



Emotional Fitness at Work: Building Stronger People, Teams, and Cultures

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Meet Your Learning Facilitator



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Agenda

Organizational Imperative



Culture & Leadership



Emotional Fitness



Action Steps



Let's Take a Moment...How to Put These Thoughts on a Shelf?

Was I patient
enough with
my co-worker?

What am I going
to do to explain
my request to
my manager?

What is for
dinner?
Did I buy enough
milk?

How am I going
to work on
Friday, when my
daughter has an
appointment?



I am not sure
how to let my
sister know I
can't help?

Addressing Mental Health Is An Organizational Imperative



The Barriers to Positive Emotional Wellbeing



**Access and
Affordability**



**Care Fragmentation and
Gaps in Quality²**

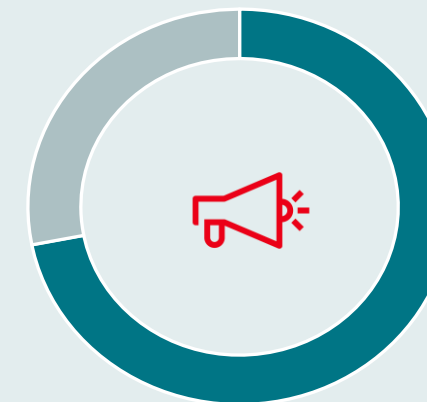


**Workplace Culture
and Management¹**



**Societal and Individual
Influences and Impacts**

Let's talk about my mental health



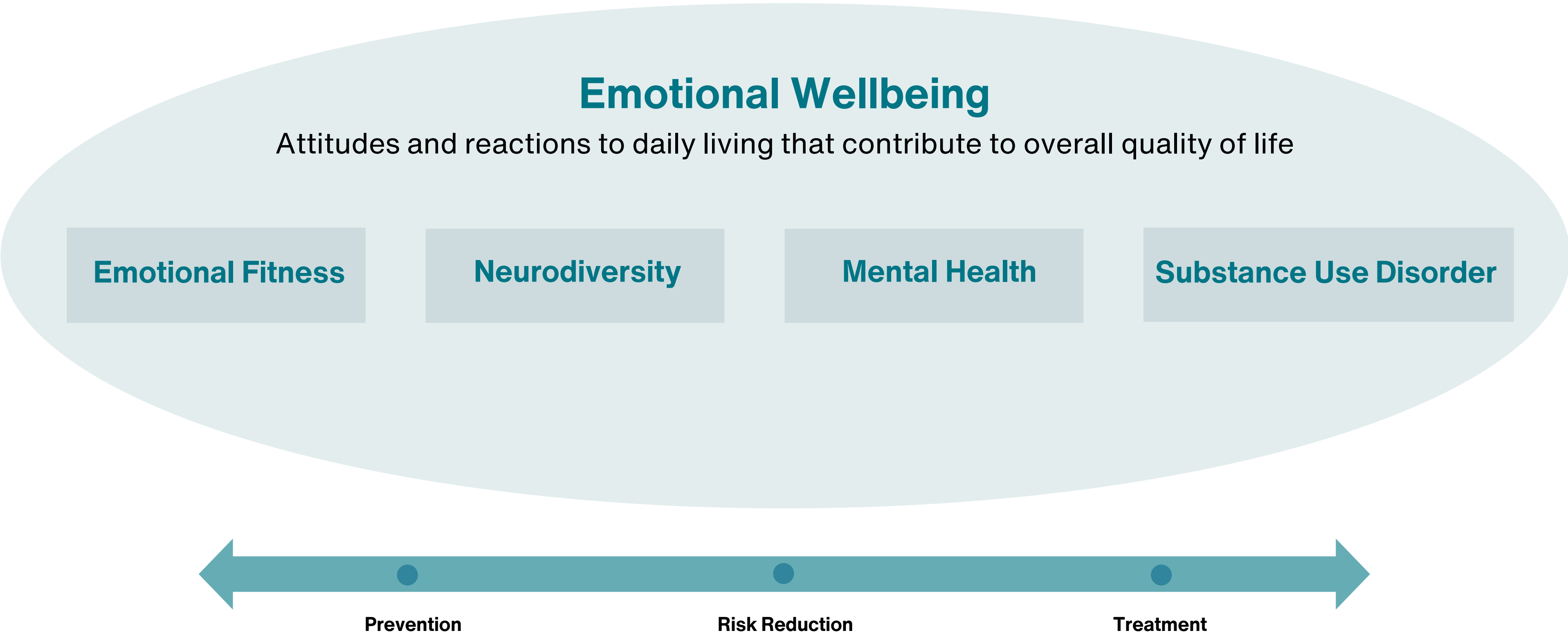
72% of Gen Zers want
to talk about mental health
openly at work

66% of female
parents and **51%** 
of male parents said their workplace culture
is not supportive of their mental health

Sources:

1. Calm 2023 Workforce Mental Health Trends Report
2. *Overcoming barriers to mental health treatment*. Lyra Health. (2022, October 19). <https://www.lyrahealth.com/blog/barriers-mental-health/>
3. *The state of Mental Health in America*. Mental Health America. (n.d.). <https://mhanational.org/issues/state-mental-health-america>
4. Over One-Third of Americans Live in Areas Lacking Mental Health Professionals" USAFacts, 14 July 2021, [Over one-third of Americans live in areas lacking mental health professionals - USAFacts](https://www.usafacts.com/articles/mental-health/over-one-third-of-americans-live-in-areas-lacking-mental-health-professionals/)

Getting Grounded



Employee Wellbeing and Leadership

Generational differences impact the support and communication needed

Generations	Leadership Support Needed	Preferred Communications
Traditionalists 1925-1945	• Provide satisfying work and opportunities to contribute • Emphasize stability	• Personal touch • Handwritten touch
Baby Boomers 1946-1964	• Provide them with specific goals and deadlines • Put them in mentor roles • Offer coaching-style feedback	• Whatever is most efficient, including phone calls and face to face
Generation X 1965-1980	• Give immediate feedback • Provide flexible work arrangements and work-life balance • Extend opportunities for personal development	• Whatever is most efficient, including phone calls and face to face
Millennials 1981-2000	• Get to know them personally • Manage by results • Be flexible on schedule and work assignments • Provide immediate feedback	• Face-to-face • Texts • Email
Generation Z 2001-2012	• Offer opportunities to work on multiple projects at the same time • Provide work-life balance • Allow them to be self-directed and independent	• IM's • Texts • Social media

Getting Grounded — Emotional Fitness

Emotional Fitness

Life qualities and feelings that include **managing essentials, having a sense of belonging, feeling a purpose, and flourishing as an individual.**

Foundational to positive emotional health, viewed as preventive.



Emotional Fitness: Workplace & Culture are Critical

Cultivating an emotionally fit workforce is a critical component in building workforce resilience and it starts with influencers.



Behaviors of influencers impact the actions and job performance of employees¹



Employees who feel supported by their organization are **5 times** more likely to trust the company and its leaders³



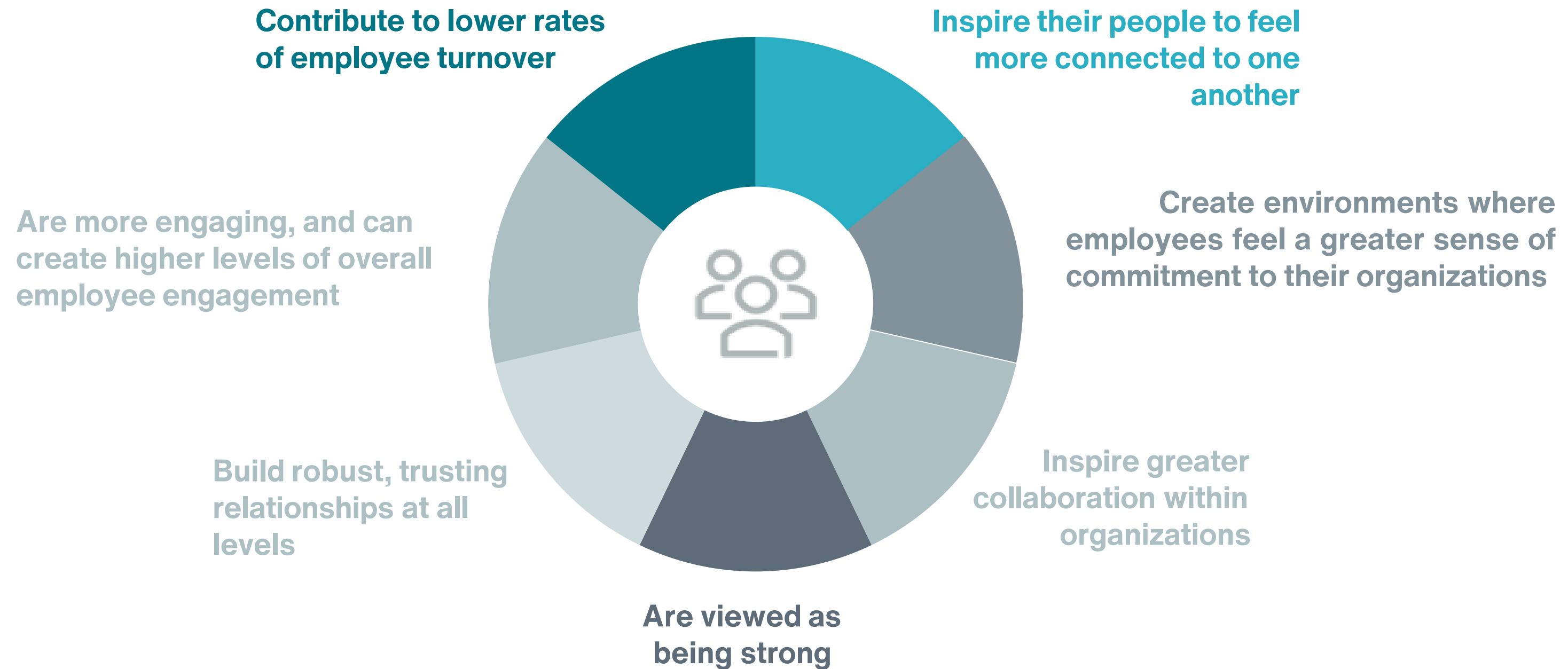
Most common obstacle to self-care is leaders who don't promote mental health³



57% of people feel it would be easier to disclose a mental health issue if their employer were supportive²

Emotionally Fit Leadership at Work

Emotionally fit leaders *build psychological safety*.



What is Self-Care?

Self-care means taking the time to do things that help you live well and improve both your physical and mental health

Consistent self-care can help manage stress, lower risk of illness, and increase overall energy

Completing small acts of self-care daily can make an impact over time. Find ways to incorporate it into your routine!

Self-care efforts should aim to manage stress and other negative states, and to maintain or enhance well-being and overall functioning

Sources: NIMH – National Institute of Mental Health

Let's Take a Moment For Our Emotional Wellbeing

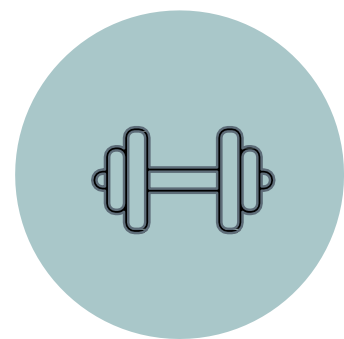


Emotional Wellbeing and Emotional Fitness for Influencers and Leaders

Aon's Definitions



Emotional Wellbeing is our attitudes and reactions to daily living.



Emotional Fitness is having the capacity for emotional strength, endurance, and flexibility through meeting essential needs, securing a sense of belonging, cultivating a sense of purpose, and finding opportunities to flourish.



An **Emotionally Fit Influencer** has the capability to create a psychologically safe workplace by encouraging people to be authentic, showing compassion, encouraging belonging and supporting colleagues to find purpose in order to flourish.

Diving Deeper: Emotional Fitness Influencer

Authenticity

True to one's own personality, spirit, or character



Compassion

Consciousness of others' distress with a desire to alleviate it



Emotional Fitness

is having the capacity emotional strength, endurance, and flexibility through meeting essential needs, securing a sense of belonging, cultivating a sense of purpose, and finding opportunities to flourish.



Purpose and Belonging

A sense of *purpose* means dedicating yourself to a cause beyond yourself.
Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group.



Psychological Safety

The belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes



Flourishing

Marked by vigorous and healthy growth : very active and successful

Authenticity



True to one's own personality, spirit, or character

Example: Being self-aware while sharing my experiences and thoughts as a leader when it involves a sensitive or far-reaching impact.

For example, sharing the struggles of COVID-19.

Compassion



Consciousness of others' distress
with a desire to alleviate it

Example: If someone calls into work that they had an emergency, allowing that person the time away from work to manage the need.

An example is to encourage a person to take days off post the loss of a parent, and access what they need to heal. As a leader, provide support and offer/suggest resources available for the member if applicable or when requested by member.

Purpose and Belonging



A sense of purpose means dedicating yourself to a cause beyond yourself. Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group.

Example: Asking people what skills they have or interests that we do not know about, and how to bring those to life at work? (i.e., asking someone what they enjoy about their job, what's difficult, what skills are not being utilized, asking for feedback).

Flourishing



Marked by vigorous and health growth – very active and successful

Example: Understanding what a person is seeking to accomplish in their career, and to help them create that pathway and/or understanding what the person needs for their personal life and creating connections to help them explore their interest.

Professional Opportunities: opening door to network, course to learn, time way from work to do continued education, stretch assignment.

Personal Opportunities: ERGS, volunteer on behalf of the company, etc.

Psychological Safety



The belief that you won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes

Example: Leader vocalizes their availability throughout the workday for team members to bring forth any ideas, concerns, or discussion.

Colleagues can seek help and get support without judgement and fear.

How to put the Traits into Practice: Emotional Fitness



Seek to Understand; Listen First

- Regular Meetings
- Focus Groups
- Listen for what is not said



Communicate Openly

- Weekly or Monthly Connect with Peers
- Sharing Pictures from your Time Away from the Office
- Storytelling



Including Others

- Offer to Mentor
- Ask someone for Guidance



Welcome Others

- Setting up time with a new hire or unfamiliar colleague



Show Gratitude

- Written Messages (Private)
- Shout Out (Publicly)



Resource & Time Management

- Create time and access to resources that will continue to grow emotional fitness



Events

(Local or Organization)

- 5K walk for National Alliance of Mental Illness (NAMI)
- Team Building Day
- Coffee w/ Peer



Healthy Habits

- Take your Paid Time Off, Sick Time, Paid Leave
- End 30 Minute Meetings 5 minutes early or 60 Minute Meetings 10 minutes early

Ways to Practice Self-Care

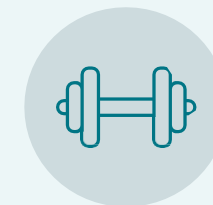
Mental

- Set goals and priorities
- Try a relaxing activity or engage in a low-stress hobby
- Practice gratitude
- Attempt to do something you enjoy every day
- Seek supervision or professional support when needed



Physical

- Get regular exercise
- Eat healthy, regular meals
- Stay hydrated
- Prioritize 15 minutes of activity outside daily
- Adhere to prescribed medication and supplement routines
- Practice good sleep hygiene



Social

- Stay connected to loved ones
- Utilize warmlines for peer support
- Include humor into your life
- Engage in a community organization with shared interests
- Volunteer



Sources: NIMH – National Institute of Mental Health, MHA – Mental Health America

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Thank You