



Collectively Braving the State of Our Mental Well-being

*Story-Telling and Story-Listening to
Activate Post-Traumatic Growth*





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Session Agenda

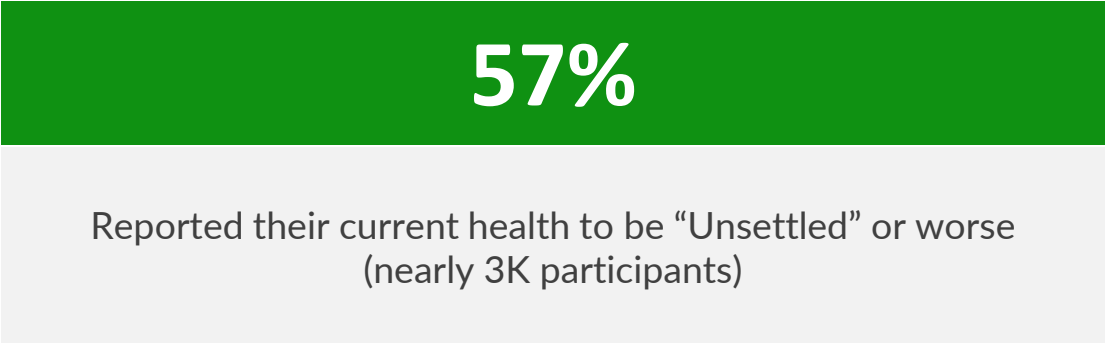
- WHY mental health? WHY organizational culture?
- What is post-traumatic growth (PTG) and how can it be valuable in the workplace?
- Activating PTG as a path forward for people, teams, and organizations



“Overwhelm is the all too common feeling that our lives are somehow unfolding faster than the human nervous system and psyche are able to manage.”

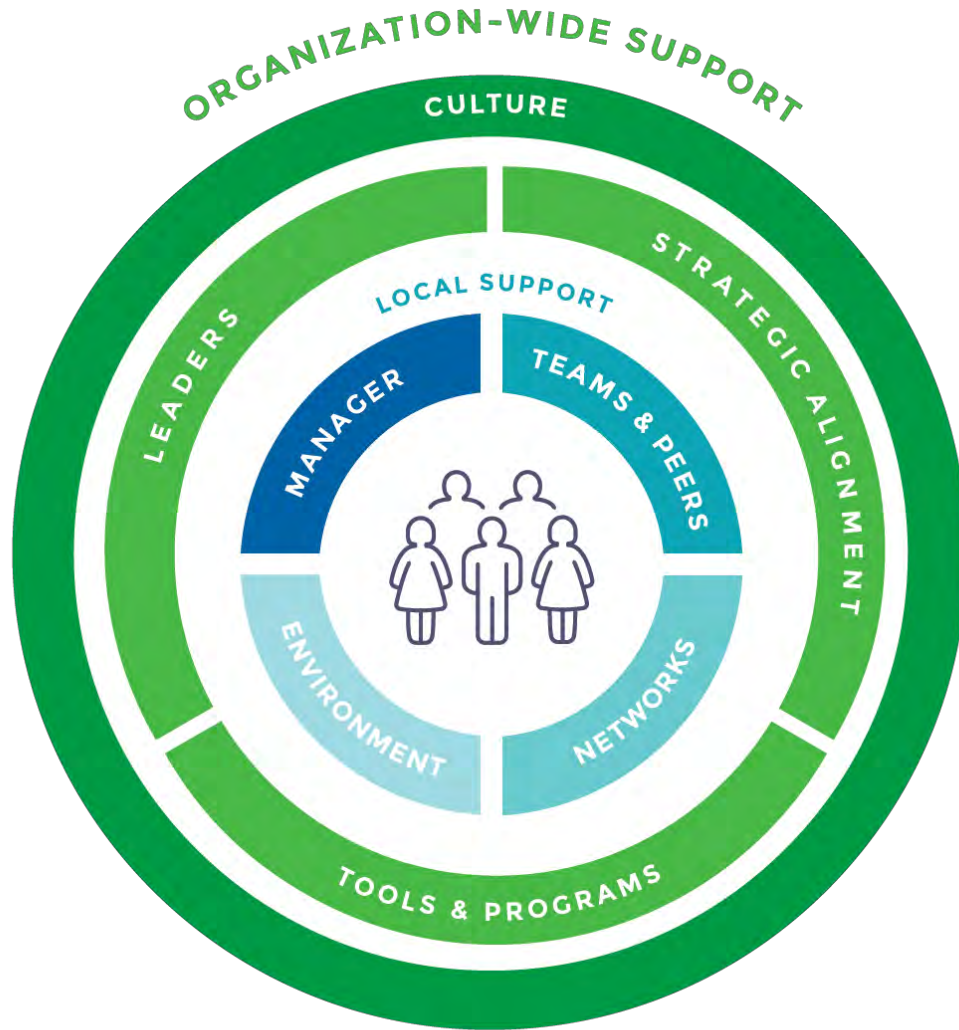
- Jon Kabat-Zinn, *American professor emeritus of medicine and the creator of the Stress Reduction Clinic and the Center for Mindfulness in Medicine, Health Care, and Society at the University of Massachusetts Medical School*

Current state of mental health and stress



In Crisis	Struggling	Unsettled	Thriving	Excelling
<ul style="list-style-type: none">• Very anxious• Absenteeism• Exhausted• Physical pain• Isolation• Very poor sleep• Psychotic break• Severe drug abuse	<ul style="list-style-type: none">• Anxious• Depressed, sad• Low self-esteem• Tired• Poor concentration• Poor sleep• Poor appetite• Drug abuse	<ul style="list-style-type: none">• Worried, nervous• Edgy• Irritable• Frustrated• Self-doubting• Trouble sleeping• Tired• Distracted	<ul style="list-style-type: none">• Normal mood• Positive• Calm• Sleeping well• Focused• Eating normal	<ul style="list-style-type: none">• Cheerful, joyful• Solution focused• Energetic• High performer• Prioritizing sleep

Limeade's Organizational Care Model



Culture = The
Organization's Mindset

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The story of the shattered vase – what separates experiencing growth vs. suffering?

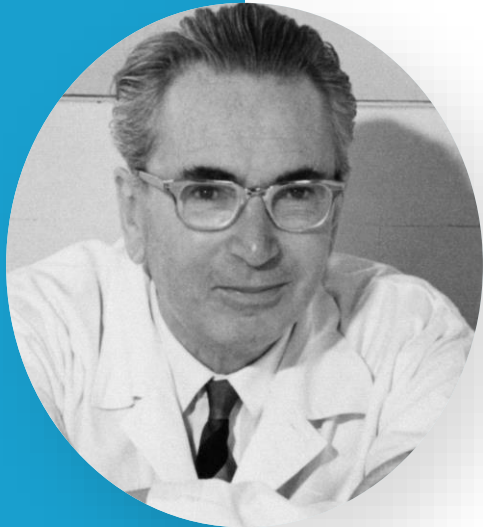


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It's important to acknowledge the following...

- Growth after trauma doesn't diminish the impact of the battle, it just offers hope for the other side.
- Trauma creates change we don't choose. Healing is about creating change we can choose.





“Everything can be taken from a man but one thing: the last of the human freedoms – to choose one’s attitude in any given set of circumstances, to choose one’s own way.

– **Viktor E. Frankl**, Austrian psychiatrist, Holocaust survivor, and author of *Man’s Search for Meaning*

Definition of post-traumatic growth

Positive psychological change experienced as a result of adversity and other challenges in order to rise to a higher level of functioning.

- **See new possibilities and purpose in life**
- **Change in relationships & relating to others**
- **Feeling personally stronger**
- **Greater appreciation for life in general**
- **Deepening of one's spiritual life**

Activating PTG | Making meaning through story and our narrative...



- Human beings are meaning makers!
- We make meaning with stories.
- Stories exist in our own thinking
- We have the capacity to strengthen this psychological muscle

The value and possibilities of story-telling at work



If culture is the organization's mindset, and the story and meaning we create is ours to choose – think about what's possible when people and teams take the time to choose and “write” a narrative where mental health and well-being always wins!

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The PTG Exercise Blueprint

This can be done at every level within organizations – 1:1's, teams, ERGs, other peer groups

- **Setting:** Virtual meeting or in-person
- **Group Size:** 4–6 (pairs are an option)
- **Setting:** teams where there is high psychological safety. In both cases, confidentiality and voluntary participation are prerequisites.
- **Facilitators:** For this exercise the facilitator could be a colleague, manager, or organizational leader.



Choosing Your Narrative | Self Reflection

- What is the greatest challenge or challenges you experienced during the pandemic?
- What is the greatest gain you experienced during the pandemic?
- What have you learned about yourself throughout the last 2 years?
- How will you apply your own learning going forward?



Creating Your Narrative Compass

What two words or short phrases will remind you of how to apply what you're learning?

Examples:

- Kind and consistent
- Focused and fearless
- Loosen up and let go



Integrating Your Narrative Compass

When you think about your daily routine, how or when might you use your narrative compass?



Continuing to Activate Growth | Next Steps

Notice and share

- Make a weekly appointment with a trusted colleague or friend to discuss how your narrative compass is impacting your work and sense of empowerment.

Reflect and refine

- Where is the compass making a difference?
- How can you further refine or improve?



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Thank you!

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