

Coaching for Mental Fitness at Work

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HPB AUDITORIUM
SINGAPORE

APEAR 2010
DRIVING BUSINESS COMPETITIVENESS
INVESTING IN MENTAL FITNESS & PEOPLE ENGAGEMENT

Coaching & EAP's

- Coaching v Counselling
- Motivation
- Role of Managers / Leaders
- Employee wellbeing
- Less sickness absence
- Increased retention

Mental Fitness at Work

- Mental Un-Fitness
- Symptoms



Increasing Wellbeing in Organisations

- Gallup polls – question to more than 15m employees
- *Does your manager/supervisor care about you as a person?*
- World's best managers see growth of each employee as end in itself – not as means to an end....

Workplace Fitness

- Happiness at work
- Engagement through the day



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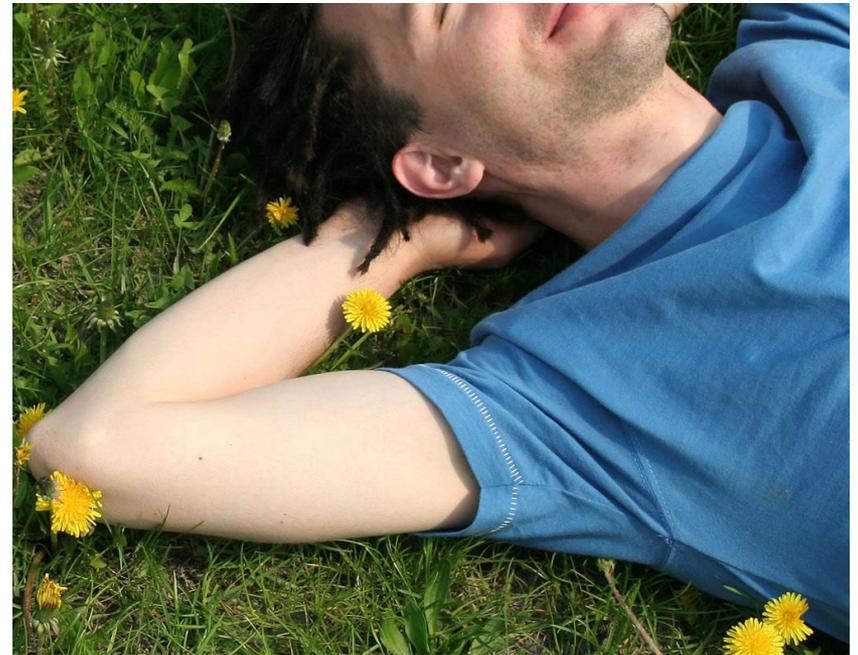
Social Wellbeing

- It's the little things...
- Time out
- Worklife Balance



Physical Health & Wellness

- Healthy employee contributes energy
- Less presenteeism
- Avoids burnout
- Increased motivation
- Diminished stress



Financial wellbeing

- Financial insecurity drains energy
- EAP's support employees with finances
- Coaching can encourage individual to seek appropriate help – confidential

Coaching as a powerful tool

- Coaching empowers middle managers
- Not exclusive for senior executives
- Increases confidence
- Increases creativity
- Boosts mental fitness
- Can address career/social/financial/physical wellbeing

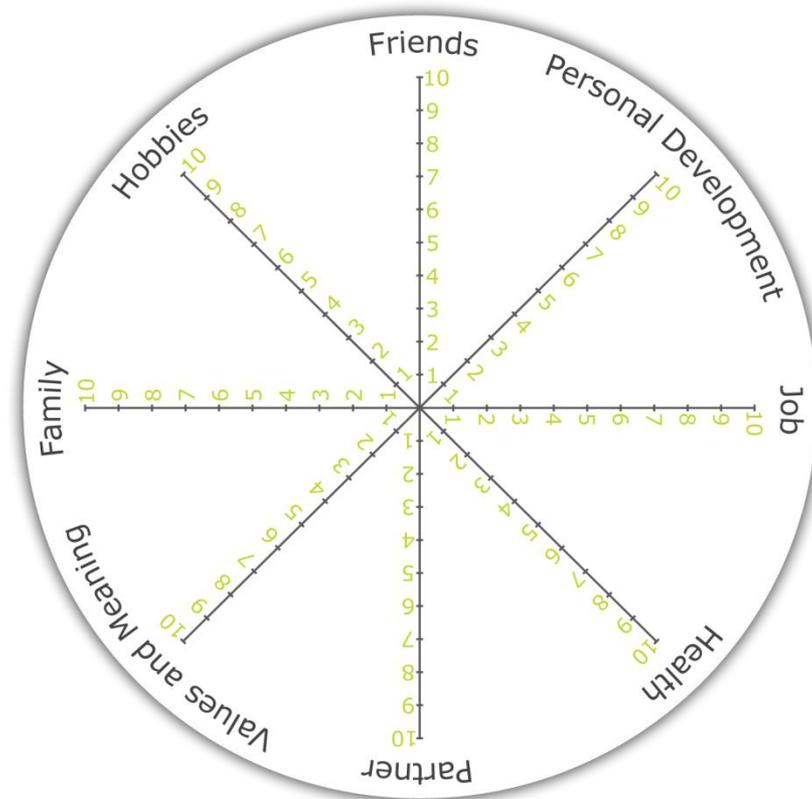
Coaching models

- Cultural norms
- Expertise of coach
- Internal / External
- Telephone – face to face
- Frequency – flexible contracts
- Affordable for EAP providers as prices plummet?

Employee buy-in

- Positioning of coaching
- Not appraisal
- Not performance management
- Proactive promotion
- Positive communication from company

The Wheel of Wellbeing



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The Wheel of Wellbeing

- **Coaching & worklife balance – increasing mental fitness**
- 1. Take each spoke of the wheel in turn, and think about the area of your life that it describes (you can construct your own wheel with any categories that you wish). Mark each spoke with what you see as your current level of engagement (from 0, which is no engagement at all, to 10, which is wholeheartedly and fully engaged).
- 2. Now join up the marks around the circle and consider the picture that emerges. Does it look balanced? Where are the deficits? Where do you think you have scored too highly? Do the different areas of life look balanced?
- 3. Now think about your life as you would like it to be. Take a different colour pen and mark each spoke with the level that you would want to see. Remember you can go both ways, either up or down. Join up the marks again for a visual representation of your ideal life balance. (Remember, each dimension does not need to be the same for a healthy life. Different areas need different levels of attention at different times. This is designed to help you think about what needs attention.)
- 4. Now that you know where you'd like to make changes, you need to start thinking about how you're going to go it? Taking each area in turn, identify one small action that you can take regularly to put that area back into balance. For areas where you feel scored too highly, name one action that you can stop doing.

Coaching for Mental Fitness

- Focus on employee's strengths
- Increased confidence
- Ripple effect in organisation
- Renewed loyalty / engagement
- Enhanced creativity & innovation