

PHYSICAL AND MENTAL WELL-BEING

HOW ARE WE DEALING WITH THIS ISSUE

Barcelona, June 2023

Dr. Michael Hagemann

What is our most common desire
as humans?

World Happiness Summit in March 2023, sponsored by DHL



World Happiness Summit Connection 2023 Delivered by DHL

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The World Happiness Summit (WOHASU), a three-day experience, is the world's leading conference focused on increasing wellbeing in all areas of life. Our goal is to promote the practical tools behind the science of happiness and wellbeing to the widest audience so that we can, individually and collectively, experience positive transformation.

With your neighbour...

1 What is your personal experience with health and wellbeing?

2 What is your professional experience with health and wellbeing?

Mental health facts & figures



Mental disorders involve significant disturbances in **thinking, emotions,** or **behavior** (the most common are **anxiety and depression**).



Depression will be the **most common disease globally** in 2030.

Around **300 million people** worldwide are suffering from depression.

- **30 million Europeans** are suffering from depression.
- **10% of the EU workforce** is absent from the workplace due to depressive disorders



Mental health disorders are **on the rise globally** estimated 700 m people globally & could cost the global economy

up to \$16 trillion between **2010 and 2030.**

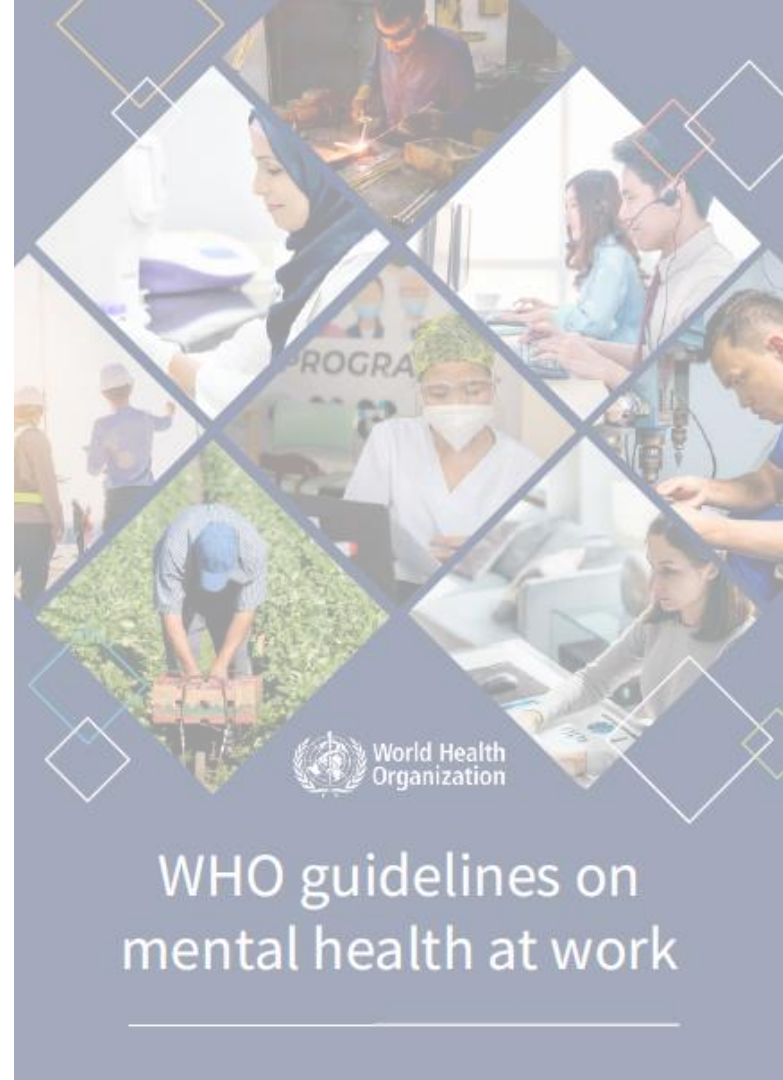


1 in 8 people in the world (970 m) live with a mental disorder (2019) with a **significant rise due to the COVID-19 pandemic in 2020**

- Anxiety +26% and
- Depression +28% in just one year

And some more figures...

- 13 % rise in mental health problems worldwide since 2017
- 15 % of working age adults estimated to have a mental health issue
- Europe: the cost of reduced productivity incl. sickness absence due to mental illness : €136 bill.
- Mental health interventions are extremely cost effective – the ROI of mental health interventions is 1:5 (investment / increased productivity)
- Company culture makes a major difference to the mental health and well-being of the employees



WHO guidelines on
mental health at work

WHO – Guidelines on Mental Health

Managing mental health at work can appear challenging. But it should not be seen as onerous.

Rather, it offers an **opportunity for growth** and sustainable development.

Safe, healthy and inclusive workplaces not only enhance mental and physical health but likely also **reduce absenteeism**, improve work performance and **productivity**, boost staff morale and **motivation**, and minimize conflict between colleagues.

When people have good mental health, they are better **able to cope with the stresses of life**, **realize their own abilities, learn and work well** and contribute actively to their **communities**.

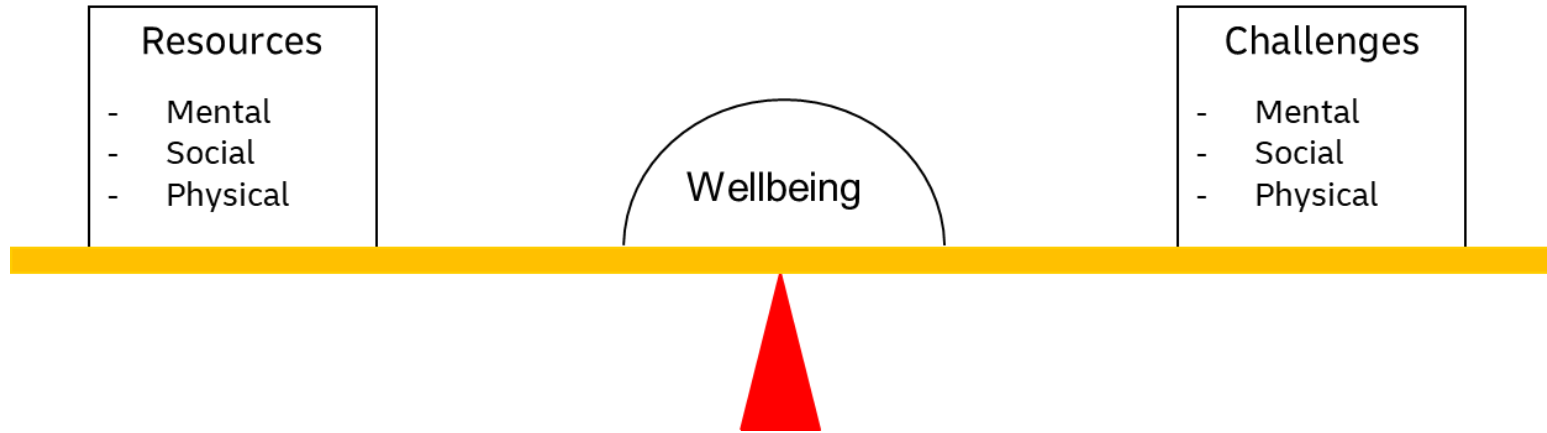
And when people have good working conditions, their mental health is protected.

WHAT.IS.WELLBEING???

There is no single definition but an agreement

- › “**Well-being** exists in two dimensions, **subjective and objective**. It comprises an individual’s experience of their life as well as a comparison of life circumstances with social norms and values” (WHO)
- › “There is general agreement that at minimum, well-being **includes the presence of positive emotions** and moods (e.g., contentment, happiness), the **absence of negative emotions** (e.g., depression, anxiety), satisfaction with life, fulfillment and positive functioning. In simple terms, well-being can be described as judging life positively and feeling good. ... Physical well-being (e.g., feeling very healthy and full of energy) is also viewed as critical to overall well-being”
- › “Well-being is more than just happiness. As well as feeling satisfied and happy, well-being means developing as a person, **being fulfilled**, and making a contribution to the community”²
- › “There is a two way relationship between wellbeing and health: health influences wellbeing and wellbeing itself influences health”³

"Well-being is the balance point between an individual's resources and the challenges faced"¹



HOW TO INCREASE WELLBEING???

WELCOA'S DEFINITION *of* WELLNESS

WHAT IS WELLNESS?

Wellness is the active pursuit to understand and fulfill your individual human needs—which allows you to reach a state where you are flourishing and able to realize your full potential in all aspects of life. Every person has wellness aspirations.

Successful workplace wellness initiatives require supporting employees in fulfilling their needs in seven areas.

1. **HEALTH** - Beyond the absence of mental and physical illness, health is a feeling of strength and energy from your body and mind.
2. **MEANING** - Feeling part of something bigger than yourself. Knowing that your work matters. Having purpose in your life.
3. **SAFETY** - Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs.
4. **CONNECTION** - Experiencing positive, trusting relationships with others. Feeling a sense of belonging, acceptance and support.
5. **ACHIEVEMENT** - Feeling you have the support, resources and autonomy to achieve your goals. Succeeding at meeting your individual goals and work aspirations.
6. **GROWTH** - Feeling like you are progressing in your career. Learning and being challenged to use and expand on your strengths.
7. **RESILIENCY** - Viewing life with optimism. Feeling grateful and expressing appreciation. Feeling validated and encouraged.

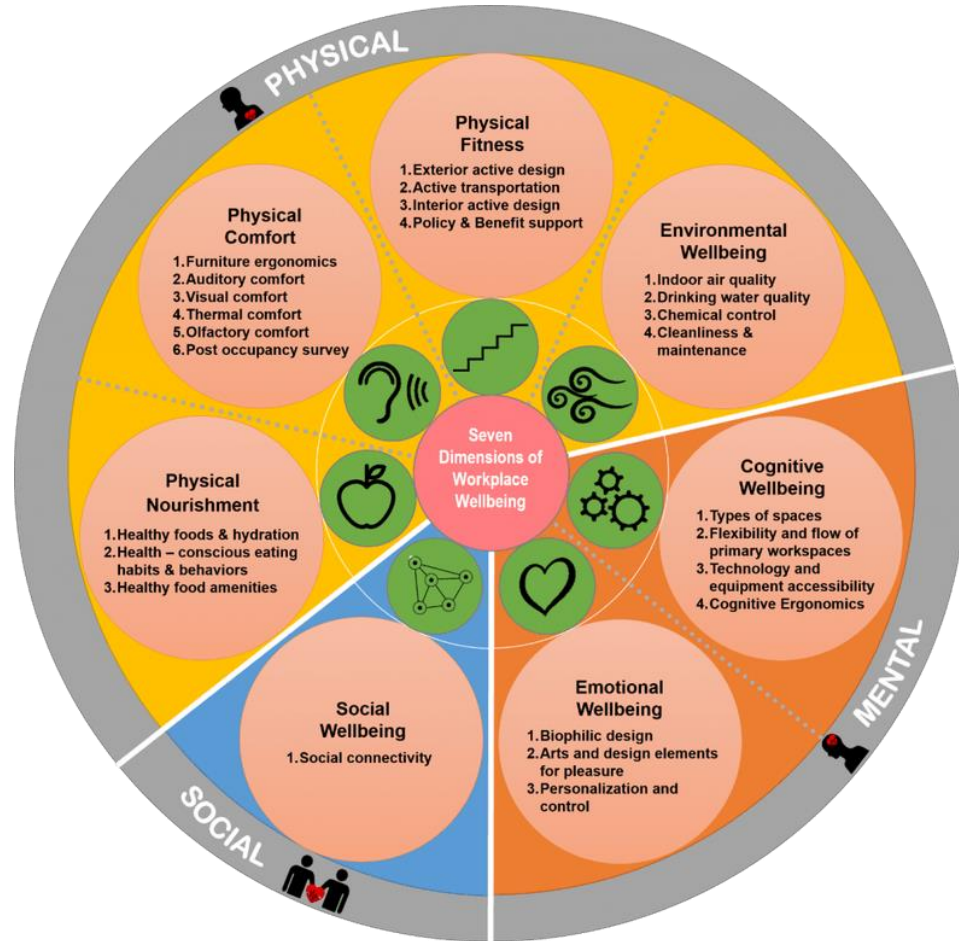
Dr. Bill Hettler, National Wellness Institute



The 8 dimensions...



Physical, social, mental...



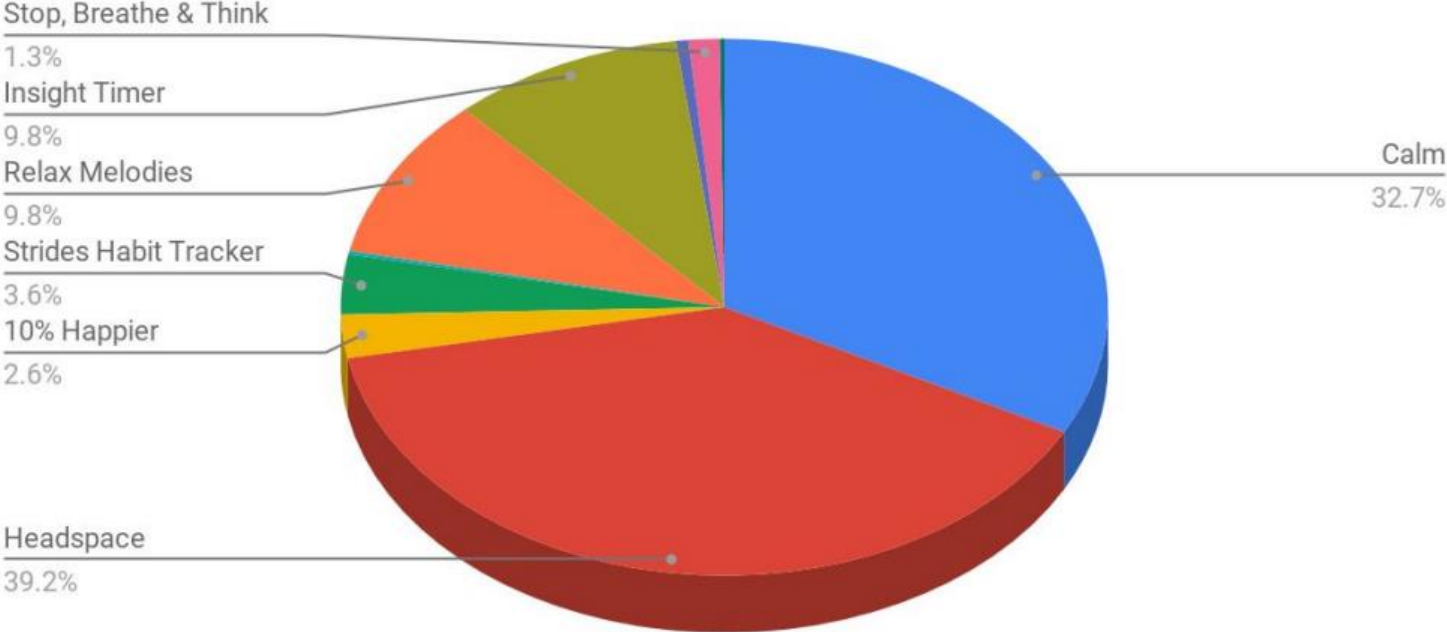
Finding a common framework...

	Forum			
World Health Organization	"Health can be defined as a state of physical, mental and social wellbeing , not merely the absence of disease & infirmity"			
Group	Group Health & Wellbeing Policy Statement			
Proposed work	Physical	Mental	Social	
A	Cardiovascular diseases & diabetes / Musculoskeletal diseases	Mental	Belonging / Team culture	Leadership culture
B	Physical	Mental	Emotional	Personal
C	BE Active	BE Present	BE Social	
D	Body	Mind / Spirit	Personal / People Finance / Environment	
E	Health & Wellbeing framework not yet discussed or aligned with all stakeholders			
F	Organizational Culture Prevention & Screening Behavioral change Disease & Condition Management			

H/W and Tech

Meditation app Market Report

Self-help apps market share



Source: Meditation app Market Report, by Tenzingstartup.com, Q1/2020, p. 8

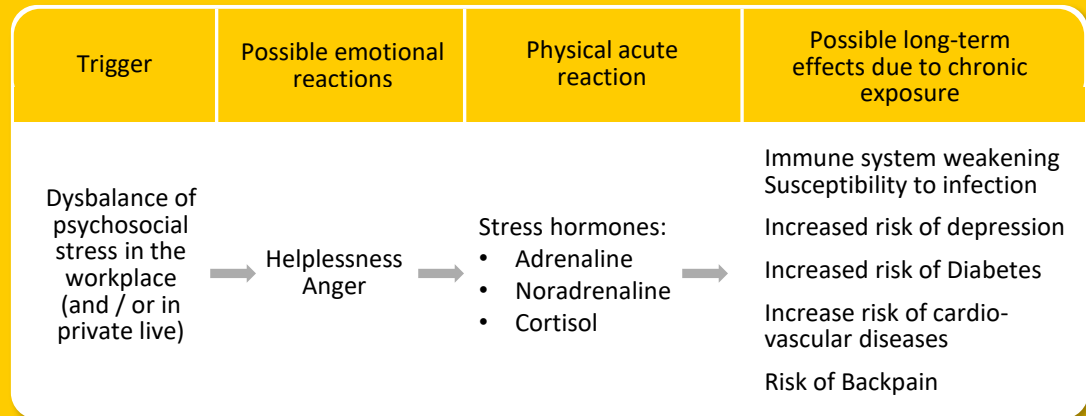
App name	Category	Features	Costs
<u>Insight Timer / Insight Timer@work</u> 	Best overall / Best budget	Over 45,000 free meditations / Insight Timer@Work is free	Free or premium is \$10 per month, \$60 per year / flat rate premium courses \$99/ month
<u>Calm</u> 	Best for insomnia / Best overall	Flexible app with short meditations	Annual membership is \$70, meditations for life is \$400
<u>Headspace</u> 	Best for beginners / Best for sleep	Meditation guides for all levels	\$13 per month, \$70-96 per year, family option \$240 per year
<u>Aura</u> 	Best for those who are short on time	Personalized 3 min apps, 7 min on paid version	Free and paid version
<u>Ten Percent Happier</u> 	Best for skeptics / Best for beginners	User-friendly app & website	\$100 annually
<u>Smiling Mind</u> 	Best for families	Content suitable for all ages, organized by age group	Completely free
<u>Simple Habit</u> 	Best for mindfulness / Best selection	5-minute meditations	Free, \$12 per month, \$90 über year, \$300 a lifetime for premium
<u>Oak</u> 	Best for breathing	Combination of meditation and breathing exercises	Completely free
<u>Unplug</u> 	Best for anxiety / Best for focus	Live-recorded meditation sessions	\$8 per month, \$60 per year
<u>Omvana</u> 	Best for advanced-level meditation	Customized experience	Free and paid version
<u>Buddhify</u> 	Best guided	„Wheel“ of meditation practices	\$5 plus in-app purchases

Take aways



,STRESS' IS NOT A MONSTER!

“Stress” is the neutral term for a requirement placed on people. Such requirements are important for personal development.



But – chronic stress can contribute significantly to the development of the biggest diseases of civilization.

Ensure supportive leadership and team culture

Main levers to prevent mental disorders and to increase employee engagement

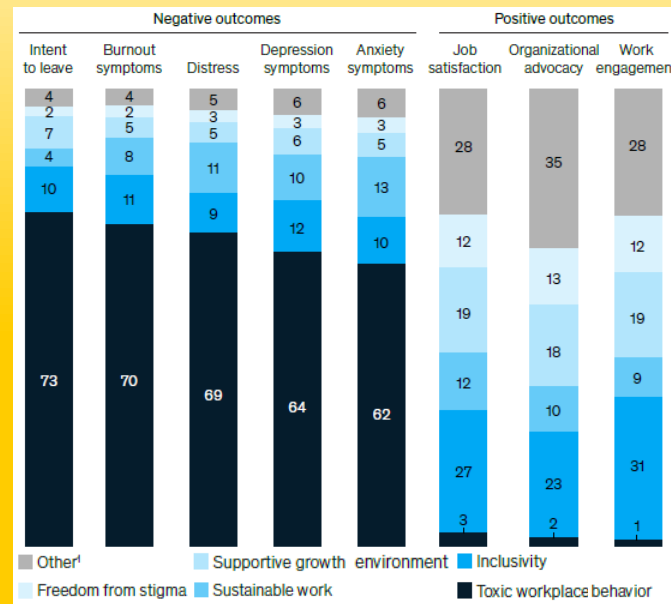
- Negative workplace behavior has the biggest impact predicting mental disorders and intent to leave by a large margin¹
- Investing in adaptability and resilience is fruitful but this alone does not compensate for the impact of a negative workplace culture²

1. Supportive leadership / team culture, incl. strengthening ability to act / participation of employees³
2. Strengthening individual adaptability & resilience
3. Supporting personal health resources

1) Source: McKinsey Health Institute Employee Mental Health and Wellbeing Survey 2022; Source: Brassey J., et al: Addressing employee burnout: Are you solving the right problem?
 2) Negative workplace behavior is interpersonal behavior that leads to employees feeling unvalued, belittled, or unsafe, such as unfair or demeaning treatment, non-inclusive and unethical behavior from leaders or coworkers
 3) See e.g. exemplary effects of team interventions in back up ('team health')

Contributing factors to workplace outcomes

% of variance in outcome measure driven by factor



Source: McK Health Institute; % values indicate the relative contribution of each predictor to the proportion of variance explained for each outcome

1) Includes organizational accountability, employee health as a strategic priority, and access to resources.

Trust – the secret of high-performing and healthy teams¹

The prerequisite for successful teams is that

- the group is a place where each member feels well and safe to 'be themselves'
- the team will not shame, disapprove or punish any member who speaks their mind



- » Sustainably successful teams are characterized by mutual respect and empathy; this is why they perform better than others
- » Supportive social networks protect against illness²
- » The task of leadership is to create a climate in which the team members feel well, trust and support each other
- » A common understanding of health & wellbeing is the prerequisite for a corporate culture that promotes health and productivity

And a micro practice for today...

- 1) Say a full-hearted “thank you” to somebody**
- 2) Smile to somebody**
- 3) Praise somebody**
- 4) Choose one of the above or all of them**