

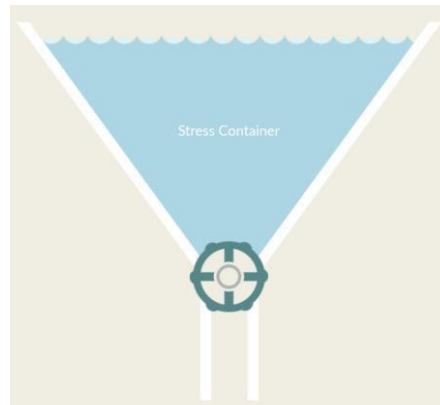


Stress- refers to our body's natural response to threat.

- Threat the predator and Our response is the action/ solution that would enable us to quickly focus so that we could get away safely.

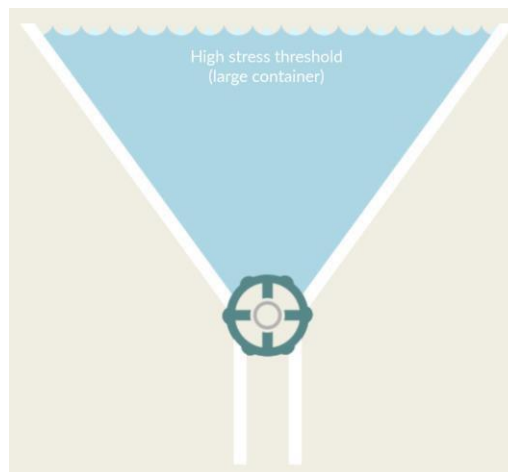
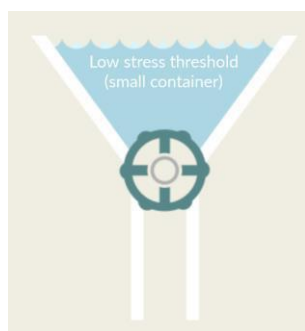
THE STRESS CONTAINER

- The stress container model determines a person's vulnerability to stress which can help us understand how we and other people experience stress and how we can address it.



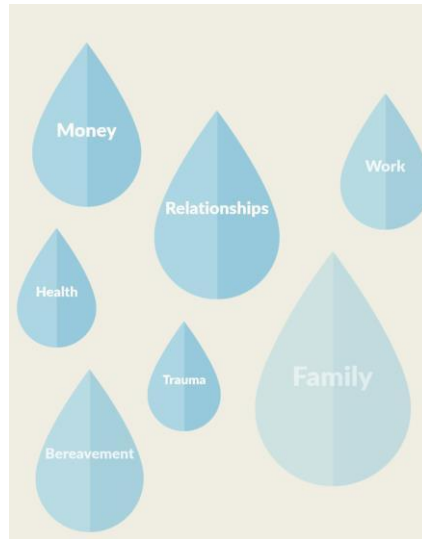
The level of the container depends on your/their vulnerability to stress.

- For example, someone who isn't as vulnerable to experiencing stress is likely to have a bigger container, whilst someone who is overly sensitive to stress will likely have a smaller container. External circumstances, such as experiencing a difficult childhood or traumatic events all have impacts on the size of a person's vulnerability and their container.





The common sources of stress



Measuring our Container

- Awareness of not filling up our container with things that are beyond our control.
- The more stress that we're under the faster our container fills up.
- When your stress level builds up, it overflows and develops issues, and this **looks different for everyone.**
- **Unique 'stress signature'.**

Signs that our container is filling up

- When we are irritable or tearful
- When we are indecisive or have the inability to concentrate
- When we consume more caffeine, alcohol, or cigarettes (but for some what we call our 'comfort foods')
- When we are tired frequently, when we experience headaches, or when we have an upset stomach.

Coping method for stress

- These coping methods can act as a tap to let the stress out of the container and stop it from overflowing, but unhelpful coping methods can block the tap.



- For instance, it's sometimes quite simple to fill our containers with things that are beyond our control, such as world events like a pandemic. This is where visualizing our container comes in handy: by preventing the stressor from entering if we are aware that the event is



beyond our control, we can keep our container from filling up and have more space to manage other stressors that are under our control, thus enhancing our mental health.

- Helpful Coping Methods (e.g. exercise, hobbies, or talking to a friend)
- Unhelpful Coping Methods (e.g. overworking or relying too much on caffeine or alcohol)

Reference:

Chester, A. (2024, March 21). *Manage your stress container*. Mental Health First Aid.

<https://greatmindsatwork.com/manage-your-stress-container/>

REPUBLIC ACT No. 11036

An Act Establishing a National Mental Health Policy for the Purpose of Enhancing the Delivery of Integrated Mental Health Services, Promoting and Protecting the Rights of Persons Utilizing Psychosocial Health Services, Appropriating Funds Therefor and Other Purposes

Sec. 2 The state commits itself to **promoting the well-being of people** by ensuring that; **mental health is valued, promoted, and protected; mental health conditions are treated and prevented...**

Reference:

Republic Act No. 11036. (n.d.).

https://lawphil.net/statutes/repacts/ra2018/ra_11036_2018.html

HOW?

Possible Early Warning Signs of Mental Ill-Health

- 1. Mood swings or consistent low mood-** Sudden change in outlook such as becoming frequently negative, argumentative and irritable, or withdrawn and exhausted.
- 2. Lack of care for appearance or responsibilities-** *“When we look good, we feel good, and when we feel good about ourselves we can gain confidence and resilience.”*
A lack of care for personal appearance or personal responsibilities could be a sign of a lack of interest in themselves.
- 3. Excess or bingeing-** In any form, it can be debilitating. It can also be based on the increased activity or the use of a stimulant to unhealthy, obsessive levels, and even signs of escapism and self-destruction.
- 4. Loss of interest-** it can be hard for us to find enthusiasm to take part in the things we love, like socializing with our friends or participating in hobbies.



5. **Sleep Changes-** Our sleep initially changes when we are stressed or anxious but regular changes in sleep, like disturbed sleep, not getting enough sleep or even sleeping too much could be the problem.
6. **Changes in appetite-** Similar to our sleep, this depends on how we are feeling like comfort eating and skipping meals are both linked to stress and anxiety. An increase or decrease in appetite. Or a sudden change in diet – consistently reaching for junk food. This can also lead to changes in someone else’s appearance.
7. **Reduced Productivity-** Sometimes these are due to external factors, and sometimes we’re just in need of a break. However, sudden drops in productivity or work performance may mean that person may be struggling with their mental health. This can lead to a more serious condition which is burnout.
8. **Being irritable, over-sensitive or aggressive-** We can all experience periods of irritability when we are under stress. But the key thing to watch out for is how long these periods last or how regularly they happen. E.g. a consistent dramatic change in the person’s behavior.
9. **Recurring physical symptoms-** While we are often more aware of our physical symptoms, we need to ask ourselves how we are feeling too. How is your mood?
*** This is where workplace Mental Health First Aiders can play a vital role wherein, we can help ourselves or an employee take the steps necessary to improve that person’s mental well-being.*

Reference:

Chester, A. (2024a, March 21). *Early warning signs of mental Ill-Health*. Mental Health

First Aid. <https://greatmindsatwork.com/early-warning-signs-of-mental-ill-health/>

MENTAL HEALTH FIRST AID

Anybody can be impacted by mental health issues at any stage of life, creating a complicated series of anxiety and uncertainty. However, the Mental Health First Response (MHFR) initiative offers a glimmer of hope in the gloom.

MHFR, which is trademarked and patented in the Philippines and the United States, gives people ESTIMATE Core Skills so they can react with assurance when they see indicators of mental distress in adults and teenagers. With the help of this eight-step action plan, directing others toward assistance and healing.

8-Core Skills

E - Evaluate the current situation.

S - Screen for underlying concerns.

T - Think of Safety.

I - Intervene Appropriately.

M - Make a referral.

A - Ask for their support system.

T - Transfer the case to a higher

E - Encourage continued self-care.

Reference:

MHFR @ work. (n.d.). MENTAL HEALTH FIRST RESPONSE.

<https://www.mhfirstresponse.org/mhfr-->

[work.html?fbclid=IwAR3JCr2MPP9shIJDyjrplr5zFoWpfwk_gqM3hPy-](https://www.mhfirstresponse.org/mhfr--work.html?fbclid=IwAR3JCr2MPP9shIJDyjrplr5zFoWpfwk_gqM3hPy-)

[HEINc1oBsKYU4mt_Z_Q](https://www.mhfirstresponse.org/mhfr--work.html?fbclid=IwAR3JCr2MPP9shIJDyjrplr5zFoWpfwk_gqM3hPy-HEINc1oBsKYU4mt_Z_Q)

*** Equip yourself, your team, your employees, or your line managers with the skills and knowledge to approach and assist someone suffering from poor mental health.*

Section 25. Mental Health Programs and Policies in the Workplace. – Employers shall develop appropriate policies and programs on mental health in the workplace designed to: raise awareness on mental health issues; correct the stigma and discrimination associated with mental health conditions; identify and provide support for individuals at risk; and facilitate access to individuals with mental health conditions to treatment and psychosocial support

Roles and responsibilities

CEOs place a high priority on workplace mental health and wellness. There is a framework on Mental Health and Well-being that CEOs and organizations may use to understand their role in managing mental health and wellbeing at work in order to support their employee.

In a more detailed explanation of their roles are the following:

- 1) **Develop, implement, monitor, and evaluate mental health workplace policies and programs.** They may link up or coordinate with mental health service providers for assistance;

- 2) **Develop and implement programs with reporting mechanisms to address and prevent problems** on bullying such as cyberbullying/mobbing, verbal, sexual, and physical harassment, all forms of work-related violence, threats, shaming, alienation, and other forms of discrimination which may lead to a mental health problem and shall not themselves engage in the abovementioned;
- 3) **Ensure that there are adequate resources** to implement and sustain mental health workplace programs;
- 4) **Ensure that they provide the necessary training to the OSH personnel and Human Resource Officers** who will develop, implement, and monitor the mental health workplace policies and programs ;
- 5) **Provide the necessary work accommodation** when needed;
- 6) **Develop mechanisms for referral of workers at risk of developing or with mental health conditions** for appropriate management; and
- 7) **Ensure compliance with all requirements** of existing legislation and guidelines related thereto. (Section 5[A], Ibid.)

Workers shall:

- 1) **Participate actively in the formulation and effective implementation of workplace policies and programs** on Mental Health, through consultations, policy-making processes, and general assembly in organized and unorganized establishments;
- 2) **Assist in any form to improve the condition of co-workers who are at risk of developing or with mental health conditions and refrain from any discriminatory acts against them;**
- 3) **Seek assistance from the company OSH personnel** on conditions which may be related to or may result in a mental health condition for their appropriate medical intervention and possible work arrangements or accommodation; and
- 4) **Not engage themselves** in bullying such as cyberbullying/mobbing, verbal, sexual, and physical harassment, all forms of work-related violence, threats, shaming, alienation, and other forms of discrimination **that may lead to a mental health problem or may aggravate existing mental health conditions.** (Section 5[B], Ibid.)

Counselor

Counselors assist those who are dealing with a variety of emotional and societal issues, such as stress, financial strain, interpersonal problems, death, or abuse in the home. Additionally, they can help those who have psychiatric disorders involving drug and alcohol addiction, depression, PTSD postpartum depression, and stress disorders.

Reference:

Ph, L. L. (2024, April 24). *Mental Health Workplace Policy - Labor Law PH*. Labor Law

PH. <https://laborlaw.ph/mental-health-workplace->



policy/?fbclid=IwAR1nJ36UPXGIOL3TYuhCYP92pM2iDL0hBjAZkNz1keKn8nfs-
WLhHT-x-qs#:~:text=1

Recommendations

1. Equip implementers (HR practitioners, managers, section heads) with the necessary training to create a suitable policy and programs in the workplace.
2. Conduct a needs assessment and involve employees in the policy-making process.
3. Provide a framework as an approach that can help your organization in improving employee well-being.

E.g. **The novel framework** which is a recently studied approach that can help companies find more comprehensive and effective ways to encourage innovation and improve employee well-being. It can also help formulate new theories and act as a guide for upcoming studies (Elsamani, Y., Mejia, C., & Kajikawa, Y., 2023).

Reference:

Elsamani, Y., Mejia, C., & Kajikawa, Y. (2023). Employee well-being and innovativeness:

A multi-level conceptual framework based on citation network analysis and data mining techniques. *PloS One*, 18(1), e0280005.

<https://doi.org/10.1371/journal.pone.0280005>

4. Ensure that everyone is informed and aware of their roles and responsibilities in creating more favorable conditions in the workplace.
5. Provide necessary accommodation, especially for those who are at risk and those who currently experience mental health problems.
6. Ensure that the workplace is a safe space for everyone.
7. Evaluate and re-evaluate the existing policies and programs that might fit everyone in the workplace.

Practical applications for recommendations

Managers should support their employees by increasing job resources, reducing job demands and stress, and creating a high-quality work environment in which employees can experience more positive effects.

Leaders need to lead by example, deliver high leadership qualities, be humble, and exhibit positive attitudes.

To enhance and influence employees' innovative behavior, they also need to build a stimulating environment, encourage new ideas and novel endeavors, grant their employees some degree of control over their tasks, and allow them to learn and improve their skills.

Employees must work towards solving their customers' problems and addressing their needs through innovative products and services.

Therefore, despite contextual situations like the COVID-19 pandemic, everyone needs to work together to enhance these constructs' resilience against external disruption so that we can continue bringing value to our society and achieve a satisfying existence.

"The good life is a process, not a state of being. It is a direction not a destination."

- Carl Rogers
American Psychologist- Humanistic Psychology



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