

The importance of attending to psychological wellbeing during this pandemic

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What is wellbeing?

Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and ability to manage stress. More generally, well-being is just feeling well

Source: www.psychologytoday.com/gb/blog/click-here-happiness/201901/what-is-well-being-definition-types-and-well-being-skills

5 Major Types of Well-Being

Emotional Well-Being: The ability to practice stress-management techniques, be resilient, and generate the emotions that lead to good feelings

Physical Well-Being: The ability to improve the functioning of your body through healthy eating and good exercise habits

Social Well-Being: The ability to communicate, develop meaningful relationships with others, and maintain a support network that helps you overcome loneliness

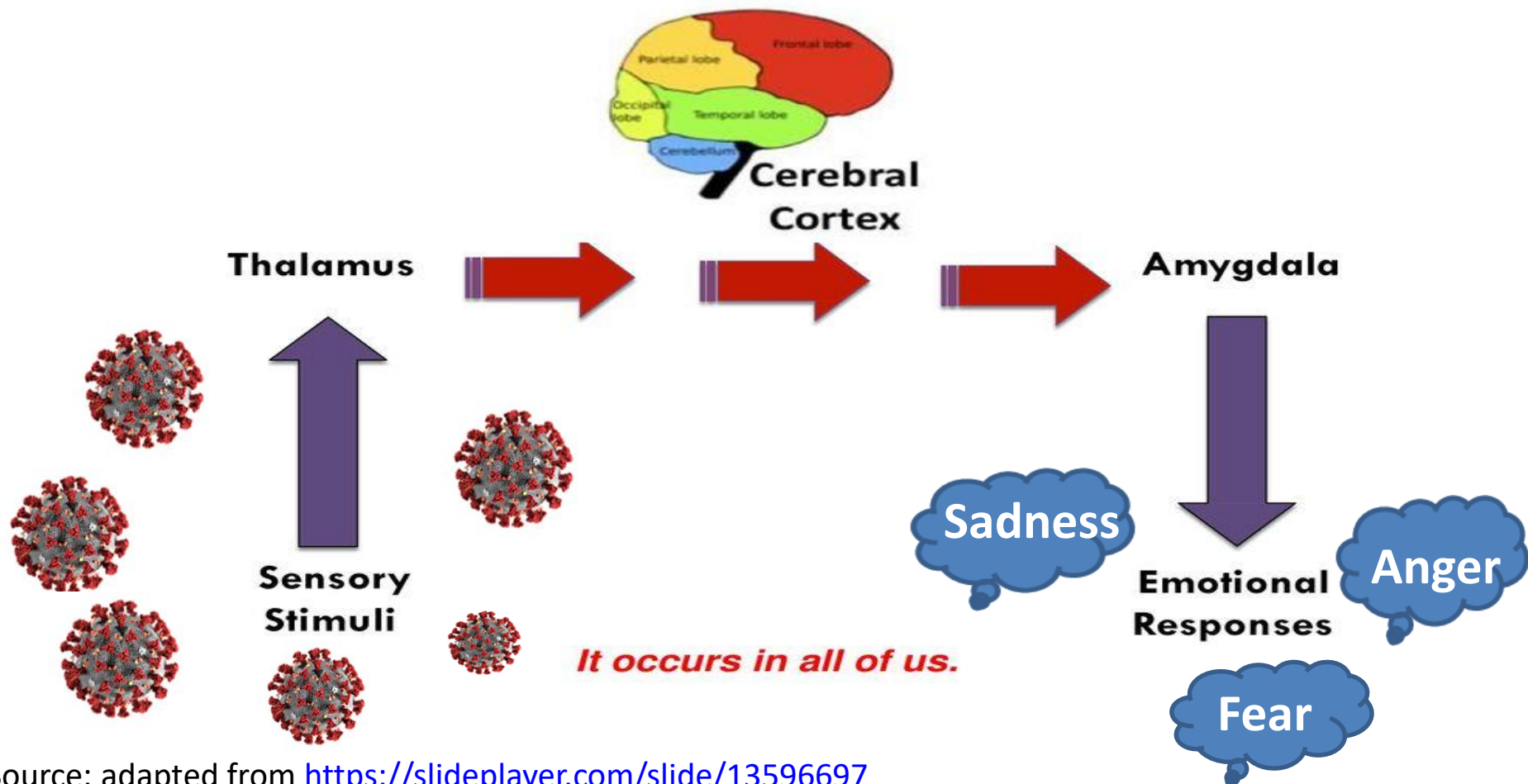
Workplace Well-Being: The ability to pursue your interests, values, and purpose in order to gain meaning, happiness, and enrichment professionally

Societal Well-Being: The ability to actively participate in a thriving community, culture, and environment

[Source: www.psychologytoday.com/gb/blog/click-here-happiness/201901/what-is-well-being-definition-types-and-well-being-skills](http://www.psychologytoday.com/gb/blog/click-here-happiness/201901/what-is-well-being-definition-types-and-well-being-skills)

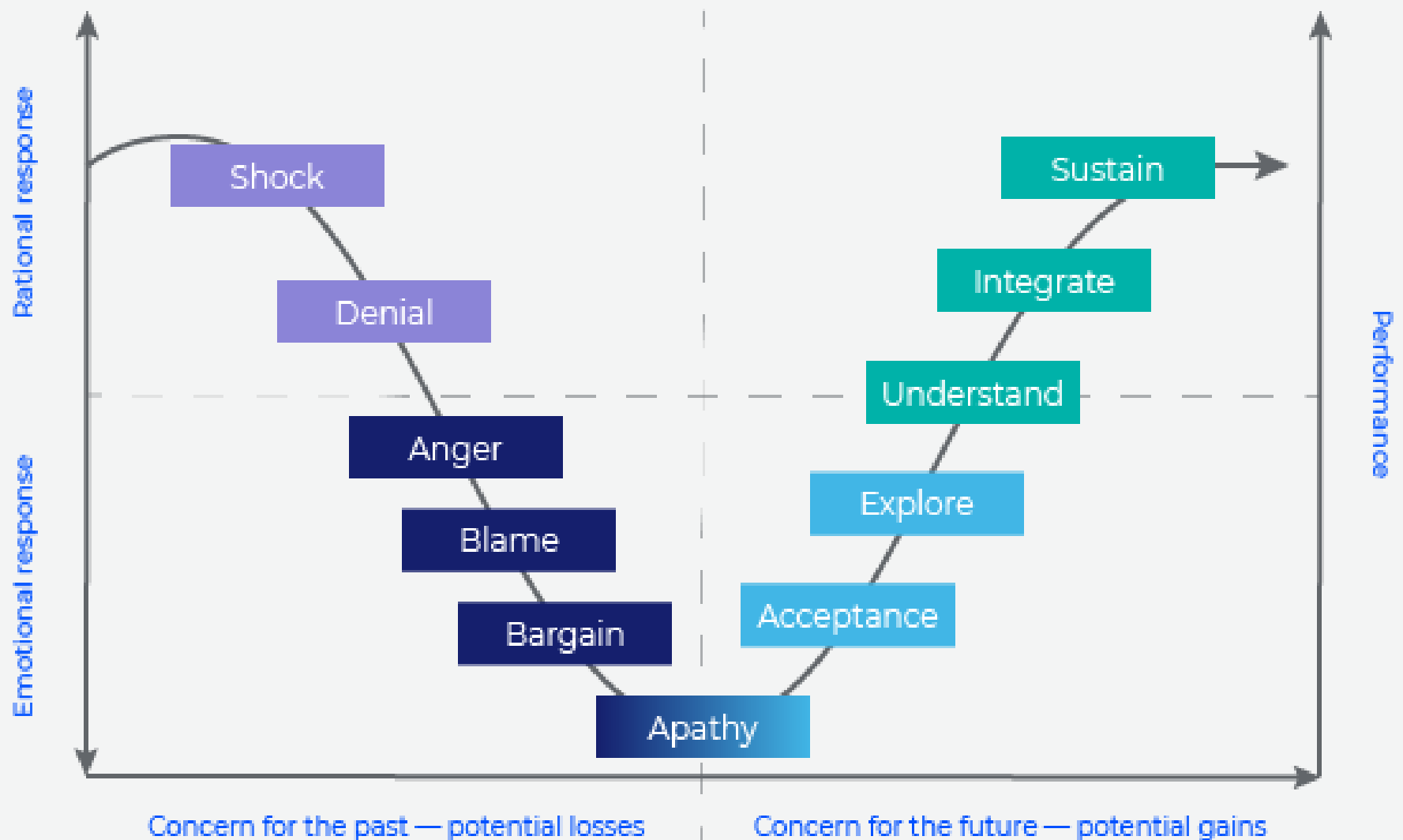
Psychological responses to COVID-19

The Crisis Reaction

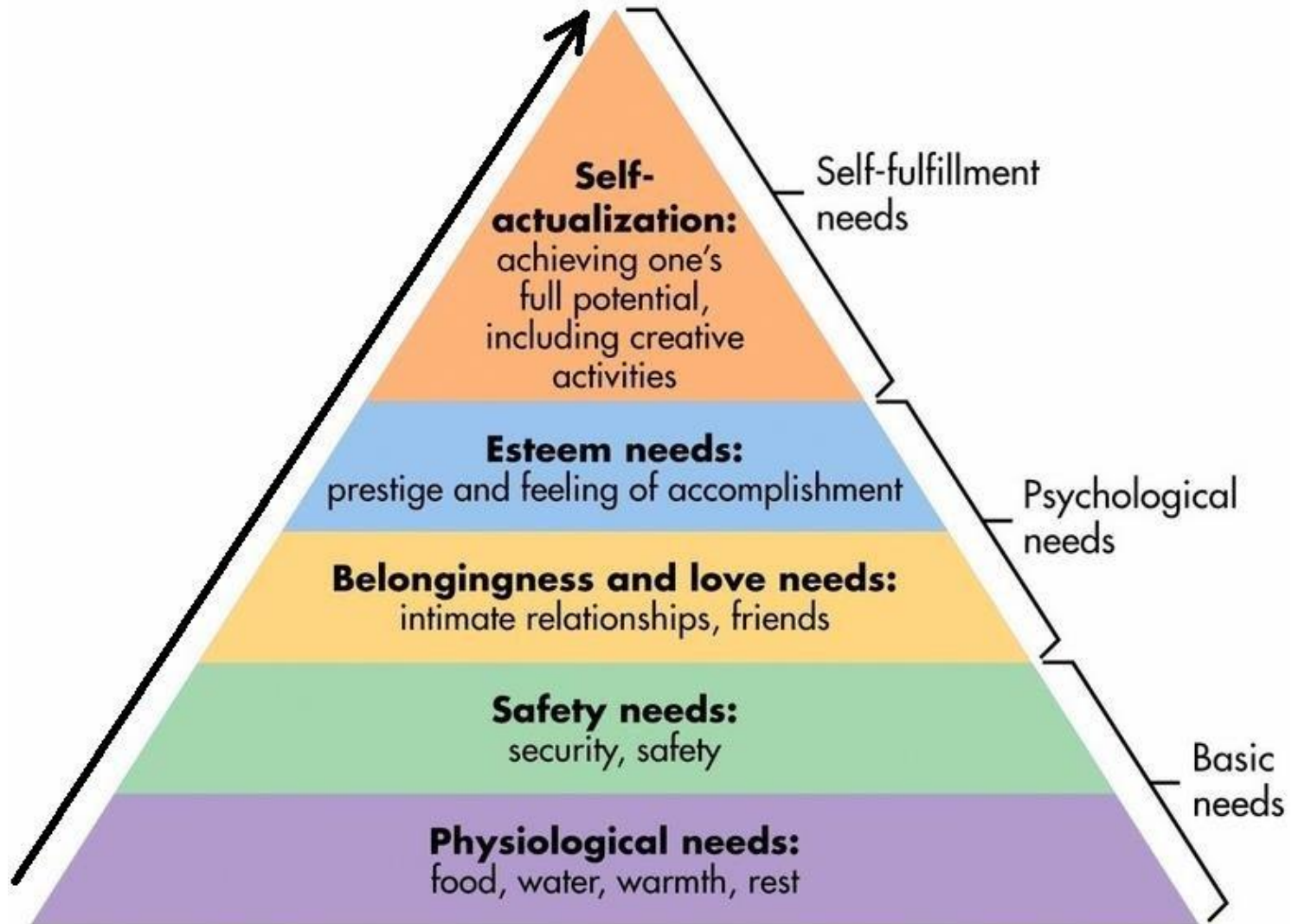




Human response to change cycle



Maslow's hierarchy of needs



6 human needs (Tony Robbins)

The Four Needs of the Personality



The Two Needs of the Spirit

Need 5:
Growth

Need 6:
Contribution

Resilience?

A silhouette of a person with their arms raised in a gesture of triumph or resilience, set against a bright, glowing sun that creates a lens flare effect. The background is a soft, hazy sky.

- In the face of change and crisis, the resource we need most is resilience
- The ability to maintain continuity of one's personal narrative and a coherent sense of self following traumatic events
- People vary as to their tolerance of adverse events affected by:
 - developmental stage
 - previous experiences
 - the way they construct the event and respond to it

Within individuals this tolerance will naturally fluctuate

What is resilience?



Develop resilience: Long term

- Take care of your mind and body (sleep, exercise, learn to manage stress)
- Build the strength to keep moving forward and to take risks despite setbacks or stresses
- Learn from your mistakes
- Find time for reflection and reflexivity – for restoration – especially when under (or feel under) threat
- Choose your response. Your reaction is always up to you

NATIONAL BESTSELLER

LEARNED OPTIMISM

How to Change
Your Mind and
Your Life

INCLUDES
ENHANCED
CD

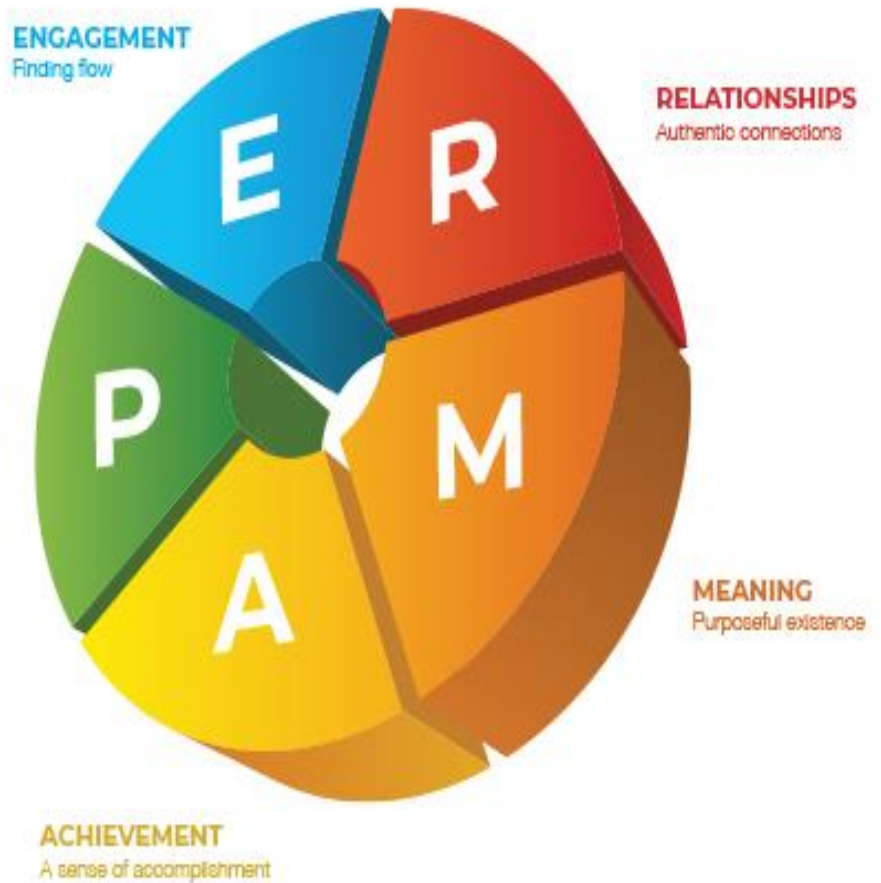
READ BY THE AUTHOR

MARTIN E. P. SELIGMAN, PH.D.

Author of Authentic Happiness

"Vaulted me out of my funk. . . So, fellow moderate pessimists, go buy this book." —Marian Sandmaier, *The New York Times Book Review*

**POSITIVE
EMOTIONS**
Feeling good





EXPLANATORY STYLE

PESSIMISTIC THINKING STYLE

PERMANENT

THIS WILL LAST FOREVER

PERVASIVE

THIS IS GOING TO UNDERMINE EVERYTHING

PERSONAL

IT'S ME. IT'S MY FAULT

UNCONTROLLABLE

THERE'S NOTHING I CAN DO ABOUT IT

OPTIMISTIC THINKING STYLE

TEMPORARY

THIS WILL PASS

LOCAL

RELATES TO JUST THIS ONE SITUATION

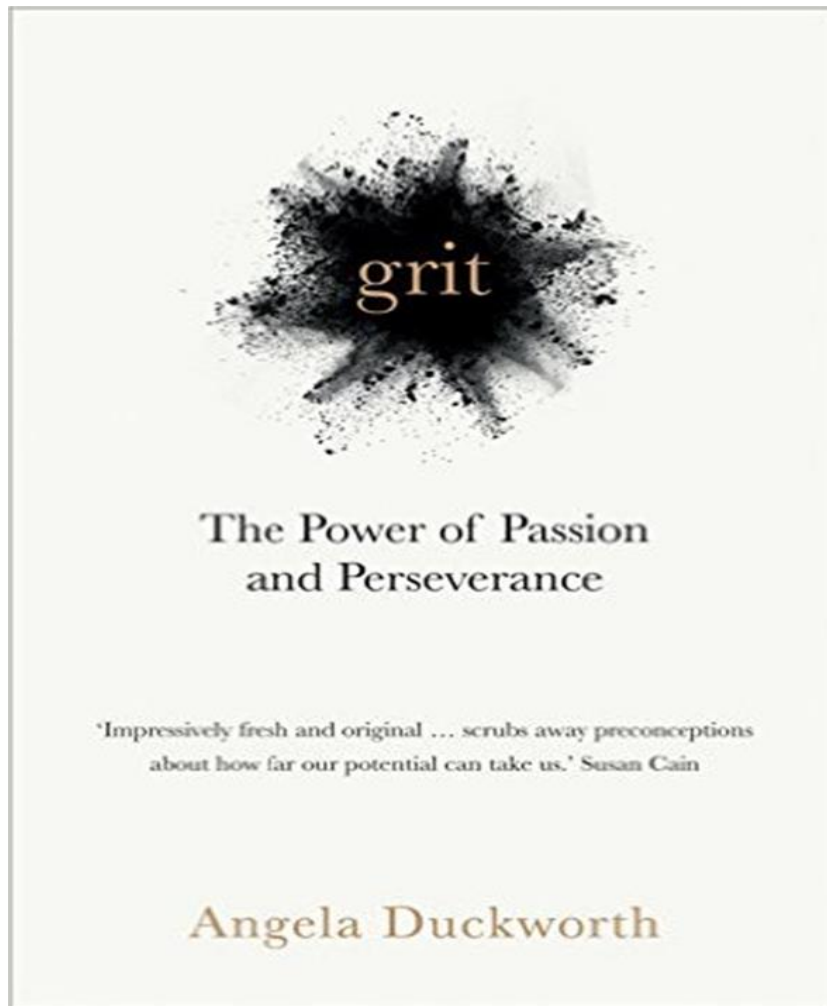
NOT PERSONAL

THIS IS NOT (ENTIRELY) MY FAULT

CONTROLLABLE

THERE IS SOMETHING I CAN DO

Nurturing Grit and a growth mindset



Emotional intelligence

"Yes, I knew that listening was crucial to being a good leader...."



"But I never knew that I was the one who had to do the listening."

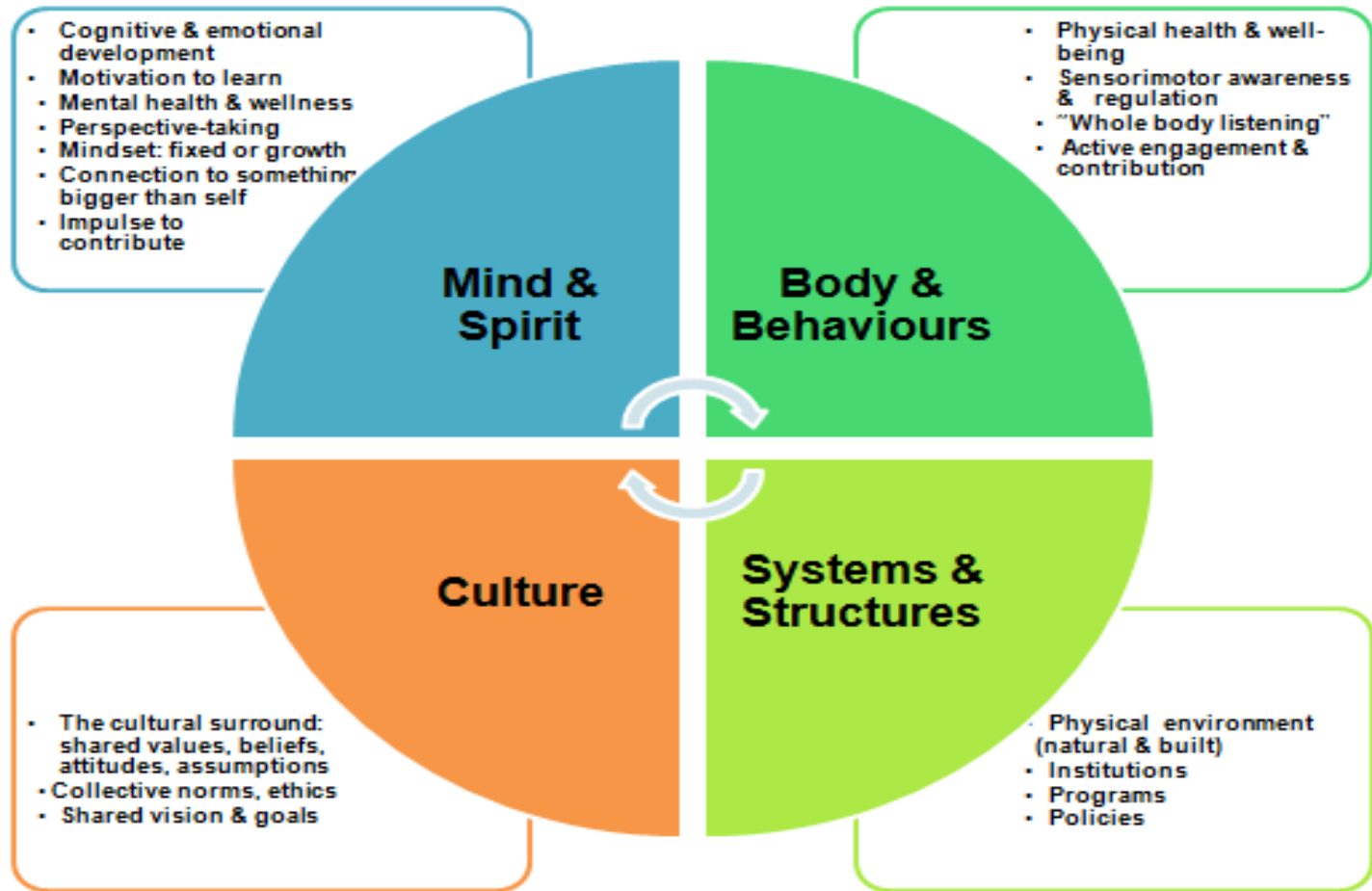
THE NUMBER ONE BESTSELLER
DANIEL GOLEMAN

Emotional Intelligence

Why it can matter more than IQ



Facilitating self-regulation



Self-Regulation: An Integrative Perspective

'Truly brilliant ... Read it immediately'
Adam Grant, author of *Originals*

From the
Bestselling
Author of
**THE TALENT
CODE**

the culture code

**The Secrets of
Highly Successful
Groups**

'A marvel of insight and practicality'
Charles Duhigg, author of *The Power of Habit*

DANIEL COYLE

He builds the book around **3 key skills**:

Skill 1—Build Safety

explores how signals of connection generate bonds of belonging and identity

Skill 2—Share Vulnerability

explains how habits of mutual risk drive trusting cooperation

Skill 3—Establish Purpose

tells how narratives create shared goals and values

A two way operation of leadership and followership – the 4 R's

Respect for others

Recognition of their input

Responsiveness to them

Responsibility

Four altruistic leadership behaviours

- **Empowerment** – enabling direct reports to develop and excel
- **Intellectual humility** – admitting mistakes, learning from criticism and different points of view, acknowledging and seeking contributions of others to overcome limitations
- **Courage** – putting personal interests aside to achieve what needs to be done. Acting on convictions and principles even when it requires personal risk-taking
- **Accountability** – demonstrating confidence in people by holding them responsible for performance they control

Micro-affirmations & Micro-aggressions

- Small behavioural cues that signal whether you're valued
 - Whether I want to include you, talk to you
- Ask what signals you're sending?
 - Body language, interaction style, casual comments, feedback
- What signals does your environment send?
 - Pictures, artefacts, photos etc.
- What signals are you sending externally?
 - Images on website, marketing materials, who is chosen to represent the organisation

Ways to Foster Positive Thinking



Recall positive life events



Perform acts of kindness



Practice mindfulness



Express gratitude

In summary

- Acknowledge the psychological impact of change on others and yourself
- Listen, observe and assess
- Be deliberately calm, confident and realistic: role model a positive mind set
- Always take action – we will never be perfect
- Build a safe culture: challenge micro-aggressions
- Practice with intent and heart: be kind, be compassionate
- Communicate, communicate, communicate

