

A scenic landscape photograph of a mountain valley. In the foreground, a calm lake reflects the surrounding scenery. The middle ground is filled with a dense forest of evergreen trees, interspersed with bright yellow wildflowers. In the background, majestic mountains with patches of snow rise against a clear blue sky.

Understanding Employees Mental Health in HEI

Mental Health

World Health Organization (WHO) 2022

- A State of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well, work well, and contribute to their communities.



Mental Health Disorder

A clinically diagnosable disorder that significantly interferes with an individual cognitive, emotional, or social abilities

- Anxiety disorders
- Mood disorders
- Psychotic states
- Eating disorders
- Personalities disorders
- Impulse Control disorders

Mental health continuum

A person can be at one point of the continuum and shift position as their situation improves or deteriorates

- Excelling (Green)
- Thriving (Green)
- Surviving (Orange)
- Struggling (Orange/red)
- In a Crisis (Red)

Employee fit for work

What do the two parties want?

Employer

- Knowledge, skills, and attributes
- Qualifications
- Labour Service
- Time
- Experience

Employee

- Remuneration
- Safe and Healthy Environment at work
- Job Security
- Career Growth
- Work life balance
- Recognition
- Leadership

The need for self-examination

To be a fit Employee or Supervisor

- Am I teachable/proud?
- Do I like correction?
- Do I like to cover up the truth?
- Do I discourage others with my bad attitude?
- Do I exaggerate issues?
- Do I always find fault in others?



Understanding your Ability

Refers to: Talents, intelligence, strength, creativity, natural gifts

How do I work on my abilities?

- Be accountable
- Plan and take action
- Be courageous
- Discernment and Making Decisions
- Confidence



Self Care:

PERMA MODEL OF HAPPINESS

- Positive emotions/feelings
- Engagement
- Relationships
- Meaning
- Accomplishments
- Vitality (eating, sleeping well, exercising, and being physically healthy)





THANK YOU!

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References:

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- Martin Seligman Positive Psychology