



Monash psychologists supporting Monash teams

Psychological wellbeing program for employees



Mental Health Wellbeing Strategies

Stress Appraisal Coping Model

(Lazarus & Folkman, 1987)

Coping resources are restocked with Self Care

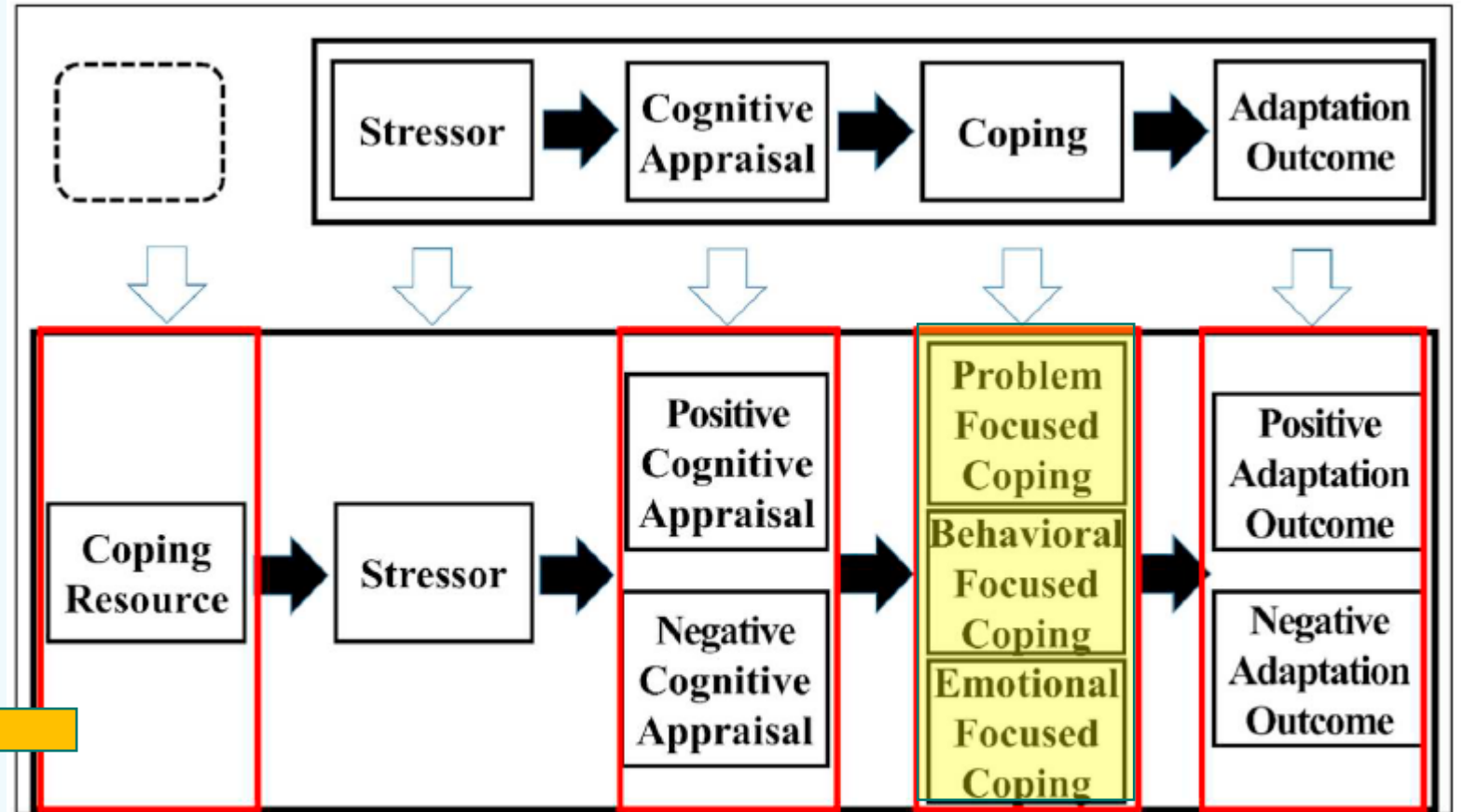


Fig. 2. Multi-dimensional stress coping model.

(Yoo, 2019).

**Identify
emotions**

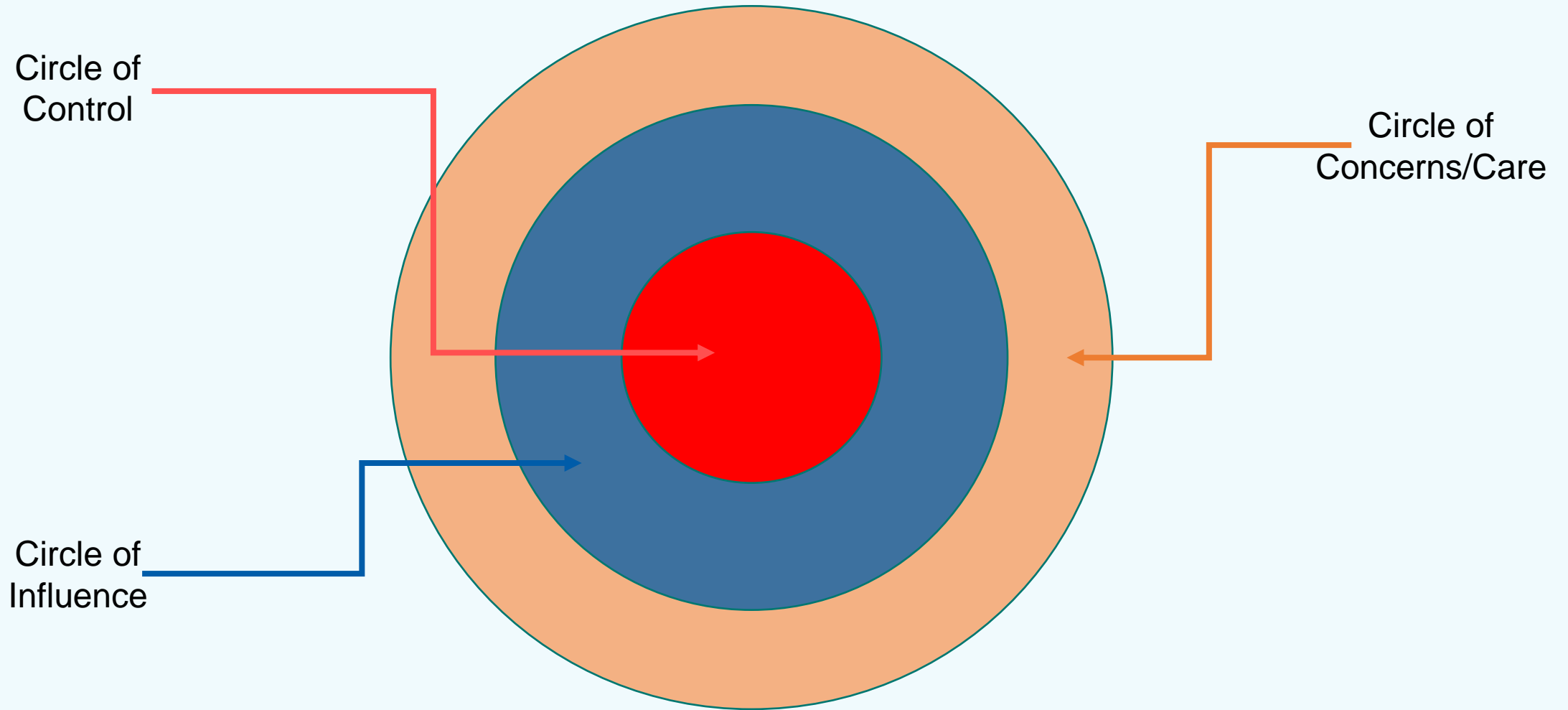


**Accept we
have emotions**

**Management
strategies**

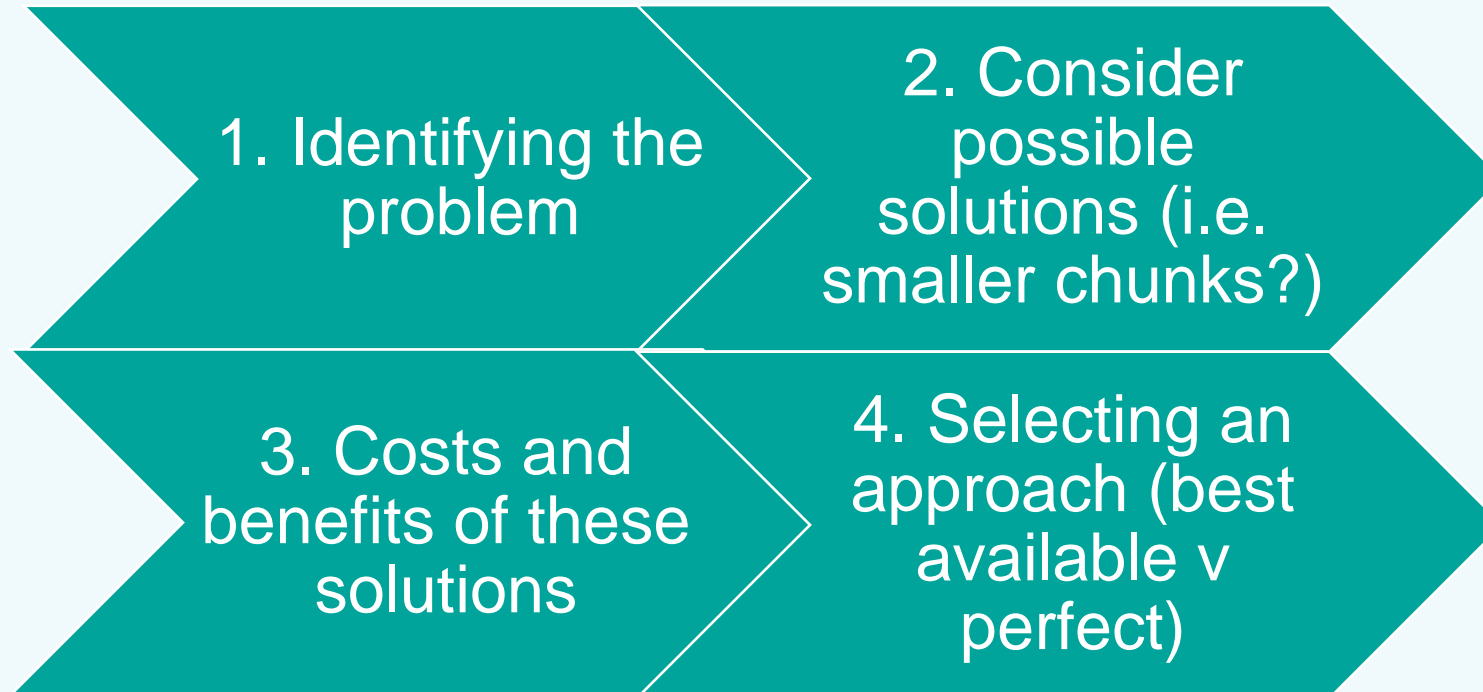


Appraise the situation (decide what can I actually do)



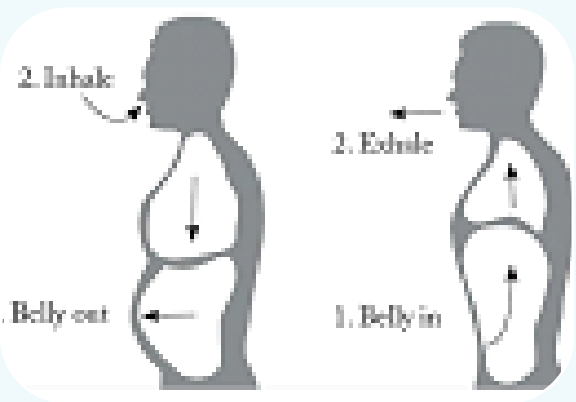
Problem Focused Coping

These are the strategies many of us use in everyday scenarios where we have to resolve a problem. These generally include the component of:



Do we need to identify appropriate supports from external resources?

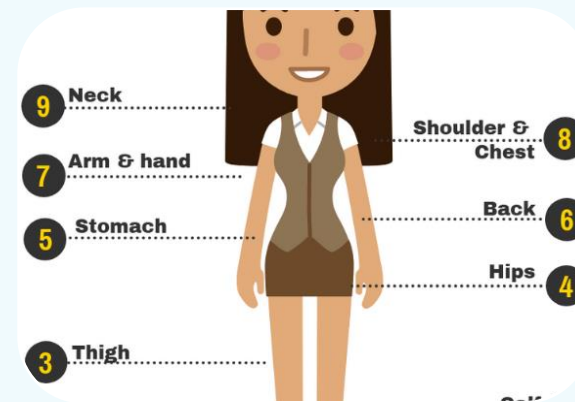
Behavioural Relaxation Skills



Breathing Skills



Stretching



Muscle Relaxation



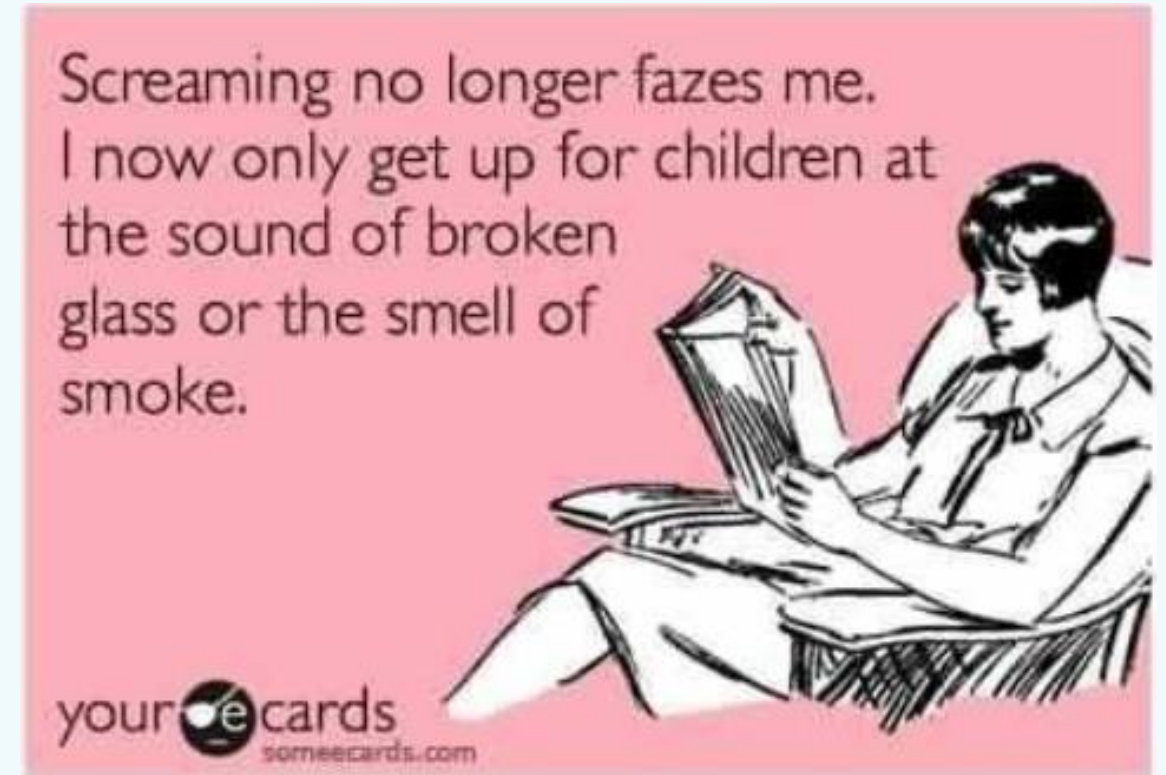
Walking

Habituation - Practice sitting with strong emotions

Initially when emotions are very strong they can be considered intolerable.

We think we must do something to get rid of this discomfort

Habituation to strong emotions occurs naturally when we just sit with the emotion



Emotion Focused Skills

Mindfulness

- Leaves on a stream
- 5-4-3-2-1

Refocus attention

- Listen to music
- Read something of meaning

Helpful thinking

- Check if the mind is telling us a story which is incorrect
- Use a proverb of personal meaning

Helpful Thinking

Investigate the reasons for your emotions

Understand the thoughts or reasons behind each emotional response

- I feel **sad** when **I have to repeat myself** because **it means no one cares what I'm saying**

Check is this type of thinking new or a habit from the past?
If a habit what has history told you about the accuracy of these patterns.

Can I think about this situation in a more helpful way?

Gather some information to assess the accuracy of the response.

- Maybe it was loud in the room
- Maybe they were talking to someone else
- Maybe they really want to make sure they understand me



Coping skills



Features of the Be Well program



Proactive employee wellbeing checks

A conversation today to check you are OK



Psychological First Aid to individuals and teams

Following critical incidents



Coaching and consultation to team leaders

Fostering a mentally healthy workforce



Wellbeing sessions

Facilitated sessions responsive to employee requests

Contact details and hours of operation



Bookings and enquiries

- 9am to 5pm Monday to Friday
- Phone: 0418 905 414
- Email: bewell@monashhealth.org



Service delivery hours

- 8am to 7pm Monday to Friday
- Weekends by arrangement

