



mind  plus

# Workplace Resilience Program

**'Adversity introduces men or  
women to themselves'**

- Albert Einstein

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'It is your reaction to adversity, not adversity itself that determines how your life story will develop.'

- Nelson Mandela



Over the past year, business leaders and companies worldwide have had to learn how to keep going during deeply unsettling events. Resilience and the ability to bounce back after difficult times is definitely an invaluable trait, but COVID-19's large scale disruption of day-to-day business operations brought into focus the importance of resilience in the world of work, because companies were forced to completely reimagine how to get work done within the constraints of a global health crisis.

A culture of resilience in the workplace offers the potential to support psychological wellbeing and improve the performance of both people and organisations.

# Expected Behavioral Health Impacts in the Workplace

*There are major impacts on the behavioral health and wellness of employees due to the COVID19 pandemic.*

The most common reasons are



Burnout



Compassion fatigue



Moral injury

**‘New beginnings are often disguised as painful endings.’**

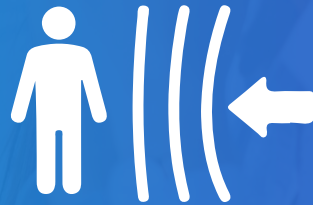
- Lao Tzu

## Why focus on Resilience?

Resilient organizations are made up of resilient individuals. During difficult times, stress can destroy creativity and productivity. But this is not the only option. Building mental well-being and resilience skills can allow organizations to deal better with the chaos and uncertainty of the outside world whilst allowing them to come together with a shared sense of meaning and purpose.

As we start dealing with the new normal in the brave new world, we must strive to work on various components of our mental health such as stress management, dealing with the ongoing grief, fear and uncertainty, effective communication, cultivating empathy to work towards building resilience and looking after our well-being, especially during such difficult times.

As home and office blend together, striking a balance between family and work life might feel nearly impossible. It's easy to feel distracted, unmotivated or unable to do it all. Feelings such as inadequacy, stress and worry are heightened as we try to balance home duties alongside work tasks.



## What can we do?

We spend the majority of our adult life at the workplace. We can make a choice to either continue being a victim of the stress and chaos, or learn new ways of upgrading ourselves so that we can deal better with the ever changing external world. At MindPlus we assist organizations to deal with the "new" normal. This allows them to not just cope better, but adapt and even thrive.



‘The future depends on  
what you do today’

- Gandhi



# Our Program

Just like any other initiative, resilience is heavily influenced by cultural contexts, established ways of working and awareness and modelling by leadership teams. If the psychological climate of an organization is supportive and positive, it becomes easier for its members to cope better with personal challenges that they might be facing and support each other during such times.

Our program is based on core components of Resilience, Mindfulness and Emotional Intelligence as listed below :

Topics	Objectives
<b>Dealing with 'New Normal'</b>	<ul style="list-style-type: none"><li>● 'New Normal' - Current scenario and its impact</li><li>● Navigating through the difficult emotions around the New Normal</li><li>● Practical tips on managing work in the New Normal</li><li>● Empowerment and Control - Establishing a sense of control</li></ul>
<b>Performing under Pressure</b>	<ul style="list-style-type: none"><li>● Recognizing how stress shapes our brain</li><li>● Importance of Mindfulness in managing stress</li><li>● Practice exercise to try right away</li></ul>
<b>Technology and Productivity</b>	<ul style="list-style-type: none"><li>● Impact between technology overload on well being and productivity</li><li>● Digital fatigue and burnout</li><li>● Dealing with distractions, interruptions and flow</li><li>● Understanding skills to optimise well being and performance</li></ul>
<b>Cultivating Mindfulness</b>	<ul style="list-style-type: none"><li>● Understanding the concept of Mindfulness</li><li>● The science behind Mindfulness</li><li>● Mindfulness : The techniques, know- how, understanding the practice</li><li>● Incorporating Mindfulness into effective habits for everyday life</li></ul>

Topics	Objectives
<b>Building Social and Emotional Immunity</b>	<ul style="list-style-type: none"> <li>● Awareness of Social and Emotional Contagions</li> <li>● Impact of emotional and social wellbeing on behaviour</li> <li>● Strategies to build social and emotional immunity</li> </ul>
<b>Building Resilience</b>	<ul style="list-style-type: none"> <li>● Elements of Resilience-3C'S &amp; 3P'S</li> <li>● Strategies for building Resilience</li> <li>● Building Long term skills for optimising performance in the face of uncertainty and change</li> </ul>
<b>Science of Change and Habit formation</b>	<ul style="list-style-type: none"> <li>● Neurobiology of Habit change-The Habit Loop.</li> <li>● Understand the cognitive biases affecting mind-sets and behaviours when facing change</li> <li>● Incorporating skills to identify obstacles to habit change</li> <li>● Initiating sustainable behaviour change</li> </ul>
<b>Mental Health Awareness</b>	<ul style="list-style-type: none"> <li>● Mental health at workplace and its impact on Employee's working life</li> <li>● Create a new collaborative approach to reducing mental health risk factors and promote a positive environment at workplace</li> <li>● Increase help seeking behaviour at workplace</li> </ul>
<b>Navigating uncomfortable emotions</b>	<ul style="list-style-type: none"> <li>● Enhance emotional awareness</li> <li>● Strategies to manage uncomfortable emotions</li> <li>● Self compassion and its role in managing difficult emotions</li> <li>● Link between mindfulness, wellbeing and performance</li> </ul>
<b>Building a Mindful Culture at Workplace</b>	<ul style="list-style-type: none"> <li>● Autopilot Mode :Understanding how cognitive biases impair decision making.</li> <li>● Mindful Communication for sustainable change at workplace</li> <li>● Incorporating Mindfulness to align Workplace culture</li> </ul>

# Program Deliverables

Deliverables	Description
Assessments to assess impact of the Program	Pre and Post – Before the program deliverables are initiated and as the program ends
Monthly workshops	Various topics relating to performance, resilience and mental well-being
Individual coaching and therapy sessions	Discount on Therapy Services
MindPlus Mobile Application	Access to the MindPlus Mobile Application

\*Continued Assistance - Seamless Support and Assistance by MindPlus Team of Psychologists throughout the program.



Resilience should be on every organization's agenda. We're here to put the solution in your hands.

## Contact Us



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