from mental health issues is now per employee between:
£1035 and £3,710

Deloitte UK 2022 analysis showed that the **cost to employers of poor mental health from absenteeism, presenteeism and labour turnover in 2020-2021 increased by 25%**, compared to 2019 figures.

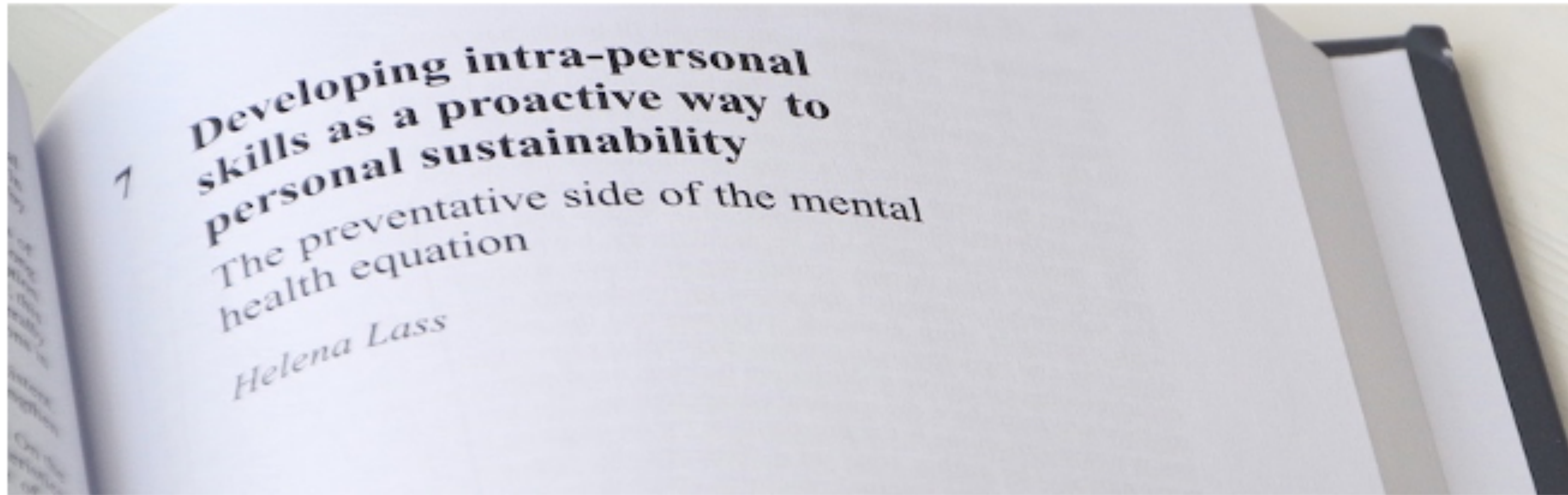
Figure 9. Costs per employee of poor mental health, by sector and industry



LACK OF INNER WELLNESS COSTS US HIGHLY

*“The majority of problems in personal wellbeing, professional excellence and intrapersonal health exist due to the **global lack of understanding on intrapersonal functions and respective skills.**”*

*Current solutions ... **do not provide practical skills** that can be implemented independently.”*



WE NEED INTRAPERSONAL EDUCATION!

*“Health and sustainability of an individual and the collective depends almost entirely upon **personal awareness** to provide an ability to perceive the internal as well as physical environment around us in a **realistic manner.**”*

*“Proactive interventions to increase the quality of life as well as prevention in psychiatry can be furthered through **intrapersonal education.** This new kind of inner education will emphasise conscious focus on the individual as a starting point for transformation towards sustainable lifestyles and society. To change one’s internal functioning is the most positive step one can take to contribute towards increase for personal and world harmony.”*

Dr. Helena Lass, Co-Founder of Wellness Orbit, psychiatrist

WHY MENTAL WELLNESS MATTERS?

Excellent mental health is something that every person can have when their inner functions operate in the most optimal manner!

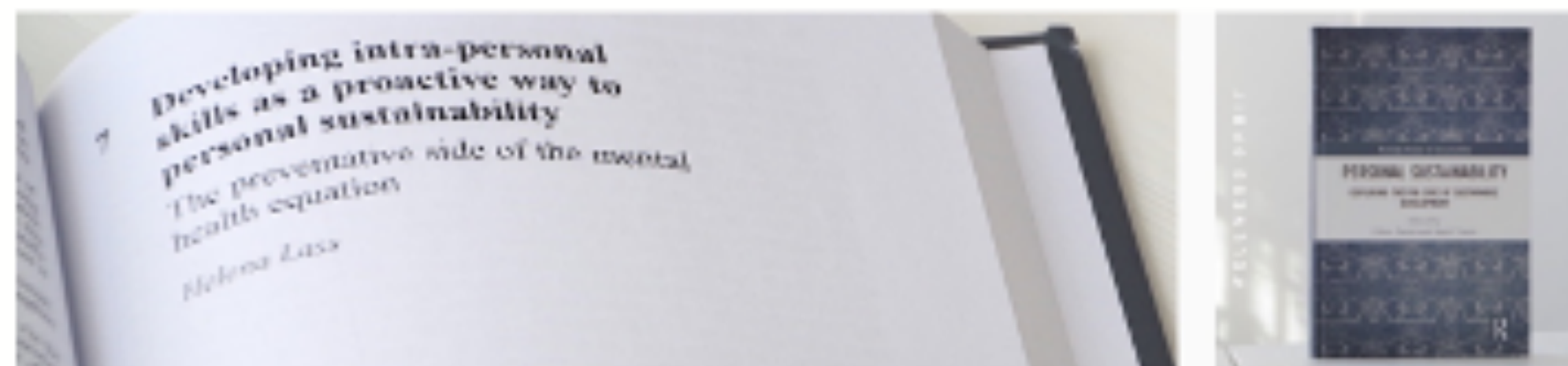
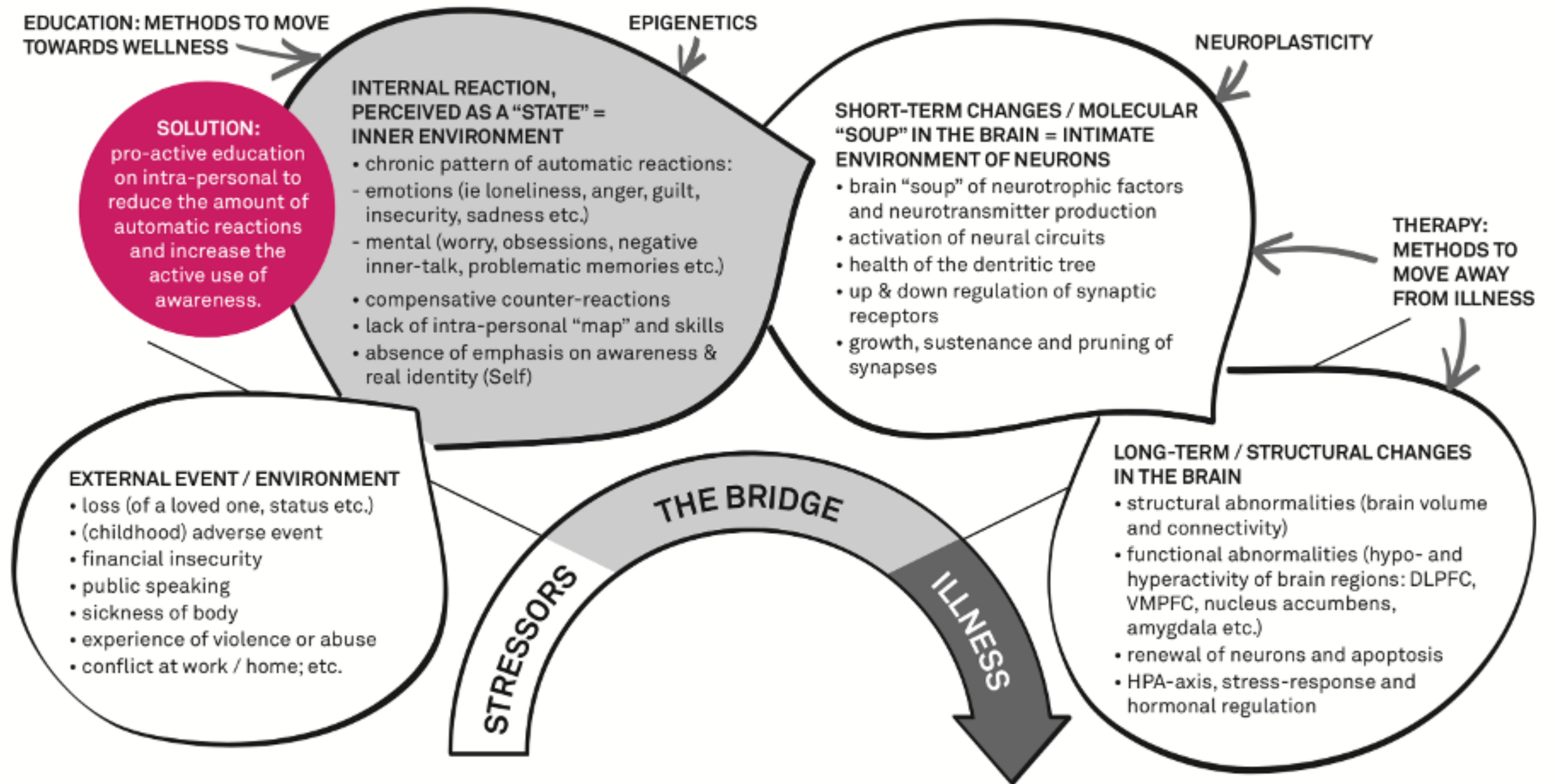
Mental wellness is a vast arena relating to the quality of life. It is a level of psychological well-being that secures a peaceful mind while facing challenges and difficult work tasks.

Learning intrapersonal skills will allow people to:

- **Thrive and be productive;**
- **Be engaged and take personal initiative;**
- **Stay focused (even in the open office environments).**

PREVENTABLE MENTAL HEALTH ISSUES

All work related mental health issues and illnesses develop over the course of life. Thus, those can be prevented.

**LITERATURE:**

Lass, Helena (2018) Developing intra-personal skills as a pro-active way to personal sustainability: The preventative side of the mental health equation. In Personal Sustainability: Exploring the Far Side of Sustainable Development. London: Routledge.

ROLE OF INTRAPERSONAL SKILLS IN LEADERSHIP

- See situation AS IT IS
- Find and understand RELEVANT data
- Know your RECOURCES
- Understand realistic TIMEFRAMES
- Find CREATIVE ways to overcome the lack
- LINK process, governance, and technology
- ALIGN the vision and strategy, obtain realistic and flexible action plan and secure needed process/organization design

Lead processes
(by using intrapersonal skills)

- Understand available HUMAN RESOURCES
- Enable PERSONAL INITIATIVE
- Direct TEAM DYNAMICS
- LET YOUR PEOPLE LEAD their teams and secure support and feedback if and when needed
- Enable and FACILITATE CO-OPERATION
- Recognize and SUPPORT INITIATIVE (accept temporary failure)

Lead people
(teach intrapersonal skills)



LEAD YOURSELF
(learn intrapersonal skills)

- Obtain basic INTRAPERSONALSKILLS for self-leadership
- Stay PRESENT and understand the situation
- Understand the impact of your BEHAVIOR on others
- Understand your role and TAKE INITIATIVE
- Accept your ROLE and take responsibility

INTRAPERSONAL SKILLS FOR SELF-LEADERSHIP

How to be **aware of your awareness and take personal responsibility?**

You operate on several levels at the same time:

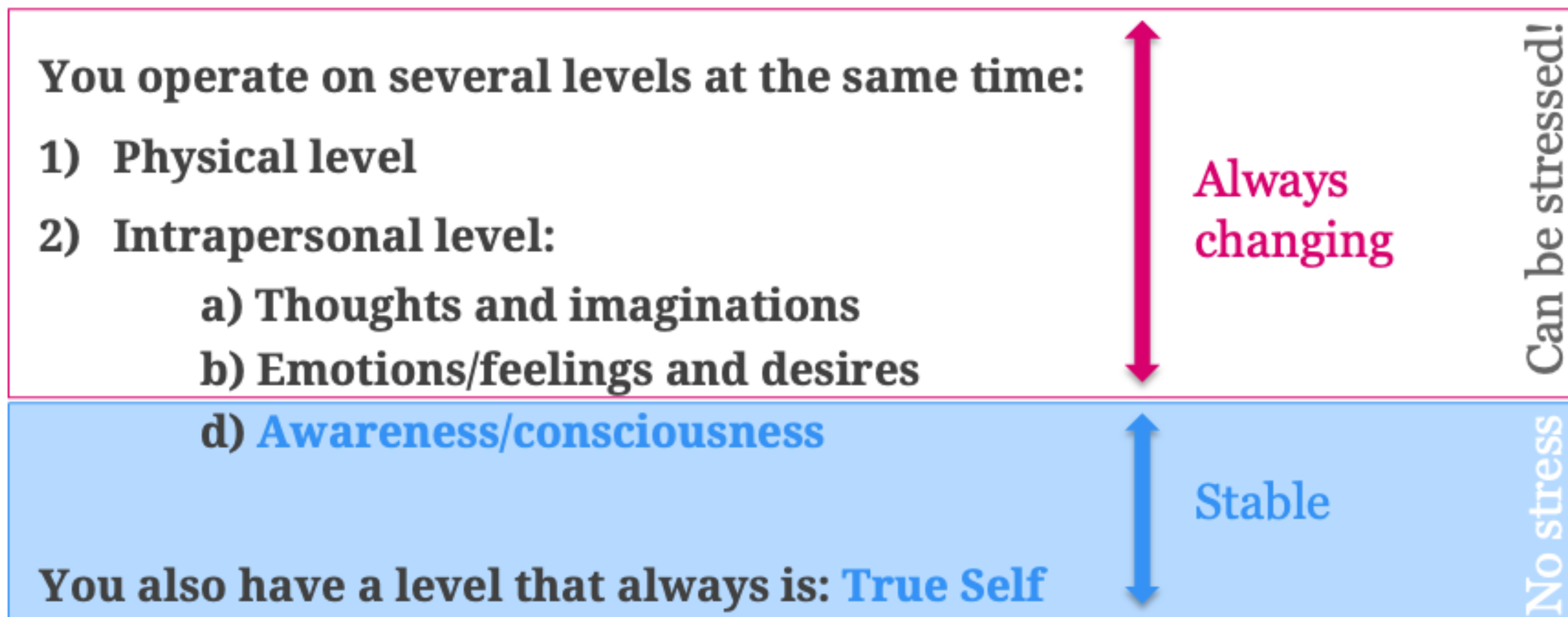
- 1) Physical level: Physical body in the physical world**

- 2) Intrapersonal level:**
 - a) Thoughts and imaginations**
 - b) Emotions/feelings and desires**
 - c) Awareness/consciousness**

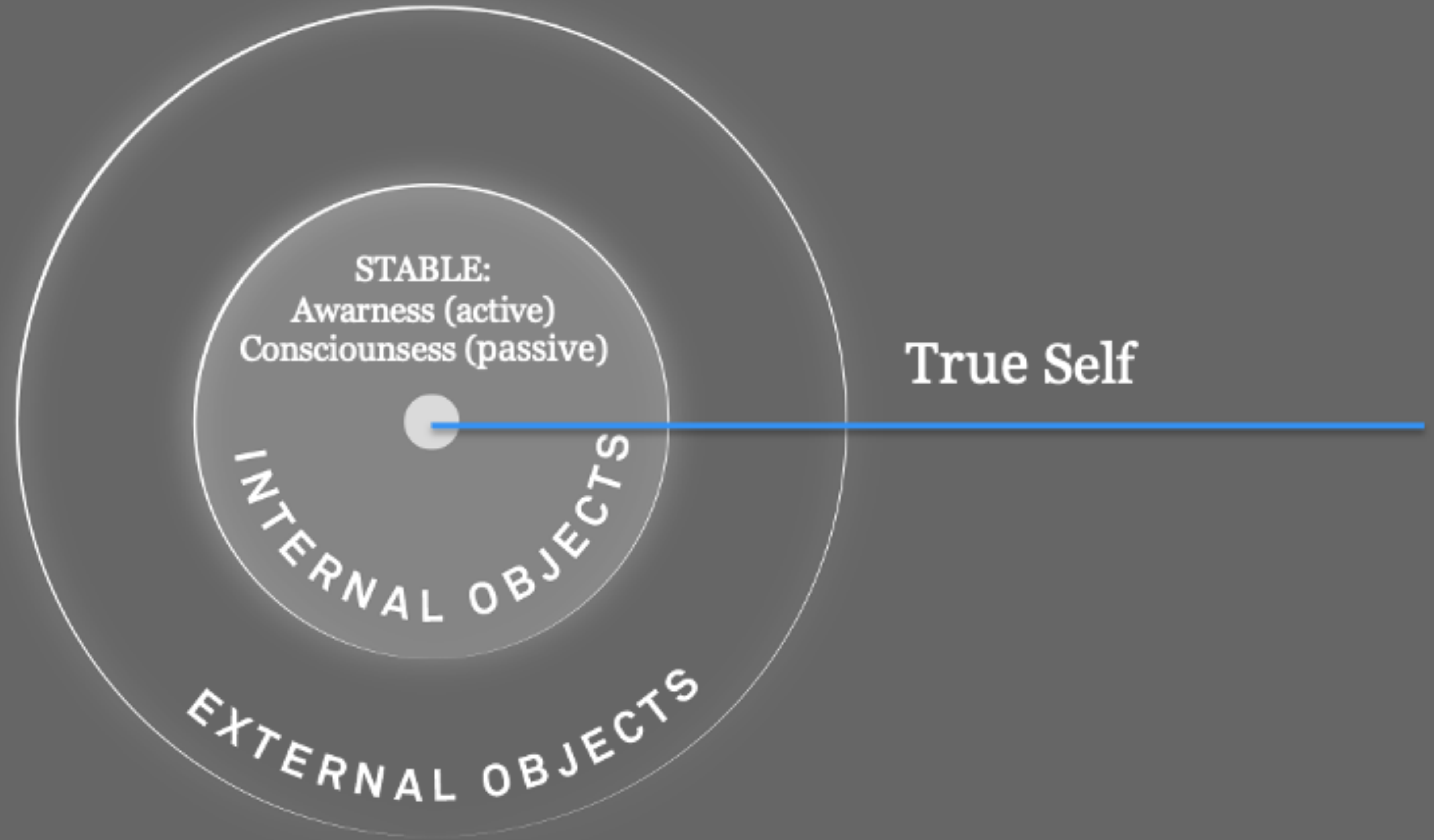
You also have a subtle and invisible level: True Self

INTRAPERSONAL SKILLS FOR SELF-LEADERSHIP

How to be **aware of your awareness** and **take personal responsibility**?



WHAT INFLUENCES OUR BEHAVIOUR?



WHAT IS THE PRICE OF MENTAL WELLNESS?

Replacing your subconscious/automatic inner reactions with aware/conscious response and using of intrapersonal skills.

THE PRICE: RESPONSIBILITY!

Response ability is light: It is your conscious ability to respond!

Responsibility = freedom

Inner freedom = stress-free and mentally healthy life!

INTRAPERSONAL SKILLS ARE FOR PROFESSIONAL EXCELLENCE

INTRAPERSONAL SKILLS ARE FOR PERSONAL THRIVING

WELLNESS ORBIT



The world's first fully digital mental wellness gym for teams



Many thanks!



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