

MENTAL FITNESS AND THRIVING

Veretis Factsheet



WHAT IS MENTAL HEALTH FITNESS?

Mental health fitness is all about our well-being. It is not events that disturb the minds of people, but the view they take of them. This relates to general wellbeing. Challenges and stress will always arise, but it is the view we take of them that shapes our life, and general well-being.

MENTAL HEALTH FITNESS CAN BE DIVIDED INTO 4 QUADRANTS

Floundering - The first stage of the mental health fitness graph is 'Floundering'. This is when you have low well-being and low performance. This is the worst part of the graph to be in and can really negatively affect your mental health and performance. Some symptoms of floundering may be: Little movement towards goals, high level of ruminative thinking, irritability

Languishing - This is when you have high well-being but low performance - you can fall into the trap of 'stalling'. Some symptoms of languishing may include feeling happy, but unfulfilled, ground hog day, starting to feel a little anxious or stressed that you have done some things you have.

Struggling - This is when you have high performance but low well-being. While you will be achieving results, this is ultimately unsustainable. This is the one that us as professionals can fall into the trap of ignoring because we still see ourselves performing. This is where burnout lives!

Thriving - This is where we want to be. Here, we should feel like you're achieving, and if further (reasonable stress) was added to your life you would be able to handle it. You should also feel like if something unexpected popped up which placed more stress on you, you would be able to cope. Most individuals in this stage feel motivated, energized and capable.



WHAT CAN I DO IF I'M IN THE FLOUNDERING, STRUGGLING OR LANGUISHING STAGES?

Floundering - Sometimes this can be ok and you need to cut yourself a break. e.g. COVID has been overwhelming and stressful for everyone. It might be worth talking to someone. You may also reflect on: "Have you felt like this before? What did you do? (behaviour, thinking and feeling)".

Languishing - Try behavioural activation (business breeds productivity). Concentrate on starting something early in the day - make a to-do list the night before to get you off to a good start!

Struggling - The best ways to try and draw yourself out of Struggling is through the positive psychology model created by Martin Seligman. This is known as the PERMA V model. This covers the 6 factors of:

- Positive
- Emotion
- Engagement
- Relationships
- Meaning
- Accomplishments
- Vitality

Please see stress and PERMA-V factsheet for more information.

ARE YOU THRIVING IN YOUR PERSONAL & PROFESSIONAL LIFE?

Being in a state of thriving is the interplay between both performance and well-being. Performance is the combined result of our engagement and pursuit for both purpose and meaning. Mental health or well-being is defined as a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community.

Ask yourself, are you in a state of thriving? That is, are you fulfilling all these areas of performance and well-being professionally and personally?

HOW CAN I GET TO A STATE OF THRIVING?

- PERMA-V
- Balance your personal and work life appropriately. This means taking out "me" time, as well as being productive at work
- Recognise when you may not be thriving in either work or personal life, take a step back, evaluate the changes that need to occur for you to balance that aspect of your life again
- Socialise and keep up with friends and family!
- Keep engaged with your hobbies and activities that give you a sense of pleasure and mastery
- Exercise for at least 30 minutes 2-3x/week
- Make sure you eat three nutritious meals a day
- Get at least 6-8 hours of quality sleep per night

For more information about mental fitness and thriving strategies contact the EAP line on 1300 878 379

