

TRAINING & DEVELOPMENT PROGRAMME

# Knowledge Network

Webinar Series

## 2022: Minding Yourself and Your Team

Wednesday, 12 January 2022 | 8.30 am to 9.30 am



**John Binns MBE**  
Mental Health Advisor



**Mary Brassil**  
Partner

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# 2022: Minding Yourself and Your Team

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John Binns MBE, Mental Health Advisor and Mary Brassil, Partner



## Context

# Why talk about this – The need for sustainable high performance in challenging times

Mental wellbeing isn't all or nothing – perfectly well or absolutely ill...it is a continuum. We all want to succeed and spend as much of our time as possible at the top of our game.

Pressures in the workplace continue to grow; a sense of isolation heightened by the covid lockdowns can be corrosive. “Always on” technology brings with it not only great benefits but new longer term resilience challenges.

1 in 4 people will have a stress related mental health issue at some time in their career. 1 in 5 people in Ireland report increased mental distress as a result of the pandemic and associated restrictions.

## Recognise the signs early and think of the risks

- Sleep problems
- Difficulty in concentrating
- Increased difficulty in making decisions
- Loss of enjoyment in things previously enjoyed
- Loss of confidence (social withdrawal)
- Heightened anxiety levels
- Feeling low/less optimistic
- Increased irritation
- Self medication e.g. increased alcohol intake

**You are looking for changes**

## Recognise/challenge - unhelpful thinking and behaviours- listen for disproportionate language in teams and self – isolation can magnify intrusive thoughts

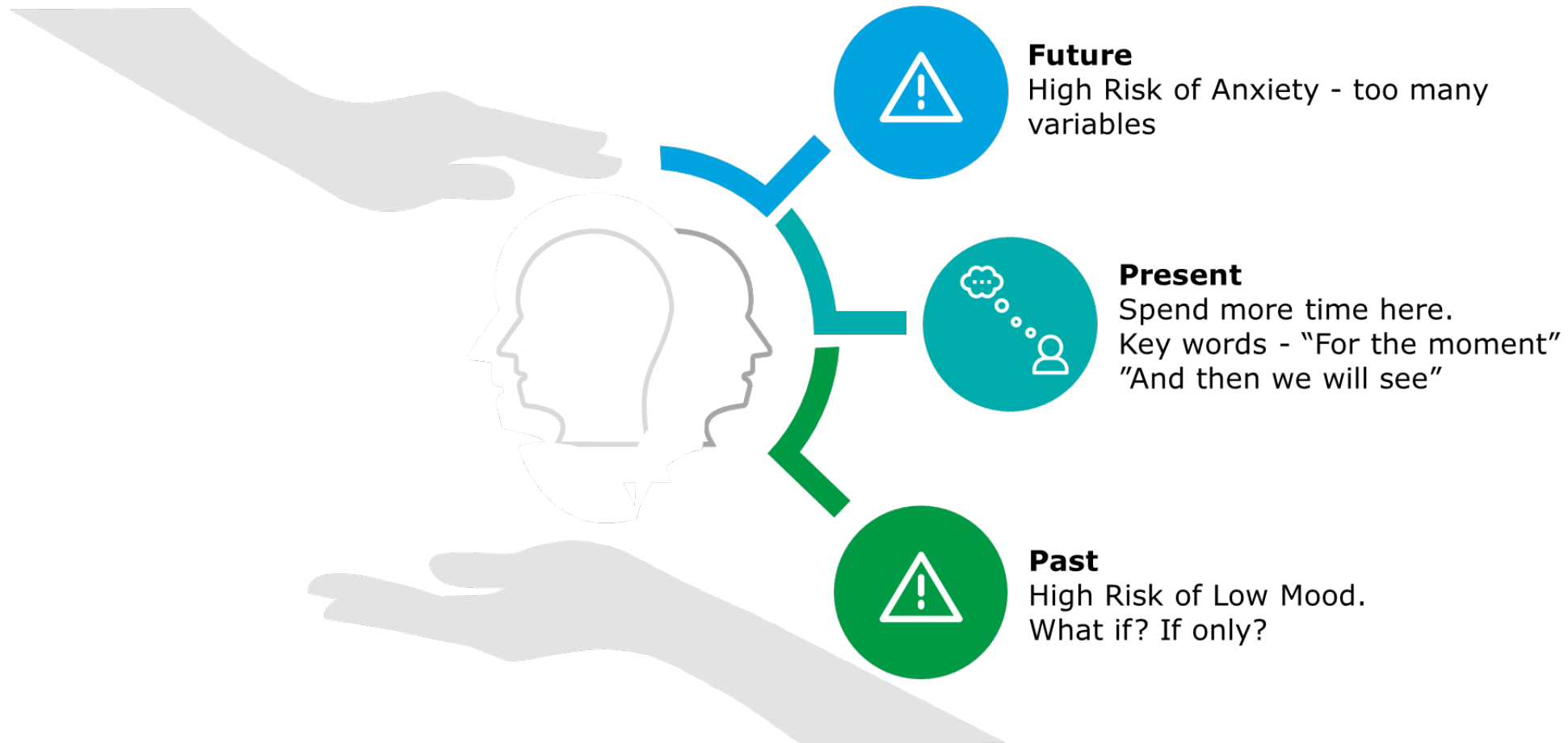
- Black and white thinking X
- Mind reading X
- Catastrophising and/or predicting the future X
- Beware **Musts** and **Absolutes** – (rigid demands.) Learn to live in a world of flexible demands and preferences X

# Building Connections to Combat feelings of isolation

- Recognise the tendency to compare and only spot the people in a “better “ situation than ourselves.
- Actively look for points of similarity with others - don't focus on the differences
- Think about who might be in the same boat and reach out - one thing for certain you are not alone in at times feeling lonely
- A great time to ask what are my passions- there is **always** a community out there that shares them



# Dealing with Uncertainty - Combating Low Mood + Anxiety





# Introvert /Extravert- Remember One Size Does Not Fit all

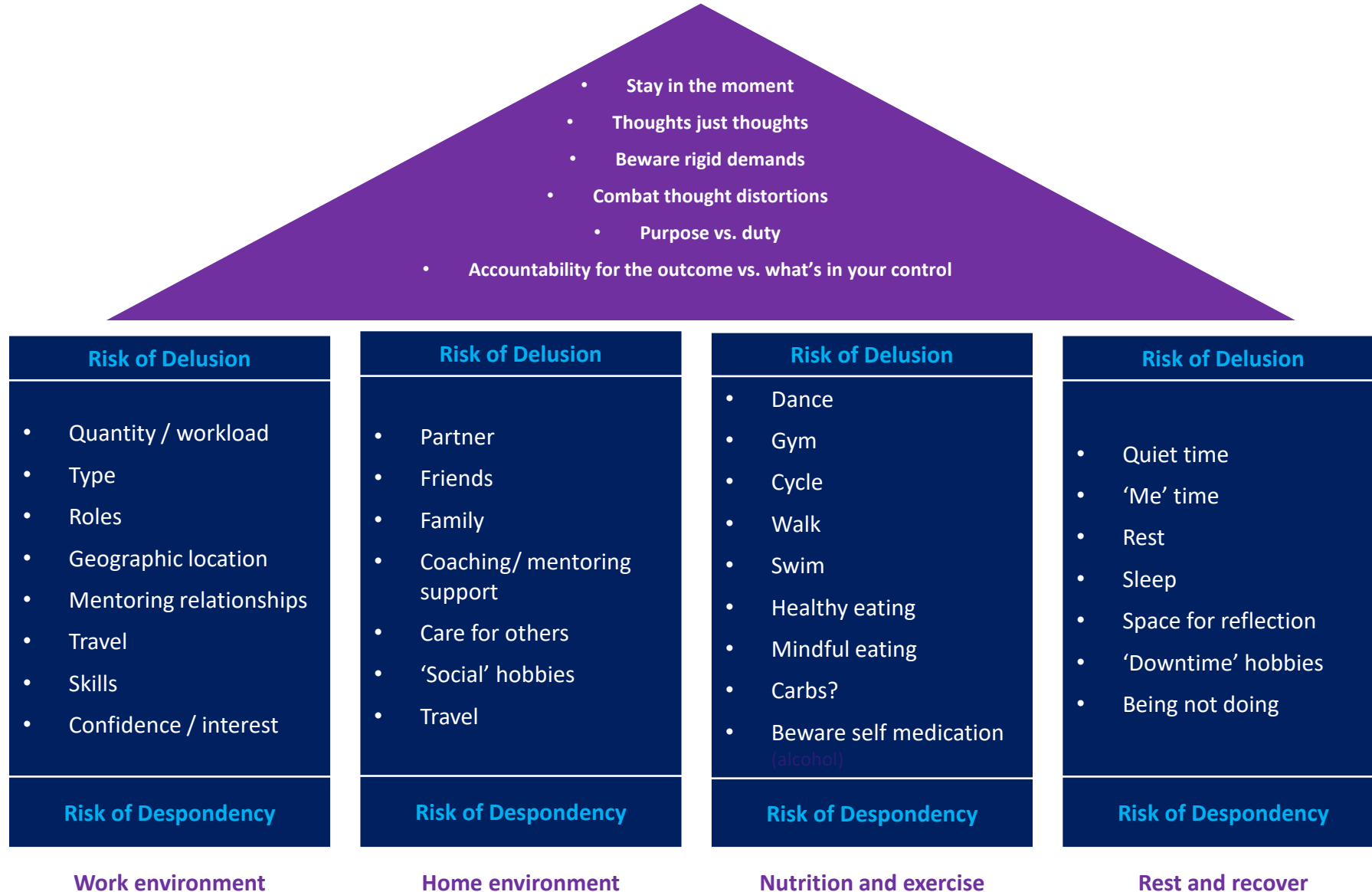
- Most teams are a mix of introverts and extroverts. Businesses need both to succeed
- The virtual pub, coffee mornings, virtual project stand ups etc. are great but not natural territory for the introvert. They tend to amplify the loudest voices .
- So .....if chairing a meeting /event seek out the quieter voices and give them the opportunity to contribute if they want.
- Think who might be the more reflective team members. Reach out to them on a one to one .
- Keep an eye out for who might be withdrawing .





# Four Pillar Plan – Pandemic Survival - How strong are my Pillars?

Balance four pillars and seek to make conscious choices within areas



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# Questions?



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