

HOW TO INCREASE Resilience IN YOUR EMPLOYEES' MENTAL HEALTH

With the Right Resilience and Wellness Strategies
You Can Help Improve Your Employees'
Mental Health and Overall Wellbeing



@Celine Healy
www.celinehealy.com



Celine Healy Consulting

Resilience Training to Improve Mental Health

‘Resilience Training gives you and your employees a strategic advantage in the workplace’

What is Resilience Training?

Resilience is the ability to respond to pressure. It teaches you how to deal with adversity, and to overcome challenges, both professional and personal.

Resilience can be learned because in most instances the process involves “unlearning” certain behavioural and thought patterns that people have tended to repeat often. How individuals interpret those threats is what makes each individual exhibit differing symptoms. These processes are generally subconscious reactions or responses to certain stimuli which activate our stress response mechanism.

How Can a Person Build Resilience?

Firstly, they need to know what causes the breakdown of resilience. In every instance this is a basic understanding of how a person reacts or responds to stress.

These responses are ingrained; however, they can be overturned with the correct strategies.

Secondly, you need to know that stress affects an individual on several layers: mentally, emotionally, physically, spiritually and etherically. Knowing this helps a person understand that resilience needs to be improved on many levels in order to maintain and achieve long lasting success habits.

Note: Even though people react to stress or stressful events physiologically in the same way, how they actually interpret what is happening depends on their perceptions and experiences learned from early childhood onwards.



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Generally Accepted Ways to Improve Resilience

You will find these types of suggestion on the internet:

1. Learn how to relax
2. Be mindful of your thoughts
3. Learn how to change your outlook
4. Understand and learn from your mistakes
5. Set some goals
6. Build self confidence
7. Have a support network
8. Seek professional help

..... and so on....

What Does a Resilient Person Look Like?

- They have a positive, yet realistic outlook
- They have a solid sense of what they consider right and wrong
- They have a belief in something external to themselves
- They are altruistic and desire to make a contribution
- They are more accepting and try to focus on what they can change
- They have a mission or have a clear purpose in life
- They have built a strong social support system and they also support others

.....these and many other attributes

In the following pages there are 5 simple steps to help you and your staff on the journey to self-liberating resilience.

How to Increase Resilience in Your Employees Mental Health

1

Increase your energy and resilience to **dis-ease and stress**

Step 1:

Increase your energy and resilience to dis-ease and stress

Studies have indicated that 87% of workers are depressed either: mild, medium or severe. (cumulative figure APS 2015 Study)

Depression, a symptom of stress, depletes energy and reduces resilience to stress and causes dis-ease. This means that if you have stressed individuals in the workplace they will be more susceptible to feeling down, having reduced confidence and loss of self-esteem, and many more physical, mental and emotional effects. When this happens their overall resilience to stressor triggers is reduced, leading to a workplace that is operating out of fear and lack.

In general, people know they are stressed, but lack the knowledge and willpower to do anything about it because they are exhausted, and feel they don't have the time needed to address these issues.

So, the first step to overall wellness is to help staff/individuals, increase their energy and increase their resilience to dis-ease and stress, because continually trying to overcome stress is exhausting. When they can overcome these issues, they will move to being more present and aware and are then able to have more clarity, focus and attention on the job.



Actions Steps:

Instigate basic wellness programs that address these issues all at once and help yourself and your employees, feel better within themselves firstly, and then this will extend to the environment around them.

Consider the following:

- Do a breathing course online
- Go for a daily walk to break the patterns of sitting at a desk all day
- Do some short sharp movement/exercises to get the blood flowing – these can be done at or near the desk/instigate routines for work
- Listen to a relaxation CD on the way to or from work or before bed
- Get more restful sleep – have routines to unwind earlier than you usually do



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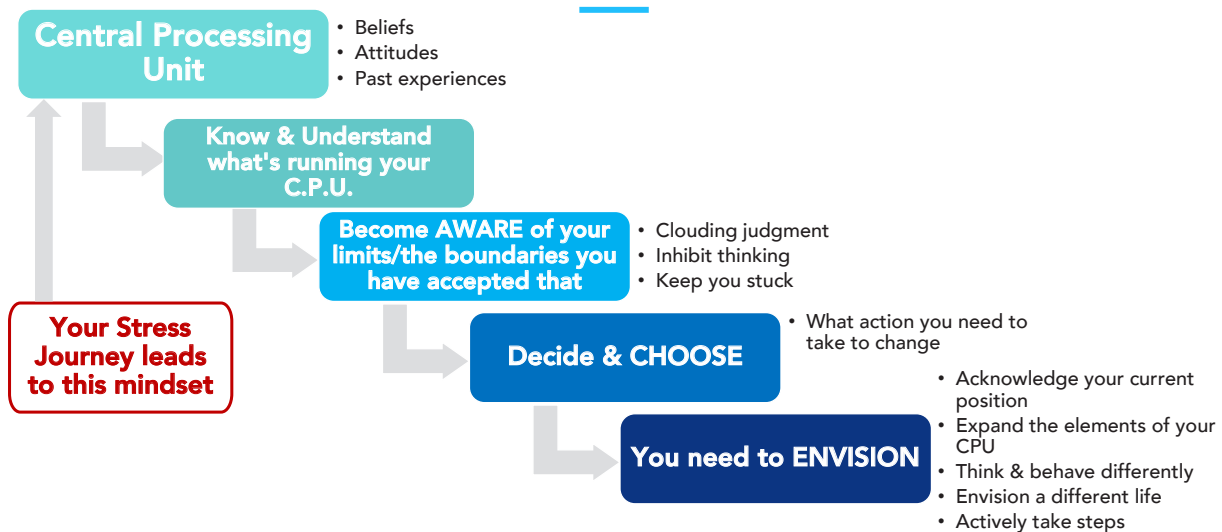
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Step 2:

Learn to grow and change your mindset

How to Change Your Mindset



You can see from the diagram that where you end up, your CPU, how you see the world and process information has developed from your Stress Journey. (Take a look at this short video to gain an understanding of a typical stress journey throughout life.)

<https://youtu.be/vFJ95jPhAnE>

Your CPU contains your beliefs, attitudes and past experiences which have shaped your life, how you see the world and how you are and how you perceive yourself compared to others, and within the world around you.

In order to be able to change in any way, you **firstly** need to **know and understand** what is in your CPU box.

The next step is to **become aware** of how those elements within your CPU have been limiting your progress and by default have placed boundaries



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on what you experience and attract into your world. These boundaries necessarily:

- Cloud your judgement based on the perception lens you have developed for viewing the world and making assessments about it
- Inhibit your thinking because these elements are generally emotionally based and therefore have no logic with which to make rational decisions
- and they keep you stuck – mostly because you are not aware of them nor are you in control of how or when they operate to frustrate your actions

The next step is to decide that you want to grow and improve and then you have to **CHOOSE**, i.e. make a conscious decision to take action. Decision without action leads nowhere.

Finally, you need to **ENVISION** a new or better future. The way to do that is by:

- Acknowledging where you are at present and accepting that position
- As part of that process you need to also know that you need to expand the elements of your CPU – you have to add new beliefs, attitudes and experiences to your basket
- You then have to think and behave differently
- You have to envision a different life, a better future
- You then need to actively take steps towards a more abundant life, the life that you envision.

Whether you are an individual or an organisation, you have to envision a different future for yourself or your company as this will be the guide as you move towards this. Without this end result in mind, you could easily go off path, and the direction you take may be much longer than need be.



Actions Steps:

Instigate routines or new behaviours for personal change or cultural change within the organisation, and have the staff engaged in the process of envisioning this new and preferred future. Help them align to that new future with their own personal goals. Then implement programs that involve mindset change and dealing with those underlying issues which affect mindset. (See appendix for detailed discussion on these aspects.)

A large, diamond-shaped graphic with a blue and yellow border and a white geometric pattern. Inside the diamond is a large yellow number '3' and the text 'Eat, Move, and Increase Vibration' in white.

3

Eat, Move, and
Increase Vibration

Step 3:

Eat, Move and Increase Vibration

Studies have indicated that biologically, man was made to move, be outside and deal with the elements in nature. Today we have a conflict between biological design of the body/mind and the practicality of conducting most businesses indoors, sitting at desks, with artificial light, air conditioning, being bombarded with electrical and electro-magnetic signals from phones, lights, and computers and all kinds of equipment, as well as traffic noise, radio and television noise, advertisements and information coming at us daily in our in-boxes.

This automatically puts the body/mind in conflict with its natural purpose and functioning within this artificial environment.

Naturally this will lead to all manner of stress and pressure in the body/mind and in some cases, lead to ailments and long-term, disease. In the short-term this will create dis-ease of some kind in a human.

Dis-ease creates unwellness on many levels

With this in mind, and, taking into account how many hours are spent: thinking about work, travelling to and from work, being there on-the-job, it would serve management well to look after the mental, physical and emotional wellbeing of their employees. At worst, if management ignores this, then, as an individual, you have the opportunity to take steps to keep yourself well.

***Employers please note:** this is not about having fruit bowls and shoulder massages for employees. Even though this is “nice,” long-term it does not resolve underlying issues associate with dis-ease.

Management need to be cognisant of the internal conflict between natural biological needs the needs of conducting and running a business indoors.

In order to increase overall wellness, we will look at: movement, eating, drinking more water and increasing and maintaining the individual’s vibration.



Actions Steps:

- Instigate programs of wellness that help employees move, be aware of proper nutrition and drink more water, make healthier choices and take steps to help them repair their body/mind and keep their new vibration at a high level.
- Have CD's that help your staff increase positive vibration and concentration and change mindset
- Instigate daily routines to achieve more effective behaviour especially around cultural change

4

Help staff gain clarity around innate skills, talents and abilities for better work outcomes

Step 4:

Instigate Personal Development programs **AFTER** they gain clarity around innate skills, talents and abilities

It is only when individuals feel better, have more energy and are aware, focused and are present that they can be in a position to take advantage of personal development programs.

How one goes about this is by understanding themselves more fully, knowing their strengths and weaknesses and knowing what to tweak and whether or not they really should be doing certain tasks.

An individual's efficiency declines rapidly when they are forced to implement or complete tasks that are diametrically opposed to their innate skills. For example, if someone is a natural sales person having them complete hours and hours of written reports and do filing will see their productivity reduce significantly.

So, when an individual is more on course with what tasks they "should" be doing, and are actually doing them, they will get into a state of flow more easily and hence, be more productive, efficient and effective and hence benefit the organisation more easily.

Actions Steps:

- Before instigating Personal Development Programs (they obviously would have needed to complete steps 1 – 3 first), commence with individual profiling so that individuals are able to come to grips with their innate skills, talents and abilities and then be able to develop more effective paths and direction to achieve, not only their own goals, but also, be in more alignment with the organisation's goals. In this way they will feel they are contributing in a meaningful way and the organisation will benefit by default.
- Profiling for clarity, correct path and direction and develop implementation strategies to achieve this better direction, and help staff develop their innate skill sets for better work outcomes.



5

Envision a new future, and
set goals in alignment
with that
new future in
mind

Step 5:

Envisioning a new future will now be easy because your body/mind will now be in alignment with the new and improved you and you will be clear and be easily able to set and achieve goals

There have been many books and articles written on this topic and the majority of them, in my opinion, miss the point, or do not state the real underlying reasons behind these issues.

For example, if a writer states: Here Are the 7 Steps to Happiness, Success or Wealth (insert a topic) and they go through the steps such as:

- Get really clear on what you want
- Your goals need to be stated correctly with specifics attached and be timely and so on... this is all well and good.

However, these people ignore the fact that the most successful people who achieve their goals, have a mentor, someone who will keep them accountable, on track and will help them deliver results in a timely manner.

An approach to goal-setting and achievement of same involves clearing out the gunk first and becoming well so that the vibration of your body/mind improves and you feel better or well. Vibrating at a positive energy level and with that new perception, you will be able to set meaningful goals, goals that are in alignment with your new reclaimed self. When this happens what you desire will come rushing towards you at great speed.

So, what this means is that you need to do the basic steps from 1 – 4 first, to make sure your **energy level is up and your resilience to stress has increased**, you have an **improved mind-set** and are **moving, eating and vibrating** at a new healthy level, and that you have done some **profiling** so you know what your innate skills talents and abilities are so that **you are now ready to set goals** that are meaningful. It is only in that way that your goals will be achieved more easily.



Actions Steps:

- Set goals that are in alignment with the reclaimed new you, having envisioned a new and better future, either as an individual or for the organisation. In this way you will gain a sense of purpose and will then be moving towards self-actualisation, and are then able to make your contribution to your company or self, and you are more likely to achieve them.



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In summary:

The hardest part is making the commitment to start and actually choosing wellness as an approach to life.

The steps sound easy and they are if you follow along and do things in order.

The reality is that there will be deviations and pitfalls and mis-direction and down-times and suffering. However, if you get back up and recommit to your overall wellness, there is no reason you cannot achieve that, one step-at-a-time, knowing that baby steps are the way to go to instigate new habits.

Habits are about repetition.

Your old habits have come from your CPU and most probably you did not know you were operating from this unconscious way of living.

Repetition is how you got to your current position.

In order to move to a more preferred position you need to do different repetition with, more improved and more positive actions, so these become your new habits, and these new habits are what you consciously choose.

Choose wisely and I hope to speak with you soon.

Best regards

Celine Healy

Founder and CEO

Celine Healy Consulting

www.celinehealy.com

celine.healy@iinet.net.au

+61 408 646 887



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BIO

“Applying wellness programs to your organisation/your staff can be a rewarding task. I aim to make your experience of my wellness programs, not only beneficial for individual staff, but will also improve your chance of achieving sustainable employee engagement, engender a position of positive cultural change and help move the organisation towards being an employer of choice.”

Celine Healy – Founder & CEO of
Celine Healy Consulting



Celine Healy Consulting

Resilience Training to Improve Mental Health

With the Right Resilience and Wellness Programs to Help Improve Your Employees' Mental Health You and Your Business Will Grow Even Further



Celine Healy

Founder and CEO

Celine Healy Consulting

www.celinehealy.com

celine.healy@iinet.net.au

+61 408 646 887

Appendix:

What Wellness That Works and Increasing Resilience is All About?

Wellness That Works is a Wellness Movement.

This particular Blog is an off-shute of the Group of Companies that comprise Celine Healy Consulting. We are about creating a new way of being and approaching things differently and for individuals and organisations to be aware of what is offered in the market place and to be able to instigate programs that actually work, and work well. Some of these offerings will be by other experts. Others will be offered by myself.

We are about providing the latest information on wellness from every angle: physical, mental, emotional and spiritual for individuals/staff in organisations, to help create cultural change and sustainable employee engagement, and for alerting businesses about how to achieve business wellness (from many perspectives, including financial and marketing) as well.

It is about education, training and programs, products and services that get to the root cause of ill-health/unwellness.

Wellness is all-encompassing: if you are not physically well, then every other part of your life and business will suffer. If you are having financial difficulties then this can affect you physically, mentally, emotionally and spiritually. So, we take an holistic approach to wellness.

What is the “why” of this business?

Wellness That Works evolved due to the absolute frustration, annoyance and incredulity of what has been written about and offered as programs for increasing wellness, wellbeing or resilience at the individual and organisational level.

In order to be well you have to fix your body/mind first.

Here is a common story. Many writers, experts, gurus and the like,



espouse various steps to success/wealth/wellness or another topic. If you read one of their books, most of these self-help books revolve around things like:

- The 3 Steps to Happiness
- The 5 Steps to Financial Security or
- The 7 Steps to Success, and so on....

People try to follow these steps and they still fail. Some of the failure is due to the fact that they try to use willpower to overcome issues or beliefs. This is too difficult for most people because they are so stressed out that they are unable to be sufficiently focused to do what is necessary, to ensure they are actually doing the steps correctly.

However, when you read these books (and I want you to use a new filter when you read a new “success” type book) the filter is, to actually read between the lines of what is being said.

Quite often the writer will have a throw-away line such as: I have been going to my: masseuse, counsellor, therapist, naturopaths, doctor, psychologist, psychiatrist or whoever... during the last 10, 15 or 30 years. It will be part of their story about themselves and will not form part of the 3, 5 or 7 step “success” or “happiness” or whatever...

What is happening here is that the writer admits that the therapy – whichever one it is, makes them feel better along the way, but at no stage do they say that because of the THERAPY, I was able to get clear about what steps to take, outline my approach to life, or develop my system or product.

What they have been doing the whole time is helping themselves: feel better, develop clarity, change mindset, develop new more positive beliefs about themselves and others, instigate daily rituals that have helped them improve their lot and so on....

The writer thinks it is the steps that have helped them achieve “x” or “y”. I am here to say that this is not so! What they were doing to achieve “success” etc., and develop their steps, was to take the THERAPY. The Therapy helped them clarify what these steps were so that the “healed” version of themselves could write down those 3, 5 or 7 steps to a successful life, and then tell others what to do.

I am so riled up about this! It is time to tell the truth!

It is the THERAPY that is helping you succeed, not the steps.
The STEPS come afterwards! (In this instance the THERAPY is a combined 6-Week Course on How to Increase Resilience.)

An interesting discovery:

Did you know that only 3% of participants enrolled in any kind of “success” course actually achieve their goals and succeed, using the method they were taught?

That means that 97% fail and continue to fail because they are looking for the next big thing or the magic pill or the NEW 7 steps approach, and keep wondering why they cannot succeed as these other 3% have!

*You see, these 3% of people **will always succeed** because they have their “stuff” together already before they do the course or program. They are used to winning and know what to do.*

My goal is to be able to help the 97% of people with the KEY to help them open a way to overall wellness. To a life of success. Sometimes the longer, slower way, seems harder, more difficult, and it can be. Taking time to repair and do the therapy necessary is, slower, initially. However, in the long run it guarantees success. So, taking the easier approach is always tempting. That is why people keep trying just one more “quick” 3 step program, believing they will finally get there!

It simply will not! You have to do something differently in order to get a different result.

You simply have to stop this destructive way of doing things!

The key to your success, in any field of endeavour, both personal and in business is by unravelling your “stuff” first, and **do the THERAPY** first. Once you get to a level of wellbeing, then you might try other things after that.

Therapist of the world rejoice! Use any kind of therapy not just lying on a couch.

In this case, the THERAPY involves an all-encompassing 6-Week Course on How to Increase Resilience.



Wellness That Works is about the **THERAPY!**

We know that you cannot achieve success if you are in dis-ease in any way. This means conflict due to: struggle, strain, being stuck in a rut, feelings of lack, having pain or tension anywhere in your body/mind.

All of these things are: dis-ease!

When you resolve the internal conflict within which is creating dis-ease, you will be on the trail of your journey back to overall wellness.

So, The KEY to success on any level is: you have to get to the underlying issues which are the real cause of your dis-ease/stress and deprogram and reprogram your conscious and subconscious minds, and how you respond to stress or a stressor trigger, in order to get back in control. Control means choice. Choice means freedom.

This means THE THERAPY!

More specific information on Wellness That Works

What we do:

The 5 Steps to Wellness Model (produced by WellnessThatWorks.com.au) are :

1. REPAIR
2. RELEASE
3. RENEW
4. RECREATE and
5. RECLAIM.

The first three steps deal with the physical, with follow-through to the mental and emotional states. These need to be incorporated into your life-plan of how you choose to live as a successful and well person, choosing wellness as one of your highest values, and living by that new code.

The last two steps deal with clarifying your innate skills, talents and abilities so that your identity, your path and your direction become clear, and the type of work that is most suitable to your natural skills will become obvious so that you will start to feel more in flow, freeing yourself from the dis-ease and stress that has been affecting your physical, mental and emotional states. Then, by setting and instigating goals that align with the new you, this helps you move towards self-actualisation, more easily and effortlessly, so you can make your contribution in a meaningful way.

This new approach to wellness is like building a house from the ground up.

1. Firstly, you set the process in motion by clearing the land. This preparation stage is essential. Clearing the land is the equivalent of **REPAIRING** your body/mind. We begin by clearing your subconscious of the automatic stress response habits that you have ingrained, in the same way you would clear tree stumps to gain control over your block of land.



2. You cannot build any house on shaky ground. The old materials must be excavated so that the solid new foundation can stand. **RELEASING** is like excavating all the old gunk and debris to prepare a solid base for your new foundation.
3. Once the space has been cleared and the ground is prepared, the foundations can be built. In the **RENEW** stage, we move into a new way of being. This is your new foundation. It is you vibrating at a higher level of attractiveness, improving and maintaining your new sense of wellbeing.
4. Now you are ready to **RECREATE** your life. This is like having an architect design your house according to your new specifications: this is my new path, these are my purposes and these are the values by which I operate.
5. Once the house is built, it's time to decorate the rooms. Now that you have the new structure for your life, you can **RECLAIM** each aspect of it to suit you. By setting goals that are aligned with your new structure, you will decorate your life the way you want it. In effect, you will build a new framework for your life more easily and within time frames appropriate for you.

What we achieve:

- We repair to achieve **increased awareness** so we can be more present to be able to take the necessary actions to become who we want to become, and increase resilience to stress and dis-ease
- We release to **improve mind-set**
- We renew to nurture, nourish, **increase energy** and to maintain our new vibration
- We recreate to **clarify our identity** so we can operate out of our innate skills, talents and abilities for more effective work production
- We reclaim so we can **set goals that are meaningfully aligned** with who we are at our core, move towards self-actualisation, and be in FLOW, our natural birthright

How do we do that:

- REPAIR - Exercises to increase oxygen, improve our breathing apparatus and halt the stress response mechanism
- RELEASE – Identify and eliminate our most deeply held limiting beliefs. instigate rituals that help improve mind-set, behaviour and moving towards becoming the successful and well person we know we can be
- RENEW – eat, drink and nourish ourselves with the right food, vitamins and minerals, exercise and drink more water, establishing routines one step at a time to move towards a life-time wellness plan. During this phase participants will have access to CD's and sound tracks that help increase and maintain vibration.

NB *What you learn in the first 3 segments are on-going and need to be incorporated into your new life-plan of daily actions towards maintaining wellness.*

- RECERATE – we utilise profiling systems to establish identity and clarify path and direction and to identify our innate skills, talents and abilities so we are operating at least 80% within our natural skills range. This will lead to less stress and increased satisfaction. We use Personal Development Programs here.
- RECLAIM – where we will be able to set meaningful goals, appropriately stated, which are in alignment with our new and improved selves.

Because we have done the work to clear out that which was holding us back we will be able to achieve our goals easily and effortlessly. We will be in FLOW and will be on the way to self-actualisation. We use specific Personal Development Programs and Goal Setting Programs.



For individuals:

REPAIR – there is an online DIY Program over 7 weeks for **Individuals (coming soon)...** that will help increase awareness, be more present, increase energy, be able to sleep better, become more focused and improve memory and concentration, with the final goal of becoming more aware. You will be able to achieve all of this without the need for excessive willpower. This is achieved by becoming present. When this happens, you gain back a sense of having more time to complete tasks, gain back control over your work-life balance, will feel better and by default become a better listener and communicator. You will also have increased your resilience to stress and dis-ease.

For organisations:

We look at REPAIR from the perspective of cultural change, sustainable employee engagement, and the mental health and wellness aspect, in that employees within that workplace will also learn about things such as: depression, anxiety, bullying, sexual harassment, improved communication skills, visions alignment and staff engagement in strategy planning and devising the organisation's overall wellness policy. They will also achieve the same results as for the individuals' program: increased energy, becoming more aware and being more present, having more time and control over tasks. Becoming more empathic, and have increased resilience to stress and dis-ease.

For more information on how I can help your organisation achieve an attitude and culture of wellness, please click on this link: <https://celinehealy.com/consulting/>

Further Action Steps for On-going Wellness:

1. BUY and download the book: [Stress-Proof Your Life](#) (Overview) on Amazon. Then please leave a review.
2. Then make a decision:
 - a. I am not yet ready to make wellness one of my highest values – then do nothing and take no further action.
 - b. I want overall wellness and now choose that path – then continue with these steps.

Once you have made that deliberate choice, and if you want to experience a section of the REPAIR DIY online course – **then click on this link to get the [FREE Booklet – the 3 Minute Process](#)** and also the link to how to do this breathing technique.

[This initial breathing technique](#) is at the basis of the DIY Online REPAIR Course This technique will help commence your journey.



In all cases, you have got to decide that wellness is one of your highest values, then you have to choose that course and take action towards this new value, and implement the necessary strategies and behaviour to achieve that overall wellness.

If you feel excited about this wellness movement and want to be involved in any way then jump on board and get our regular newsletters.

I am thrilled for you and the possibility of your new choices.

Wishing you overall wellness

Best regards

Celine Healy

Founder and CEO
Celine Healy Consulting
www.celinehealy.com
celine.healy@iinet.net.au
+61 408 646 887