

Leadership and Mental Health: Having Resiliency in a Troubled World

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Introduction

Therapist for over 15 years

Work in field of mental health in the private sectors and in prisons

Lost a child to a mental illness battle

Non-profit advocate for mental illness in schools.

Disclaimer: We will be talking about mental health today which may include topics that may be triggering to some. We will also discuss resources for those who are struggles with this topic. If you are struggling with thoughts or ideations of harming yourself. Please contact 988

Creating Meaningful Connections

- Understanding Mental Health
- Effectively connecting with Self
- Self-care
- Effectively connecting with Others
- Listen and learn-Confrontation to Allyship
- Encourage dialog- versus encourage feedback
- Leaning into the discomfort— Understanding the when others are struggling and knowing how to be supportive
- Assessing your Organizations Mental Health Grade
- Conflict Resolution: How to Navigate Appointed Officials

What is Mental Health

- Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act.
- Factors:
 - Biological, such as genes and brain chemistry
 - Life experience, such as trauma or abuse
 - Family history of mental health problems

- When I feel the following:
 - Overwhelm
 - Fatigue
 - Disproportionate rage, anger, or resentment
 - Agoraphobia –Fear of being in place outside of home or work
 - Anxious or intrusive thoughts
 - Apathy- Lost of interest in usual activities
 - Hopelessness
 - Social withdrawal

When these things are affecting my ability to function i.e. work, enjoy relationships, feel good about myself.

When do I
need a
Professional
help?

Why is their stigma around mental health?

- Labels and stigmas are at the heart of mental illness
 - Public stigmas
 - Self stigmas
- So, the average person with a mental illness suffers doubly with the illness and perceived labels and stigmas.
- Things that help:
 - Understanding the recovery is possible
 - Talk openly
 - Show compassion
 - Offer Education
 - Offer accommodations

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*Effectively Connnecting
with Self*

Self-care

- “A healthy self-love means we have no compulsion to justify to ourselves or others why we take vacations, why we sleep late, why we buy new shoes, why we spoil ourselves from time to time. We feel comfortable doing things which add quality and beauty to life.”
- Andrew Matthews
- “Accept yourself, love yourself, and keep moving forward. If you want to fly, you have to give up what weighs you down.”
- Roy T. Bennett

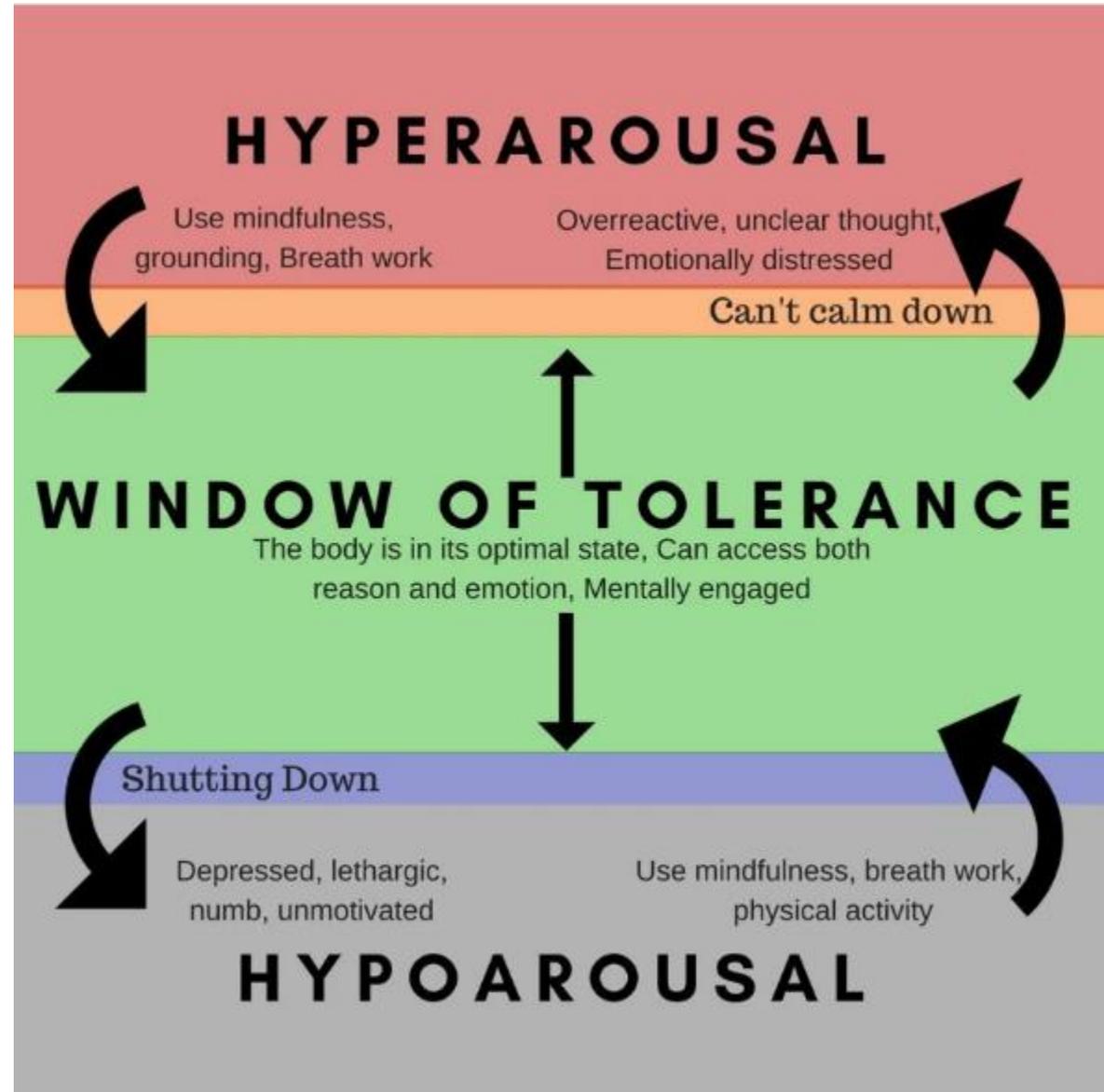
our window of tolerance

When we are **hyper-aroused** we may feel:

- we can't calm down
- anxious
- fearful
- panicky
- hypervigilant
- defensive
- angry

When we are **hypo-aroused** we may feel:

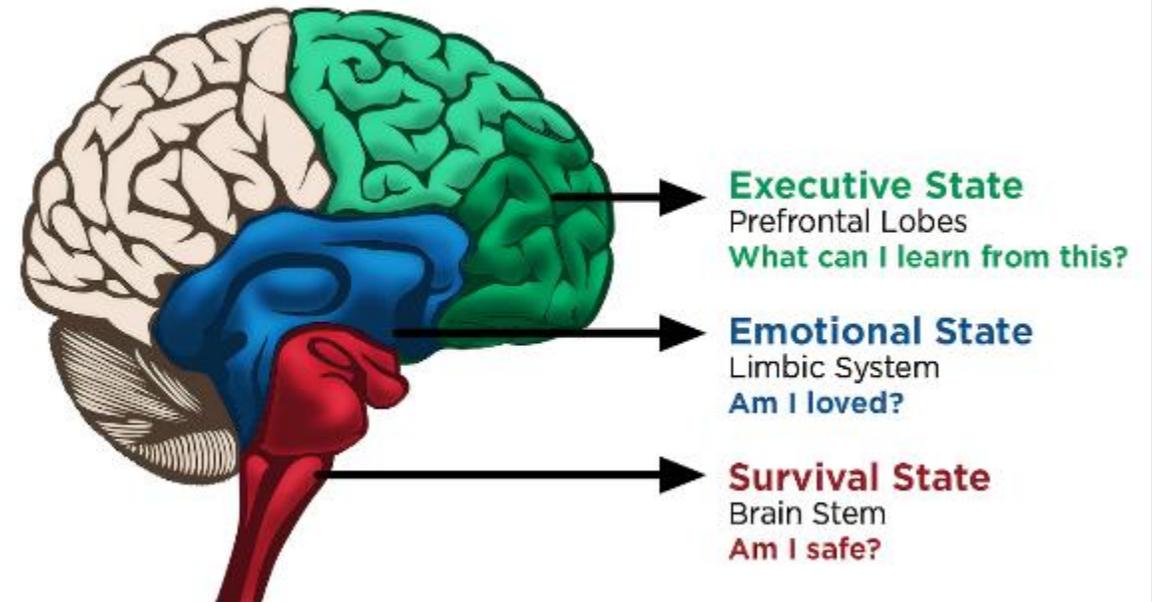
- like we are shutting down
- numb
- feelingless
- drained of energy
- unable to think or respond
- less able to move
- ashamed



We stop using the thinking part of our brain and lose access to our executive skills

We start to exclusively use the parts of the brain responsible for emotion and survival instincts

We are also more likely to make poor choices, display behaviours that aren't helpful to us, or do/say things that harm relationships



Manage our physical environment

Practice good self care

Be kind to our mind

Make connections

Develop helpful strategies or habits

Meditation, listening to music, or engaging in hobbies can expand your window of tolerance

EXPAND
your Window of Tolerance



To improve our capacity to stay in, or return to, our window of tolerance as quickly as possible we could try some of the following things:

- Learn to notice of signs in our body when we are approaching the edge of your window of tolerance
- Learn the triggers that threaten to push us out of our window of tolerance
- Learn to self-regulate more effectively we may initially need help with this
- Increase our happiness by being creative, socialising, getting outdoors, laughing
- Reduce SHAME by showing self-compassion, reframing our thoughts
- Build resilience through connections, wellness, having purpose
- Practice mindfulness to be more aware, open, accepting, present

But remember **ALL** of these things take **PRACTICE!**

MYTHS ABOUT SELF-CARE

 Self-care is an indulgence

 Meaningful self-care includes making mindful changes in patterns of thoughts and behaviours that do not contribute to your wellbeing.

 Self-care is selfish

 When you make time for yourself and get sufficient rest & exercise, you feel more energetic and will be able to do more - for yourself as well as for those around you.

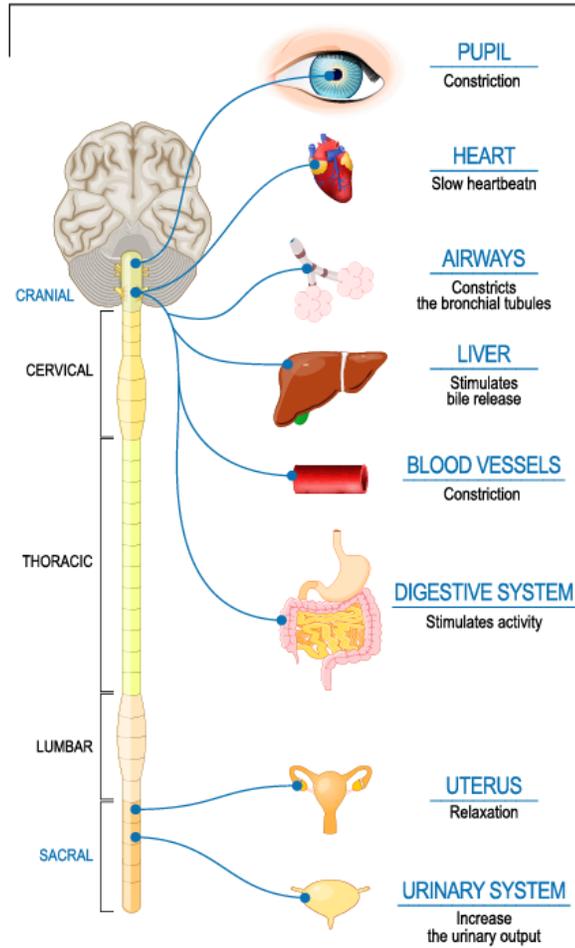
 Self-care is a one-time experience

 Looking after yourself is an ongoing practice in building resilience to face hardships and in preventing burnout.

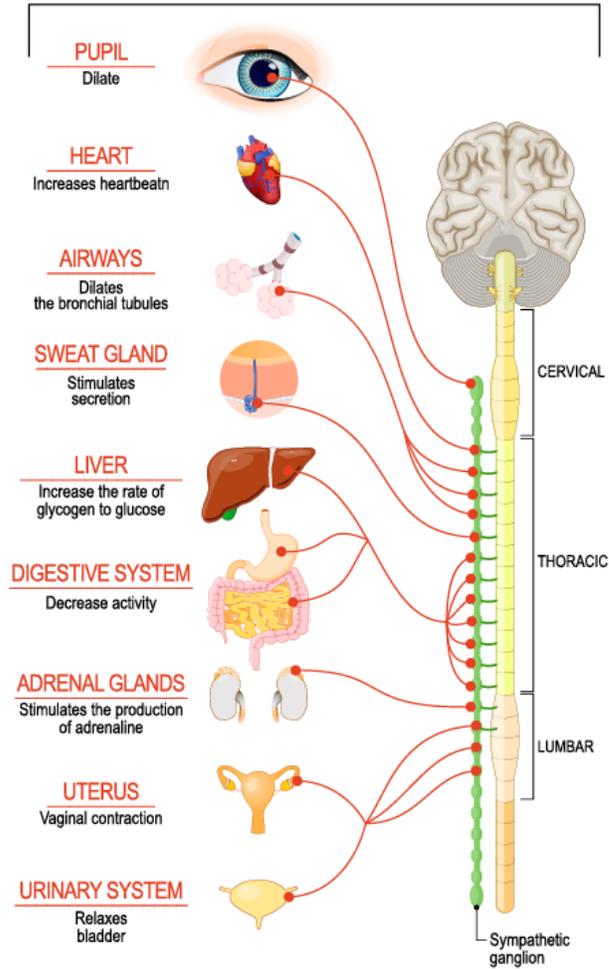
 Self-care is time consuming

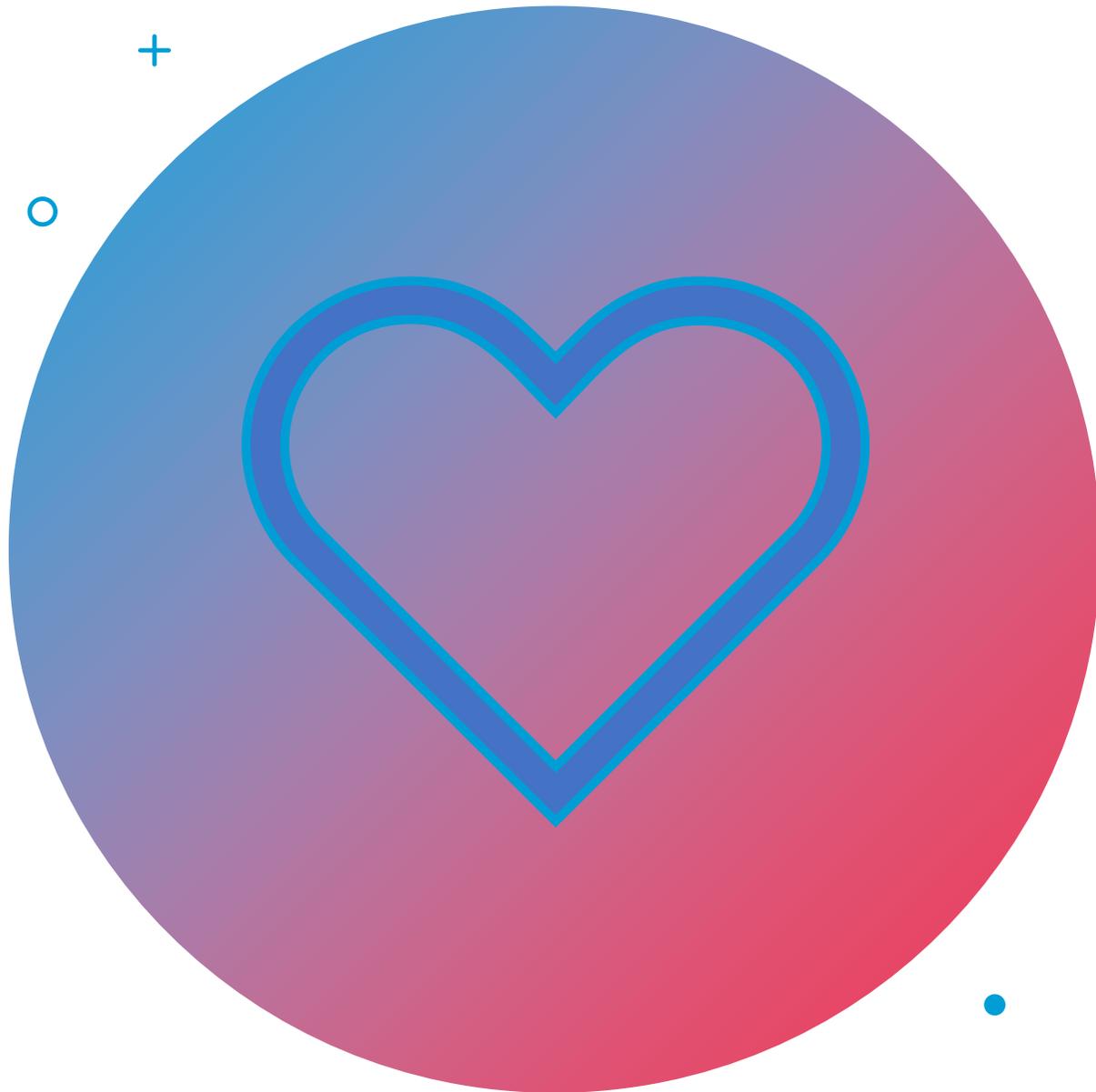
 Self-care does not require you to take out a huge chunk of time from your busy day.

Parasympathetic



Sympathetic

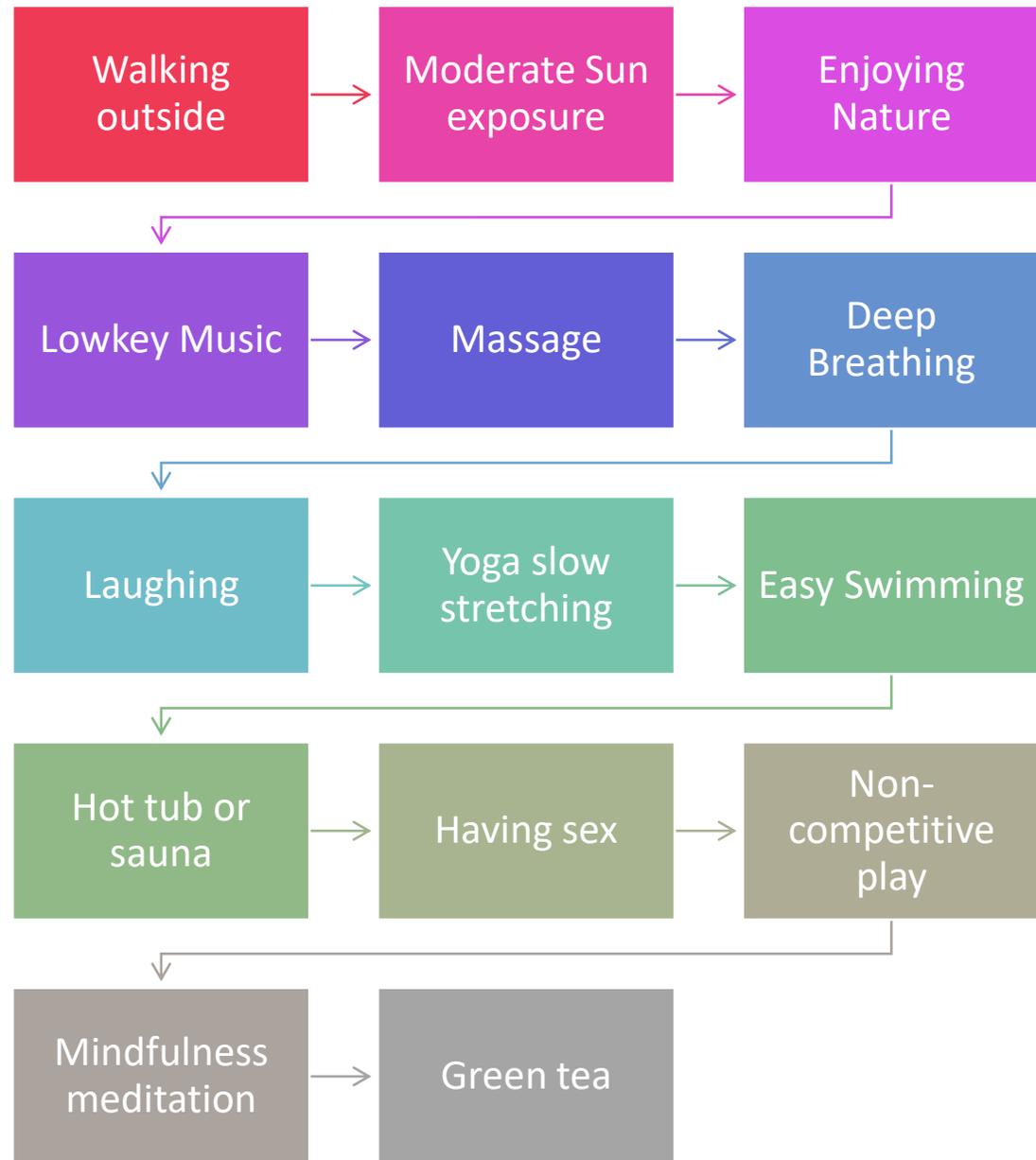




Parasympathetic nervous system

- The **parasympathetic nervous system** is responsible for the body's rest and digestion **response** when the body is relaxed, resting, or feeding. It basically undoes the work of sympathetic division after a stressful situation. The **parasympathetic nervous system** decreases respiration and heart rate and increases digestion

Parasympathetic activities



Note

Screen time is stimulating, so it doesn't help you here!!





Active Rest-
reducing
stress through
the body
leaves you
energized.
Only 3-5
minutes is
needed!

Self- Compassion

- Ask for help/support when needed
- Get coaching if you feel stuck
- Get counseling if you feel helpless
- Know your limits, honor them
- Unplug at least once a week
- Understand being Connected mean understanding your capacity and doing the right things not all things!
- “Accept yourself, love yourself, and keep moving forward. If you want to fly, you have to give up what weighs you down.” Roy T. Bennett

Burnout

- Address your stress
- Start the process of reaching out to others
- Frequency of reaching out to others
- improve frequency-regular check in times
- Check-ins are focusing on listening and learning
- enhancing relationships
- Burnout is connection with isolation of thoughts
- As odd as it may seem this is time to connect and to show gratitude with our co-workers in ways we haven't had before
- Address abundance and not scarcity

The background features two large teal shapes: a triangle on the left and a trapezoid on the right, both pointing towards the center. The text is centered between these shapes.

*Effectively Connnecting
with Others*

Listening and Learning- Guide for Managers and Leaders

High levels of
curiosity heals
conflict

Conflict to
Companionship

What is your
impact? Test

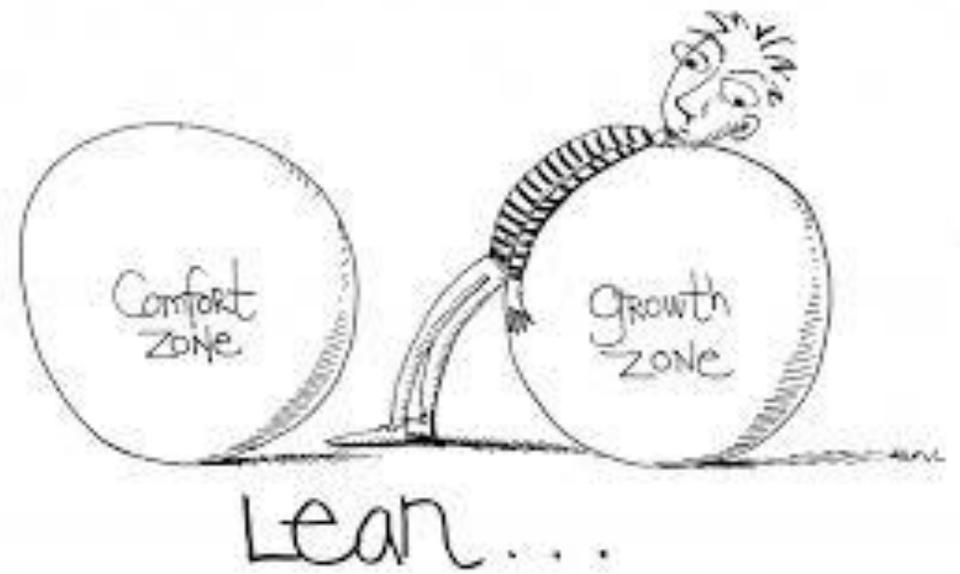
How do you
make things go
right in the
future?

Dialog vs. Feedback

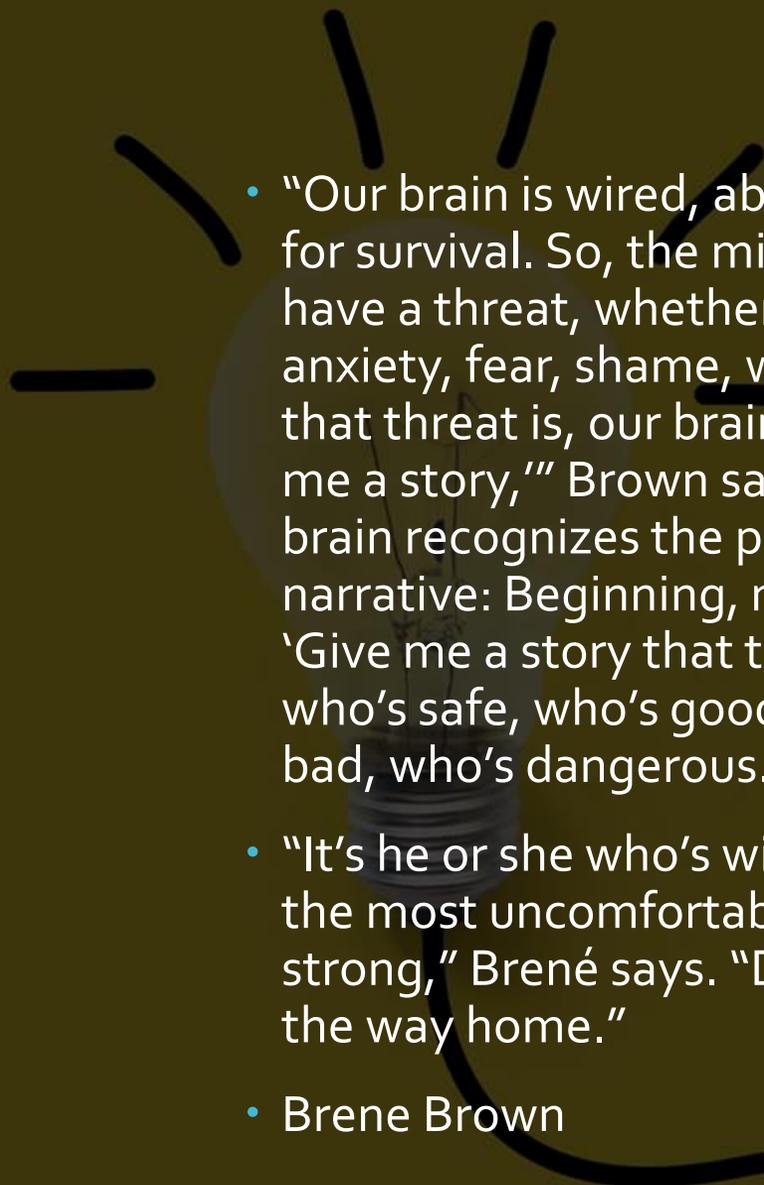
Discussion is talk that has a purpose—often to make a decision. ... Dialogue engages people in building their understanding of an issue, without the pressure to make decisions or be "right." People inquire into ideas, rather than advocate for their own or others' ideas.

Feedback is defined as a return of information about a result or the returned portion of a process. An example of feedback is a judge in a dance competition giving constructive criticism after a performance.

Lean into discomfort



Discomfort

- 
- “Our brain is wired, above all else, for survival. So, the minute we have a threat, whether it’s anxiety, fear, shame, whatever that threat is, our brain says, ‘Give me a story,’” Brown says. “Our brain recognizes the pattern of a narrative: Beginning, middle, end. ‘Give me a story that tells me who’s safe, who’s good, who’s bad, who’s dangerous.’”
 - “It’s he or she who’s willing to be the most uncomfortable can rise strong,” Brené says. “Discomfort: the way home.”
 - Brené Brown

- When you recognize that the discomfort is taking you closer to your goal. When you understand that the discomfort is the signal indicating that your neurology working intensely to build new patterns of wisdom. Then, you'll gladly lean into your discomfort.\

Some things to try?

Find something you're procrastinating on and lean into the discomfort of it.

Face a scary project you've been trying not to think about.

Contact Employee Assistance (It's free)

Have a difficult conversation you're afraid of having.

Talk to strangers.

Put yourself in uncomfortable social situations.

Push yourself a bit with exercise.

Try new foods, recipes, ways of cooking.

Dance in public.

Learn something new and difficult.

Meditate for longer than you usually do.

Connect with self worth

Brief Assessment regarding the Mental Health of Your Org!



Bonus:
Leading
Elected
Officials

Defining
Narcissism

World of
Achievement

The Need to
be Right

Setting
Boundaries

Owning Self
Confidence

Questions

- dnahealthutah@gmail.com, Desmond Lomax
LinkedIn
- Employee Assistance
- Suicide Hotline – 988
- Suicidepreventionlifeline.org
- www.Illuminateunity.org