

TIME TO PRIORITIZE MENTAL HEALTH IN THE WORKPLACE



Quarterly Newsletter by the Department of Psychology

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mental health



"Take care of your employees' mental health, and they'll take care of your business. It's as simple as that."

-Richard Branson

Time to Tame the Stress

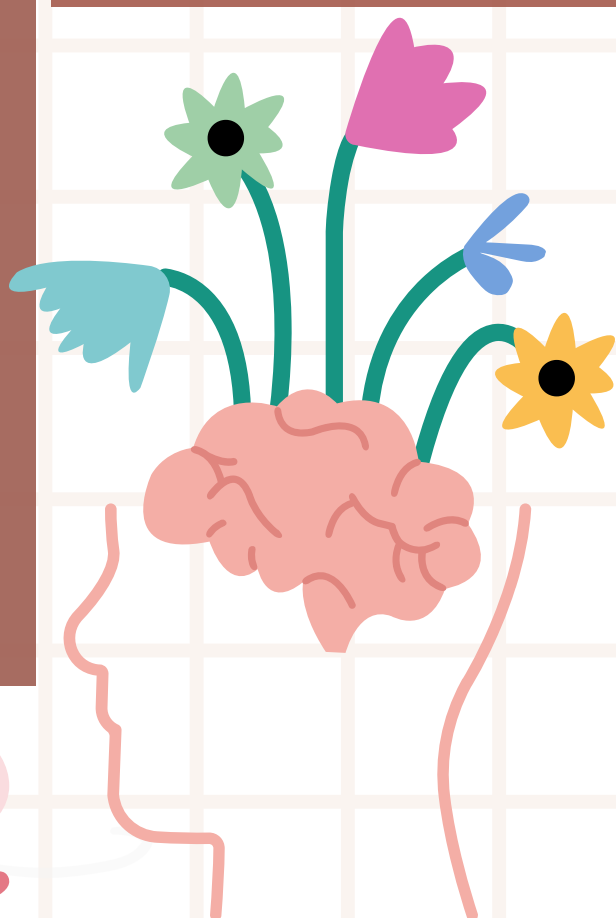
There is a lot of talk on mental health these days and many of us have started recognizing the importance of living peacefully, be it in personal life or professional. When pressure from work is managed well by an employee, it can result in peak performance and be very stimulating and motivating.

We can't avoid stress but we can adopt strategies to effectively deal with it. Remember out of all the points mentioned below some may work for you some may not but do try the ones which you can easily do and see the difference.

- There may be things that are causing you stress but are actually not so important, learn to ignore them.
- Organise yourself and practice effective time management. Many times, the reason of our stress is not too much work but not being able to prioritise work and allocate time to different tasks. So, list your tasks in order of priority. Schedule the most difficult tasks of each day for times when you are mentally and physically feeling fresh.
- Talk about your concerns with your employer. If you have an empathic boss he may give you a solution.
- Learn to say 'No' when you have a logical and valid reason for saying so.
- Try to stay calm when looking for solutions to problems.
- Avoid talking on high pitch or volume with anyone, instead try looking at the situation from the other person's point of view to resolve a conflict.
- Always 'respond' to a difficult or challenging situation and not 'react'. You may say something hurtful in anger to a colleague which will cause guilt and stress later.
- Take care of yourself, eat a healthy diet and exercise regularly, also sleep well and start with practising short-term meditation
- Make sure you have some free time to yourself every day to indulge in doing your favourite things these may not always require money.
- Never take out your stress on loved ones. Try to forget about workplace when you are with family.
- Be positive and think positive.

In the end remember, if work-related stress continues to be a problem, despite your efforts, there is no harm in considering another job or a career change. Seek advice from a career counsellor or psychologist because it is indeed a time to tame the stress!

*-Harpreet K. Rakhra
(Assistant Professor)*



EDITOR'S NOTE

As we seek connection and acceptance at work, it's vital to remember that our well-being must come first. This edition focuses on the importance of prioritizing mental health in the workplace. Embracing your individuality enhances not only your own experience but also enriches the workplace culture. Let's commit to creating an environment where everyone feels valued and supported, allowing us to thrive both personally and professionally.

-Tanu Chhabra

IN P S Y C H E F U L

Let's strive for work-life balance

Mental health is essential for everyone, including professors. As educators, we are often so focused on guiding our students that we forget to care for ourselves. However, maintaining good mental health is crucial—not just for our well-being but also for our effectiveness in teaching. A healthy mind helps us stay energized, connect better with our students, and manage the daily demands of our profession.

To prioritize mental health, we need to start with simple, practical steps. First, creating a balanced schedule can prevent burnout. It's important to set aside time for rest and activities we enjoy. Taking short breaks between classes or meetings can refresh our minds and improve our focus.

Second, setting boundaries with work is crucial. Professors often take work home, but it's okay to say no to extra tasks when feeling overwhelmed. Having a clear distinction between work and personal time can reduce stress and help maintain a healthy work-life balance.

Lastly, fostering a supportive environment is key. Let's encourage open discussions about mental health among colleagues. Sharing challenges and tips can create a sense of community and reduce feelings of isolation. We can also benefit from wellness programs or mental health resources offered by our institution.

By making these changes, we can enhance our well-being and performance. Prioritizing mental health is not just a personal benefit—it improves the entire educational environment, leading to a more positive and productive workplace for everyone.

**-Shaurya Sharma
(Assistant Professor)**

Physical workplace changes to enhance well-being

Creating a supportive physical environment is crucial for promoting mental health in the workplace. Start by optimizing lighting; natural light is known to boost mood and productivity, so maximize exposure to daylight or use light therapy lamps. Incorporate elements of nature, such as indoor plants, which can reduce stress and increase overall well-being.

Ergonomic furniture is another essential aspect. Invest in comfortable chairs and adjustable desks to prevent physical strain, which can contribute to mental fatigue. Noise levels also play a significant role; consider soundproofing or providing quiet zones to minimize distractions and help employees focus.

Color schemes can impact mood as well. Soft, calming colors like blues and greens can create a serene atmosphere, while vibrant hues might energize and inspire. Additionally, offering spaces for relaxation and social interaction, such as lounges or breakout areas, can foster a sense of community and support mental health.

By thoughtfully designing your workplace environment, you can create a space that not only enhances productivity but also supports the mental well-being of your employees.

**-Rupali Rawat
(Assistant Professor)**

National Mental Health Policy (2014): Progress and challenges

India's National Mental Health Policy (NMHPolicy), launched in 2014, aimed to address the growing burden of mental illness in the country. The policy aligns with global standards set by the World Health Organization (WHO) and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It also complements national legislation, including the Mental Healthcare Act (MHCA, 2017) and the Rights of Persons with Disabilities Act (RPWD, 2016).

The policy's vision is to promote mental health, prevent mental illnesses, and ensure access to quality care for all, with a focus on destigmatization and social inclusion. Despite its ambitious goals, the implementation of NMHPolicy faces significant challenges. One of the primary issues is the lack of sufficient resources, both financial and human. The scarcity of mental health professionals, especially at the community level, hampers the delivery of care.

Furthermore, the integration of mental health services into the broader healthcare system has been slow. The training of general practitioners in mental health is inadequate, and the establishment of Mental Health Review Boards, crucial for ensuring rights-based care, is still incomplete in many states.

The policy also emphasizes community rehabilitation and social inclusion for people with mental illness (PWMI). However, these initiatives remain underdeveloped due to poor coordination among various stakeholders, including government agencies, NGOs, and the private sector.

For the NMH Policy to achieve its objectives, there is a need for stronger intersectoral collaboration, adequate funding, and regular evaluation. Learning from international experiences and adopting innovative approaches, such as digital technology and community-based interventions, could help bridge the existing gaps in India's mental health care system.

**-Urvashi Sharma
(Assistant Professor)**



Managing Burnout at work

Burnout is becoming an increasingly common and concerning phenomenon in today's high-pressure work culture. Burnout in the workplace is a state of emotional, mental, and physical exhaustion caused by prolonged and excessive stress. It often occurs when employees feel overwhelmed, emotionally drained, and unable to meet constant demands. As stress continues, individuals begin to lose interest and motivation which can lead to reduced productivity, feelings of helplessness, detachment from work, and a sense of ineffectiveness.

A key strategy involves promoting a culture of work-life integration rather than the traditional concept of balance, acknowledging that modern life requires more fluidity. Another crucial element is setting realistic expectations around workloads and deadlines. Unreasonable pressure to meet impossible goals only escalates stress and diminishes the quality of work. Beyond managing time and boundaries, self-care should be a non-negotiable part of every employee's routine. This can take many forms, from regular physical activity to nurturing hobbies and social connections. Incorporating mindfulness practices, such as meditation or deep-breathing exercises, can help reduce stress and increase emotional resilience.

Ultimately, preventing and managing burnout requires a collective effort from both employers and employees. Organizations must create environments where mental health is prioritized, flexibility is offered, and employees are encouraged to thrive. Simultaneously, employees must practice self-awareness, take proactive steps to care for their mental and physical health, and seek support when needed.

**-Pallavi Madan
(Assistant Professor)**



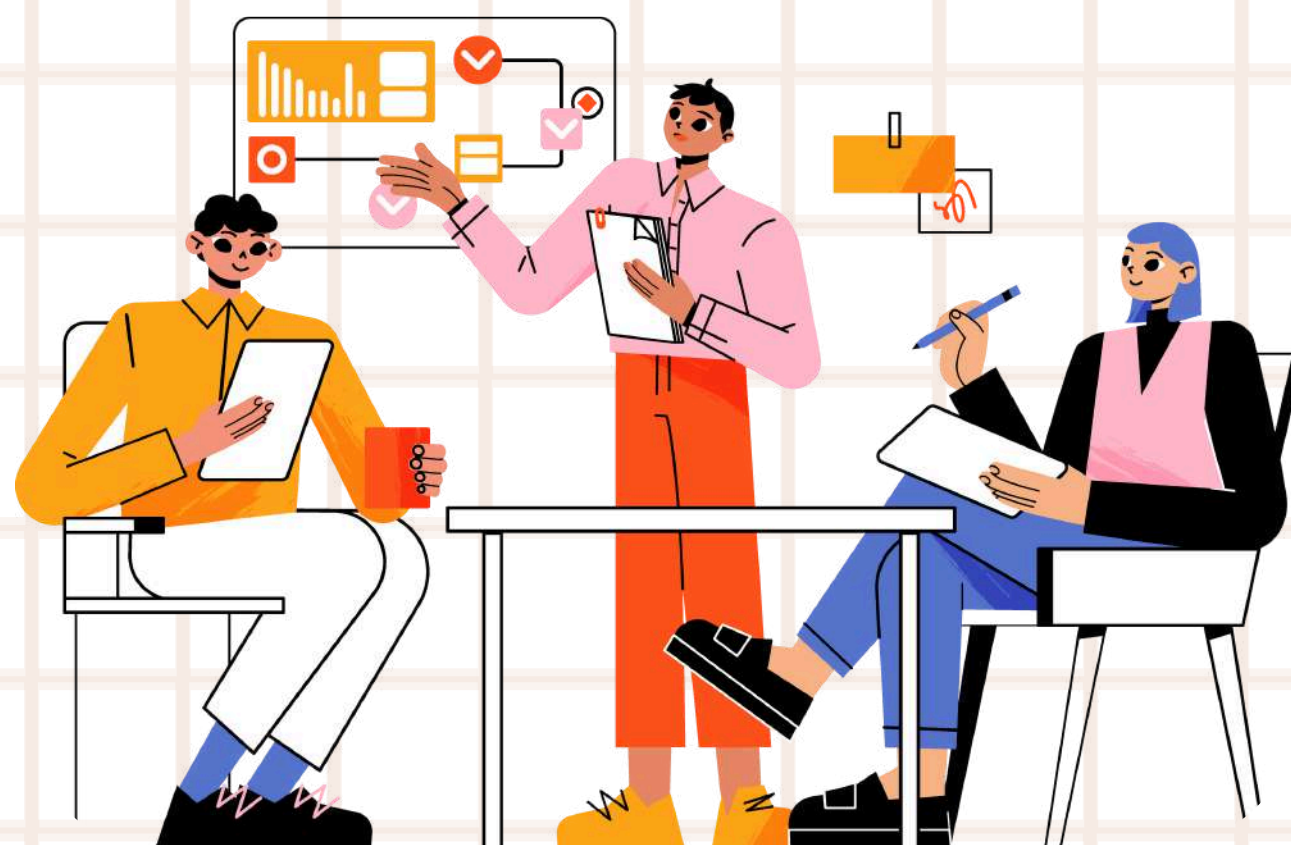
IN P S Y C H F U L

Mental Health : A Need, not a Want

When you think about work, do terms like “stress,” “deadlines,” or “exhaustion” come to mind? A study by the McKinsey Health Institute reveals that 59% of Indian employees report burnout symptoms. Burnout isn’t just a Gen-Z concept; it’s a significant, solvable issue. Imagine not feeling anxious about work but only about your coffee order or outfit choice, rather than petty conflicts or tiring conditions. Professional support can help address workplace issues and foster a collaborative team environment. Is there any financial compensation that can truly reflect the psychological toll of burnout and stress? Can we assign a monetary value to mental health? I would argue no. Workplace psychologists play a crucial role in assessing organizational demands and creating personalized plans to help employees thrive without compromising their mental well-being.

Consider why companies like Google offer flexible working conditions, ample amenities, and limited hours while still excelling. Their success lies in understanding the psychology of their organizational structure. What works for one company may not work for another due to individual differences. As an Indian student, these concepts initially felt foreign, but I came to see them as valuable assets for a company. What about small businesses that lack resources? Many are beginning to consider professional consultations, which can provide substantial benefits. Ultimately, the goal is to enhance performance, benefiting both the company and its employees without straining their mental health. This idea is still emerging in India but is highly relevant, especially given that India has the largest youth population, which is directly linked to the nation’s growth.

-Keisha (3rd year, section-B)



The Impact of Work-Life Balance on Mental Wellbeing

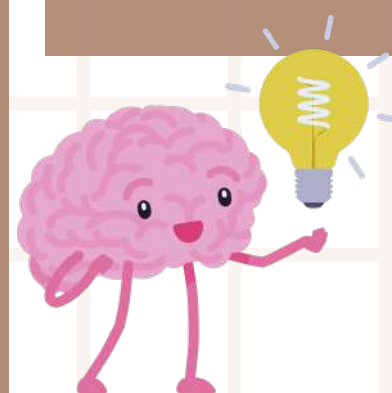
Mental health is increasingly important across various domains but still lags in some areas. It encompasses our emotional, psychological, and social well-being, influencing our thoughts, feelings, and behaviors. While work can protect mental health, it can also contribute to its decline. In today’s fast paced work environment, mental health often takes a backseat. Establishing a clear boundary between professional and personal lives is essential. Prioritizing mental health in the workplace is crucial for overall well-being. Employees commonly face high stress, anxiety, work-life imbalance, and challenges in forming interpersonal relationships due to heavy workloads. Ignoring early signs of distress can lead to severe issues like burnout.

To prevent psychological problems at work, individuals can:

1. Manage stress effectively.
2. Foster a positive environment with physical activity.
3. Encourage open communication and support among employees.
4. Promote work-life balance through flexible hours and remote work.
5. Offer wellness programs like mindfulness training and stress management education.

A mentally healthy workforce is more productive and engaged, resulting in better organizational outcomes. By recognizing the importance of mental health and implementing supportive strategies, companies can create a thriving work environment that benefits everyone.

-Megha (3rd year, section - b)



Boosting Workplace Wellness: The Power of Mental Health

To develop healthy, productive, and successful organizations, prioritizing mental health in the workplace is essential. Modern work life has increased stress, leading to elevated levels of anxiety and burnout among employees. Employers must recognize this issue and take steps to support employee well-being. Creating a culture that prioritizes mental health involves promoting open conversations, reducing stigma, and fostering tolerance. This can be achieved through easy access to mental health professionals, employee assistance programs, and designated mental health days. Additionally, adapting workplace culture to reduce stress may include flexible scheduling, telecommuting, or compressed workweeks.

Leaders should lead by example, prioritizing their own mental health and supporting employees through wellness programs focused on stress management, mindfulness, and self-care. Providing mental health training for leaders and employees is also vital for enhancing the workplace environment. Implementing mental health initiatives requires a thoughtful approach. Employers can collaborate with mental health experts, communicate openly, and monitor progress. By taking these steps, organizations can create a positive work environment that enhances employees' mental health, leading to improved productivity, retention, and overall well-being.

-Shreya Garg (B.A. (H) Psychology).

Wellness at work: The key to a thriving organisation

In today's fast-paced and competitive world, the importance of mental health is often overlooked, especially in the workplace. Employees spend a significant portion of their lives at work, and the pressures they face can profoundly impact their mental well-being. As businesses increasingly recognize that a healthy workforce is essential for productivity, innovation, and success, prioritizing mental health has become imperative. The Importance of Mental Health in the Workplace Mental health issues such as stress, anxiety, depression, and burnout are increasingly common. The World Health Organization (WHO) estimates that depression and anxiety cost the global economy around \$1 trillion annually in lost productivity. Poor mental health affects individual performance and has broader implications for team dynamics, workplace morale, and overall organizational culture. Ignoring mental health can lead to increased absenteeism, higher turnover rates, and decreased productivity. Employees who feel overwhelmed or unsupported are less likely to engage with their work or contribute to their organization's success.

-- Divija Mehta



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Creating Safe workspaces to promote wellbeing.

Mental health is a crucial aspect of overall well-being, yet it is often overlooked or stigmatized. Good mental health in the workplace benefits both individual employees and the organization as a whole. ****Your Workplace Should Be a Space Where You Feel Safe, Respected, and Understood****

Employees spend approximately 50 hours a week at work, which is about one-third of their waking life. In many ways, the workplace becomes a second home. In today's fast-paced world, supporting employees' mental well-being is essential for promoting productivity and happiness. Here are key strategies to create a mentally healthy workplace: - Encourage open dialogue and provide resources, such as mental health workshops. - Foster a supportive environment. - Encourage employees to take breaks and establish boundaries between work and personal life. Mental well-being should be a priority, not a perk. We all need to contribute to promoting mental wellness by supporting one another and taking care of ourselves.

-Swasti Jain, Ba Psychology 1st year

Investing in mental well being for growth and productivity

In today's work environment, mental health is as vital as physical health. Prioritizing mental well-being enhances productivity, job satisfaction, and team cohesion. To achieve long-term success, organizations must integrate mental health support into their practices. High-stress jobs without support can lead to burnout, anxiety, and depression, making it essential to find workplaces that promote support and a healthy work-life balance.

Strategies for Enhancement:

1. Supportive Culture: Foster an inclusive and understanding environment.
2. Work-Life Balance: Encourage flexible working hours and time off.
3. Optimize Physical Space: Create a soothing and organized workspace.

Prioritizing mental health boosts employee well-being and drives organizational success.

Investing in mental health is both compassionate and strategic, leading to a more engaged and resilient workforce.

-Kanan Aneja, Psych Sem 1



Mental Health in the Workplace: A Strategic Imperative

In today's fast-paced and high-stress work environments, prioritizing mental health is not just a compassionate choice; it's a strategic necessity. As businesses strive for productivity and innovation, employee mental well-being has become crucial for organizational success. Recent studies highlight a troubling rise in mental health issues among employees. A 2023 World Health Organization report states that 1 in 4 workers experiences significant stress and anxiety. Factors like heavy workloads, job insecurity, and blurred work-life boundaries contribute to this trend, resulting in decreased productivity, higher absenteeism, and increased turnover rates. The link between mental health and business performance is clear. The American Psychological Association reports that companies with strong mental health programs see up to a 30% increase in productivity and a 20% decrease in absenteeism. Conversely, untreated mental health issues can lead to costly mistakes and a toxic work environment. To effectively support mental health, organizations should regularly assess their initiatives through surveys and focus groups to gather employee feedback.

In conclusion, prioritizing mental health is essential for creating a sustainable and positive work environment. As the workplace evolves, organizations that invest in employee mental well-being will be better positioned to thrive. By fostering an open culture, implementing robust support systems, and adapting to meet employees' needs, businesses can achieve both ethical and strategic success.

- Yashika Mittal, BA Psychology 1st year

Healthy minds, Happy workplaces

The hustle of a 9-to-5 job requires more than just an eight-hour commitment; it demands energy for commuting and maintaining a presentable appearance for a career that may last decades. Life constantly bombards us with highs and lows, and even positive events like weddings can introduce stress. To navigate these challenges and enjoy everyday moments, we need mental agility. Given the significant amount of time spent at work, it's clear that the workplace impacts mental health and well-being. As awareness of mental health grows, employees increasingly demand its prioritization in their work environments. While some may view changes in fast-paced sectors as unnecessary, prioritizing mental health has proven to boost productivity. A healthy mind is more engaged and creative. Conversely, chronic stress hinders work performance. When organizations provide support to manage stress, employees align better with company goals, leading to reduced absenteeism and turnover. This also mitigates presenteeism, where employees are physically present but mentally disengaged. To create nurturing environments, organizations should focus on the relationship between employees and supervisors. Sustained workloads and unrealistic expectations can diminish employees' commitment. Training higher-level employees in mental health can help them identify and address negative behaviors. Promoting work-life balance, conducting regular satisfaction surveys, and making employees feel valued also positively impact mental health. While employers play a crucial role in safeguarding mental health, employees also share this responsibility. They must set healthy boundaries, recognize personal limits, and seek help when needed, fostering a supportive environment for colleagues. In conclusion, neglecting mental health leads to attrition for both organizations and employees. Investing in well-being is an investment in a company's most valuable resource. A nurturing work environment positively affects both professional and personal lives, as the quality of work and life are interdependent.

-Anikaa thakur Ba psychology 1st year

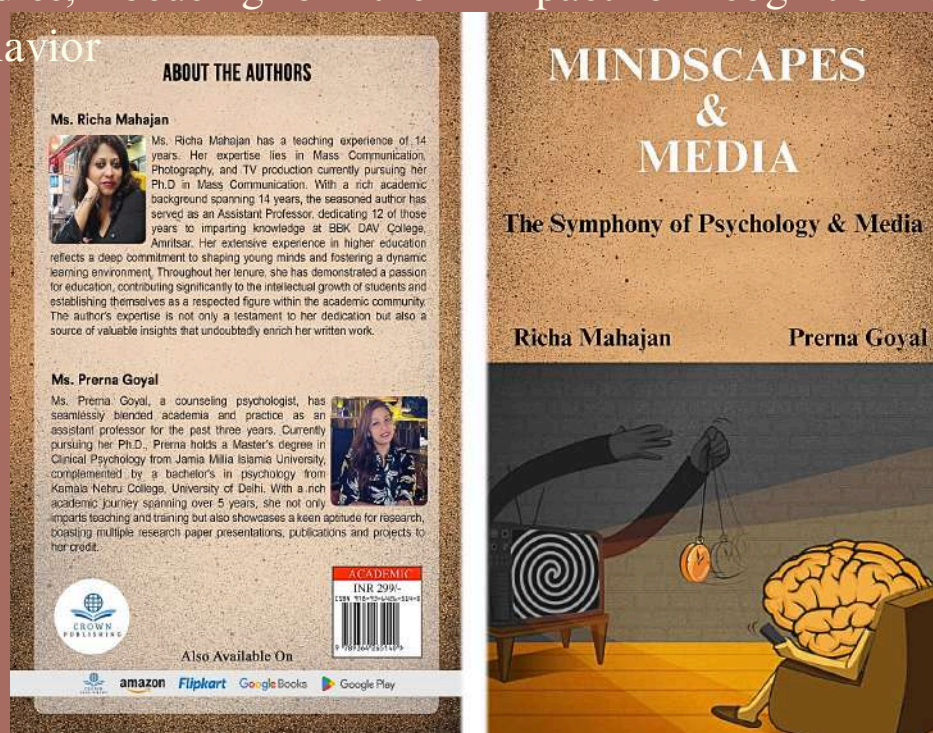
it's  ok
not to
be  ok



IN P S Y C H E F U L

DEPARTMENT'S ACHIEVEMENT

Authors Ms. Richa Mahajan and Ms. Prerna Goyal, (Assistant Professor) seasoned educators in mass communication and psychology, respectively, contribute to the book "The Symphony of Psychology & Media." It examines the intersection of psychology and media studies, focusing on their impact on cognition and behavior



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Ms. Rupali Rawat's (Assistant Professor) book review examines Dr. Irvin D. Yalom's "The Gift of Therapy," highlighting its valuable insights and practical guidance for novice and experienced therapists in building effective therapeutic relationships.

<https://ijjp.in/articles/alcohol-use-and-sleep-quality/>
DOI: 10.25215/1203.040

Study conducted by Mohini Gupta under the supervision of Ms. Shauryaa Sharma (Assistant Professor) explored the correlation between alcohol use and sleep quality in young adults, finding a significant positive correlation and highlighting alcohol's negative effects on cognitive functioning.

The students from the Department of Psychology went to attend the industrial meet at CCAW on 19 September.

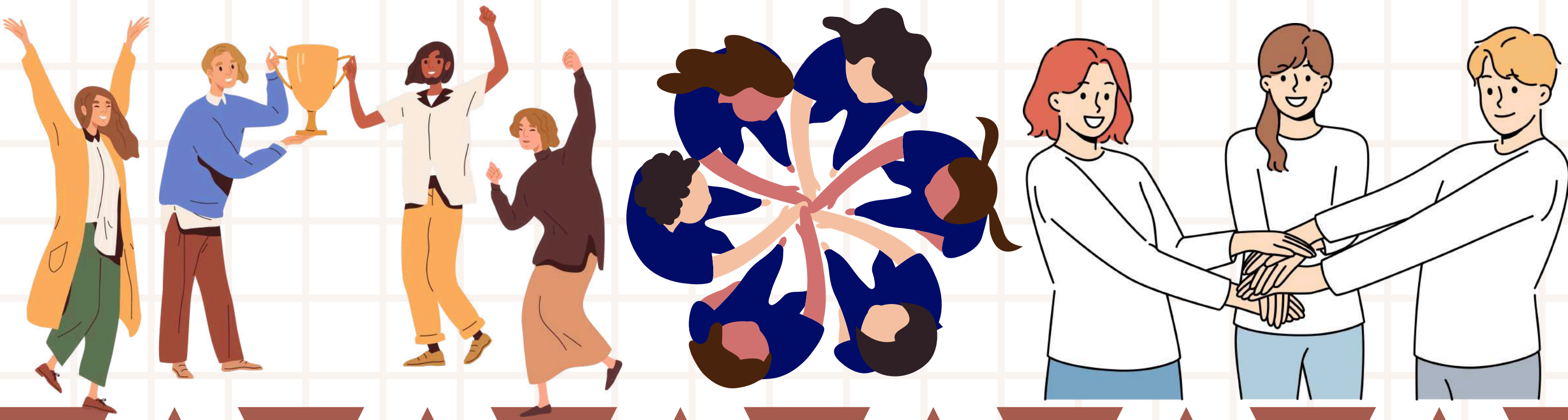
The event aimed to provide a platform for aspiring therapists to learn, network and grow in their field. The interactive session enabled participants to discuss ideas, share experiences, and explore various opportunities in the field of psychology.

Different perspectives and tips were provided by the professionals to the students to impart in their journey of becoming a successful psychologist. Students also got the opportunity to clarify their doubts related to career and what steps they must take in their journey.

They got a chance to gain insights from experienced professionals.

Overall, the psychology industrial meet for budding therapists was a valuable and enriching experience, offering a platform for learning, exploring and inspiration in the field of psychology and therapy.

Paavni and Yajour Khurana's (2022-25) research investigates the declining relationship satisfaction among Generation Z, focusing on the interplay between cognitive reappraisal, expressive suppression, self-esteem, and relationship satisfaction. Their findings underscore the significance of adaptive emotional regulation strategies. They presented this work at OP Jindal Global University's 2nd Annual Student Research Conference, where they received the first prize.



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The Work Life Balance Inventory



The Work Life Balance Inventory Work life balance was measured with a 15 item scale adapted by Hayman (2005), originally developed by Fisher (2001).

The scale consisted of 15 items, designed to assess three dimensions of work life balance, i.e.,

1. Work interference with personal life (WIPL-7 items). Personal life suffers because of work and —Put personal life on hold for work.
2. Personal life interference with work (PLIW-4 items) - opposite of WIPL.
3. Work/personal life enhancement (WPLE-4 items)- involved positive effects of ones „work on personal life or vice versa, the extent to which ones personal life increases work.

Here, the scale is 5 point (Strongly Disagree -1, Disagree - 2, Neither Agree nor Disagree- 3, Agree -4, Strongly Agree -5)

High score (<33) = High work life balance

*Q. 1. My job gives me energy to pursue personal activities.	
Q. 2. My job makes personal life difficult.	
*Q. 3. I am in a better mood at work because of personal life.	
Q. 4. My work suffers because of my personal life.	
Q. 5. I neglect personal needs because of work.	
Q. 6. I find it hard to work because of personal matters.	
* Q. 7 I miss personal activities because of work.	
Q. 8. My personal life suffers because of work.	
Q. 9. I am too tired to be effective at work.	
Q. 10. I put personal life on hold for work.	
Q. 11. My personal life drains me of energy for work.	
Q. 12. I struggle to juggle work and non work.	
*Q. 13. Personal life gives me energy for my job.	
*Q. 14. I am happy with the amount of time for non-work activities.	
*Q. 15. I am in a better mood because of my job.	

*REVERSE SCORING



IN PSYCHEFUL

EVENT AT A GLANCE



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