



AFM CONGRESS 8 SEP 2023

**Resilience in the face
of a Mental Health
Crisis**

1. IRREFUTABLE FACTS

- **Sunday Times** (Tromp et al., 2014) – In their exclusive issue on the state of SA’s mental health, it was found that 1 in 3 people suffer from mental health-related illnesses. This has however increased in 2022 to 2 in 5 people.
- **Medical Brief South Africa** (2019) – A 92% gap exists in treating mental disorders. This means less than 1 in 10 people who have a mental disorder get the necessary help and assistance they need.
- **UCT: Study in Schools:** “Overburdened and mentally fatigued”
- Workload; Uncertainty; Role Ambiguity; Breaking of rhythm
- “Teachers are a forgotten group of professionals”
- **Mental State of the World Report 2022** measures 47 elements “SA is lowest in the world, **rock bottom.**”
- **SA Economy** loses R 161 Billion annually because of Mental Health

- **Centre for Disease Control** (National Center for Health Statistics, 2016) – Life expectancy in the USA is declining. The big reasons are suicide, depression, anxiety, and substance addiction. The CDC, along with the World Health Organisation (WHO), predicts that in this century, the biggest killer of humans will be stress and anxiety-related illnesses.
- **Princeton University Press** (Case & Deaton, 2020) – Coined the term for diseases of despair. They are suicide, depression, anxiety, hopelessness, and self-medication through substance abuse.
- **Princeton University Press** (Case & Deaton, 2020) – According to researchers, the diseases of despair used to affect people in true despair. People who were hopeless, seeking opportunity and a better life. However, diseases of despair are now impacting middle to upper-class communities, who have reached and achieved everything that they have hoped for.

- **Time Magazine** (Schrobsdorf, 2016) – A conclusion made by Social Scientists is that a child that grows up in the west, with all the advantages of capitalism (education, technology, etc.) has a smaller chance to reach the age of 18 than a child in the eastern parts of the world stuck in human trafficking.
- **Time Magazine** (Oaklander, 2019) – Suicide has become a pandemic in various western countries. Countries like the USA are investing heavily to find a way to combat suicide.
- **World Health Organisation** (2019) – An extensive study reveals that depression and anxiety have a significant economic impact on the global economy in terms of lost productivity. The estimated dollar value is 1 Trillion US Dollars per year. This number is rising significantly on an annual basis. On a positive note: For every dollar spent on developing the mental strength of your human capital, there is a return of 4 dollars in improved productivity.

VUCA EXPLAINED

Volatility

Volatility refers to the speed of change. Everything moves quickly, and there's little time to prepare for things.

Uncertainty


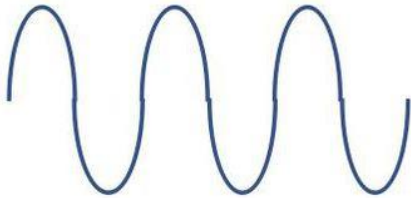

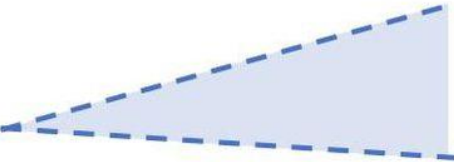

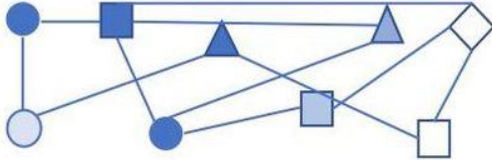
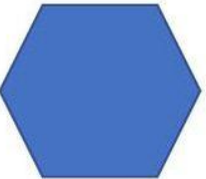

Uncertainty derives from *Volatility*. In short, *Uncertainty* means a lack of information (LOCI = lack of critical info). This hampers the possibility to which we can confidently predict the future. Not knowing what is going to happen next is more than frustrating. It makes it impossible to plan ahead or make the right moves in your business.

Complexity

Complexity refers to the number of factors that we need to take into account, their variety and the relationships between them. Everything we do is important; therefore, when we change one thing, it impacts everything else. Changing something is not that simple anymore.

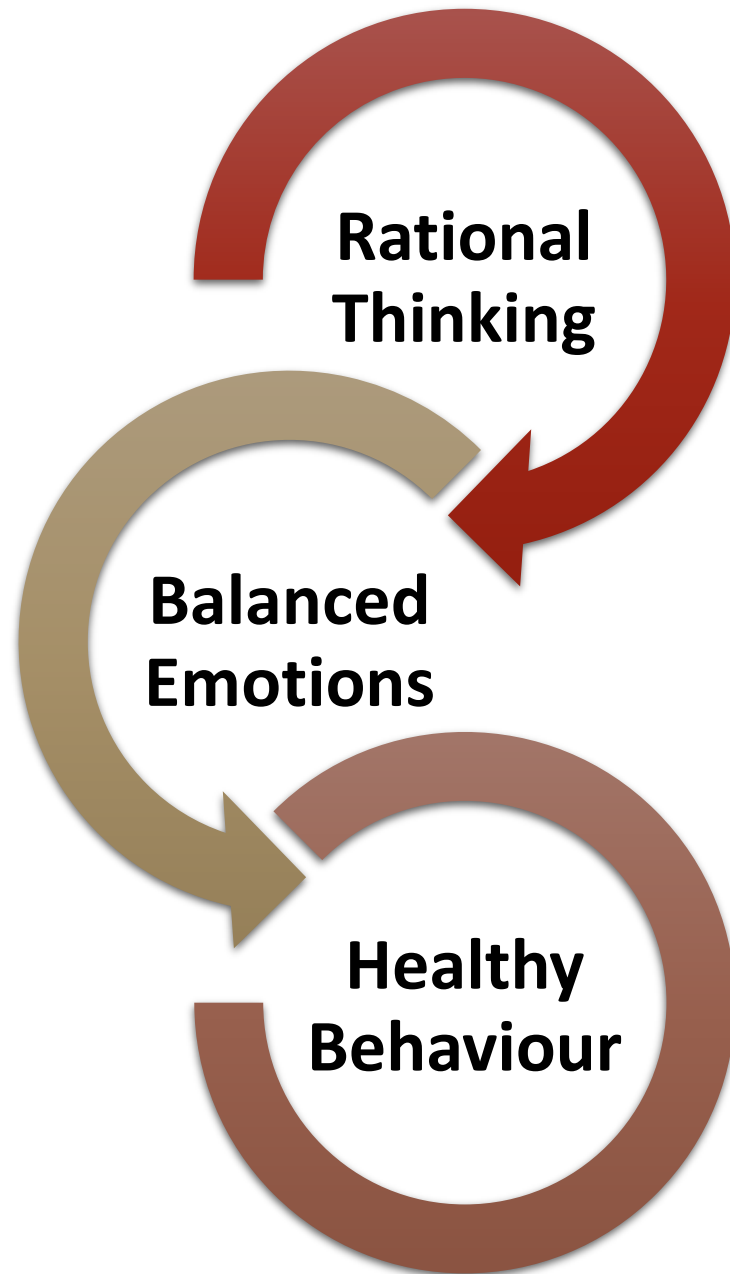
Ambiguity

Ambiguity refers to a lack of clarity about how to interpret something. A situation is *Ambiguous*, for example, when information is incomplete, contradicting or too inaccurate to draw clear conclusions (vague).

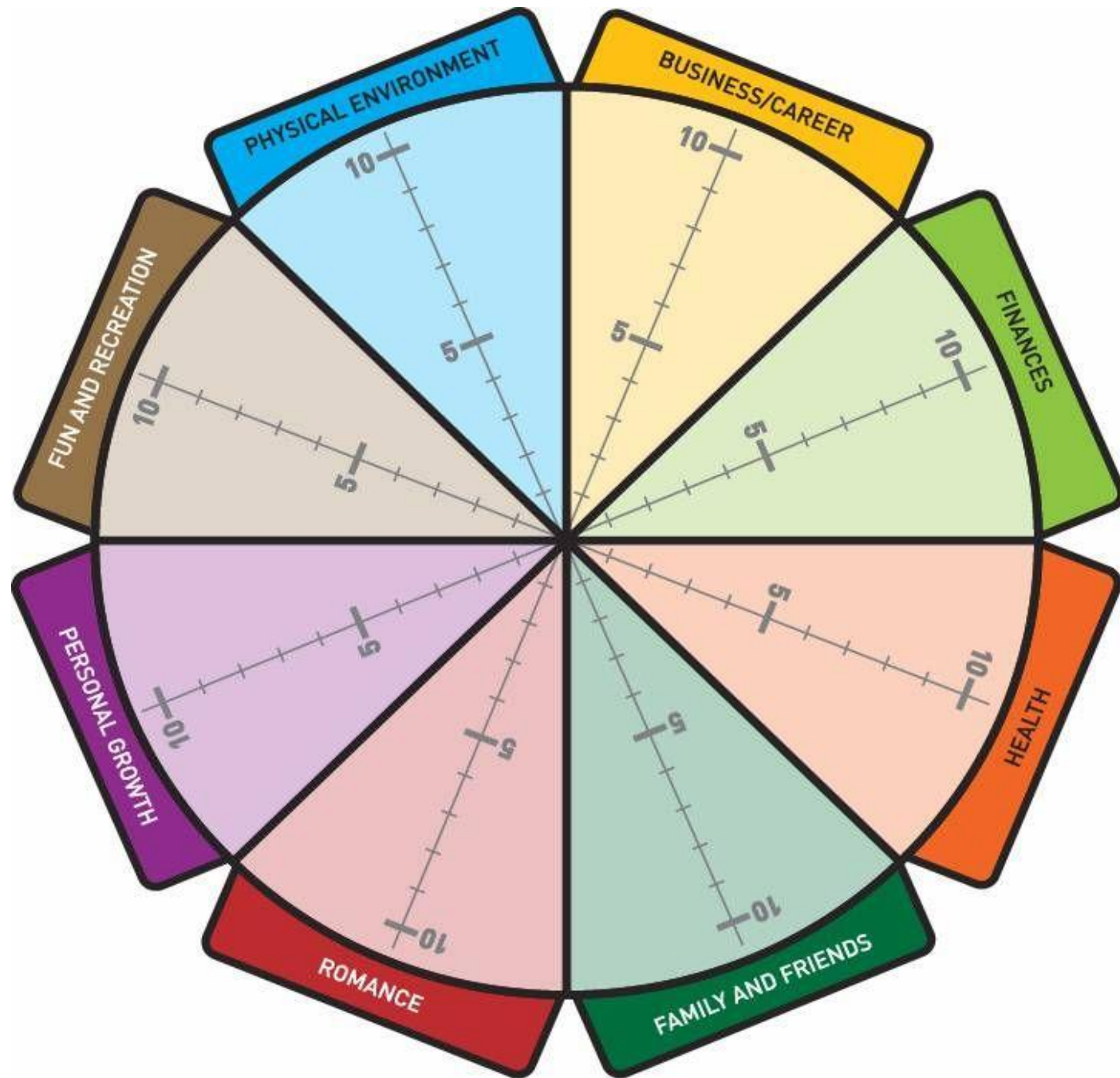
Low Volatility	High Volatility
	
Low Uncertainty	High Uncertainty
	
Low Complexity	High Complexity
	
Low Ambiguity	High Ambiguity
	



2. MENTAL STRENGTH



3. MENTAL STRENGTH AWARENESS



3.1. Thoughts, Emotions and Behaviours?

27 Questions to Help You Learn How Mentally Strong You Are

(Morin, 2016)

- a. How Well Do You Regulate Your Thoughts?**
- b. How Well Do You Manage Your Emotions?**
- c. Do you Keep your Behaviour Productive?**

Reflection Exercise

Ask yourself these questions to assess your MINDSET:

1. What inaccurate conclusions do I draw about myself?
2. What types of things do I beat myself up over?
3. What excuses do I let myself make?
4. What is my definition of success?
5. What do I tell myself when I fail?
6. What is my self-worth based on?
7. What do I think when I am rejected?
8. What type of self-doubt do I experience?
9. When do I become overconfident?

**Ask yourself these questions to assess your ability to manage your
EMOTIONS:**

1. How do I respond to emotional pain?

2. Which emotions sometimes get the best of me?

3. Which fears prevent me from reaching my greatest potential?

4. Which emotions do I avoid the most?

5. When do I feel happiest?

6. Which emotions lead me to behave out of character?

7. What strategies do I use to boost my mood when I am down?

8. Can I recognize when my emotions are starting to get out of control?

9. What do I do when I notice I am starting to feel sorry for myself?

Ask yourself these questions to assess your BEHAVIOUR:

1. When do I give up too soon?
2. When do I keep going longer than I should?
3. Do I recognize when my behaviour is not in line with my values?
4. Do I take care of my body well so my mind can be at its strongest?
5. Which mistakes do I make over and over again?
6. When do I seek short-term solutions that lead to long-term problems?
7. What prevents me from taking action toward the goals I want to achieve?
8. Do I devote my time and energy to things I believe are most important?
9. How do I sabotage myself?

NO.	QUESTIONS	SCORE
1	Do you believe in you? (<i>Self-confidence and self-image</i>)	
2	Can you go against the crowd when you know they're wrong? – <i>Independence in thought and action.</i>	
3	Do you really know what you want? (How hot is your fire?) (<i>Clarity of purpose and intensity of passion</i>)	
4	Do your actions align with your professed beliefs? (<i>Integrity</i>)	
5	Are you willing to acknowledge and address areas about yourself with which you're dissatisfied? (<i>Honesty with yourself</i>)	
6	Do you finish projects you start? (<i>Ability to focus</i>)	
7	Can you bounce back quickly from disappointments? (<i>Resilience</i>)	
8	Can you quickly adjust to surprises? (<i>Adaptability to change in circumstances</i>)	
9	How is your stamina? Energy level? (<i>Health</i>)	
10	Do the people who surround you, add to or detract from your willingness to do what is necessary to achieve your goals? (<i>The supportiveness of your family, social and career environment</i>)	
TOTAL		= _____

3.2. Feeling Bugged Down?

Perseverance Evaluation

SCORE	PERSEVERANCE LEVEL	WHERE ARE YOU?
0-50	You have a very weak perseverance, and it needs attention	
51-60	Average, but not good enough	
60-85	Good in times of low stress	
85-100	Excellent, keep it there	

4. CULTIVATING MENTAL STRENGTH



4.1. Taking Control – Personal Leadership:

a. Defining Leadership:

“The influence an individual has over a group of people in the process of taking them from their current state to their desired state.”

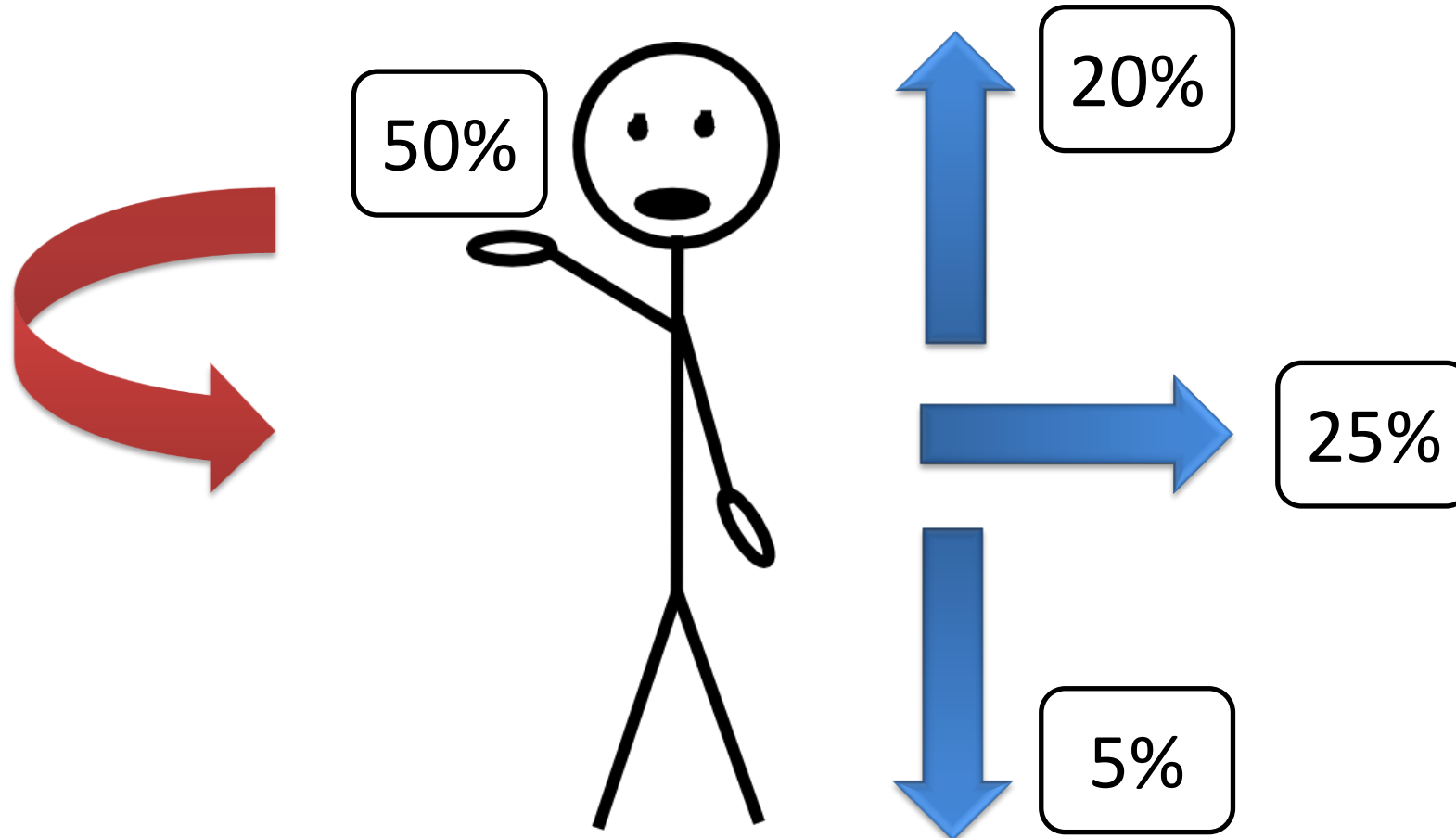
4.1. Taking Control – Personal Leadership:

b. Defining Personal Leadership:

“The influence and skill an individual has over himself/herself, to take himself/herself from their current state to their desired state.”

4.1. Taking Control – Personal Leadership:

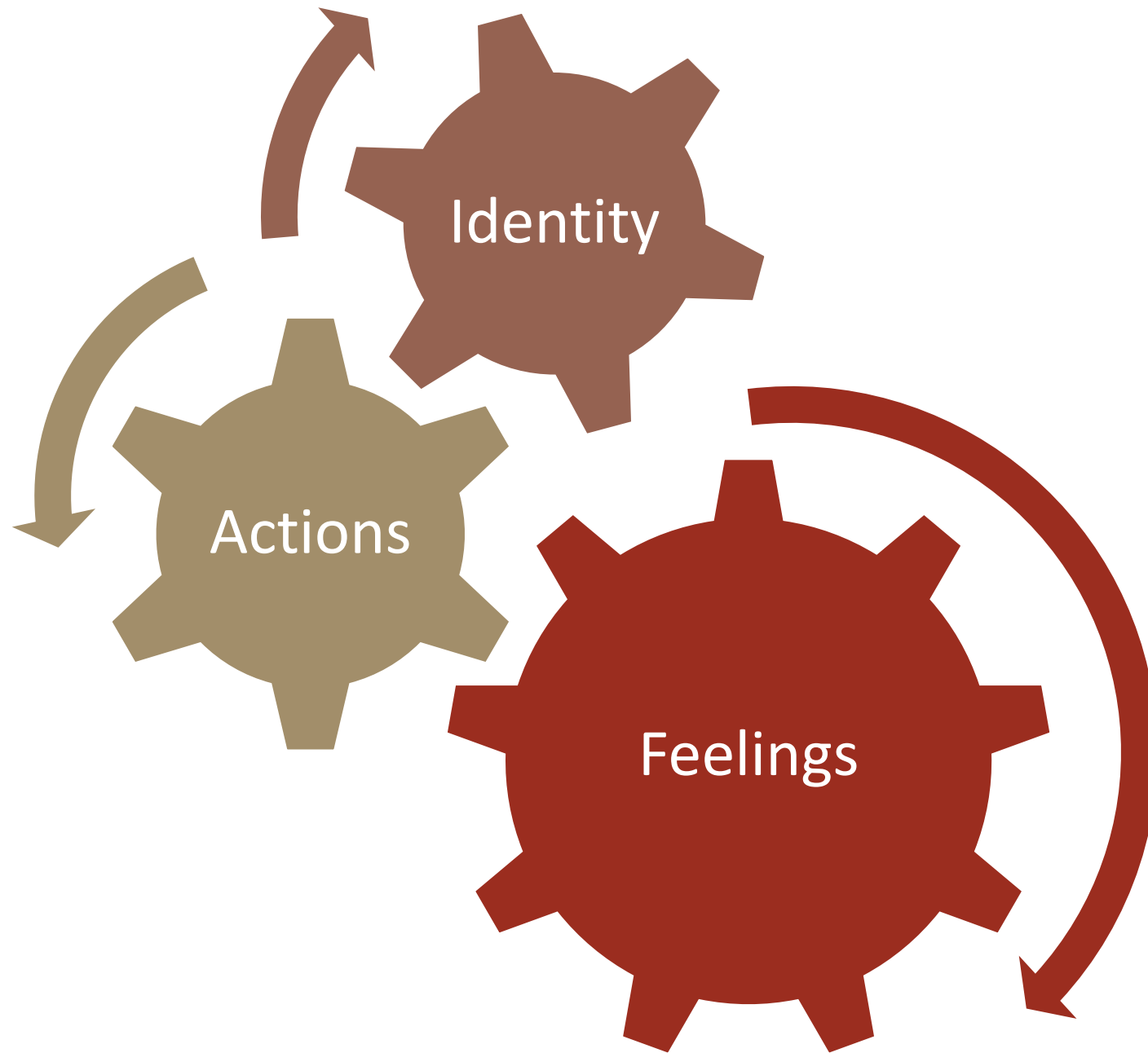
c. Prioritizing Personal Leadership:



4.1. Taking Control – Personal Leadership:

d. Lead Yourself to a Better Life:

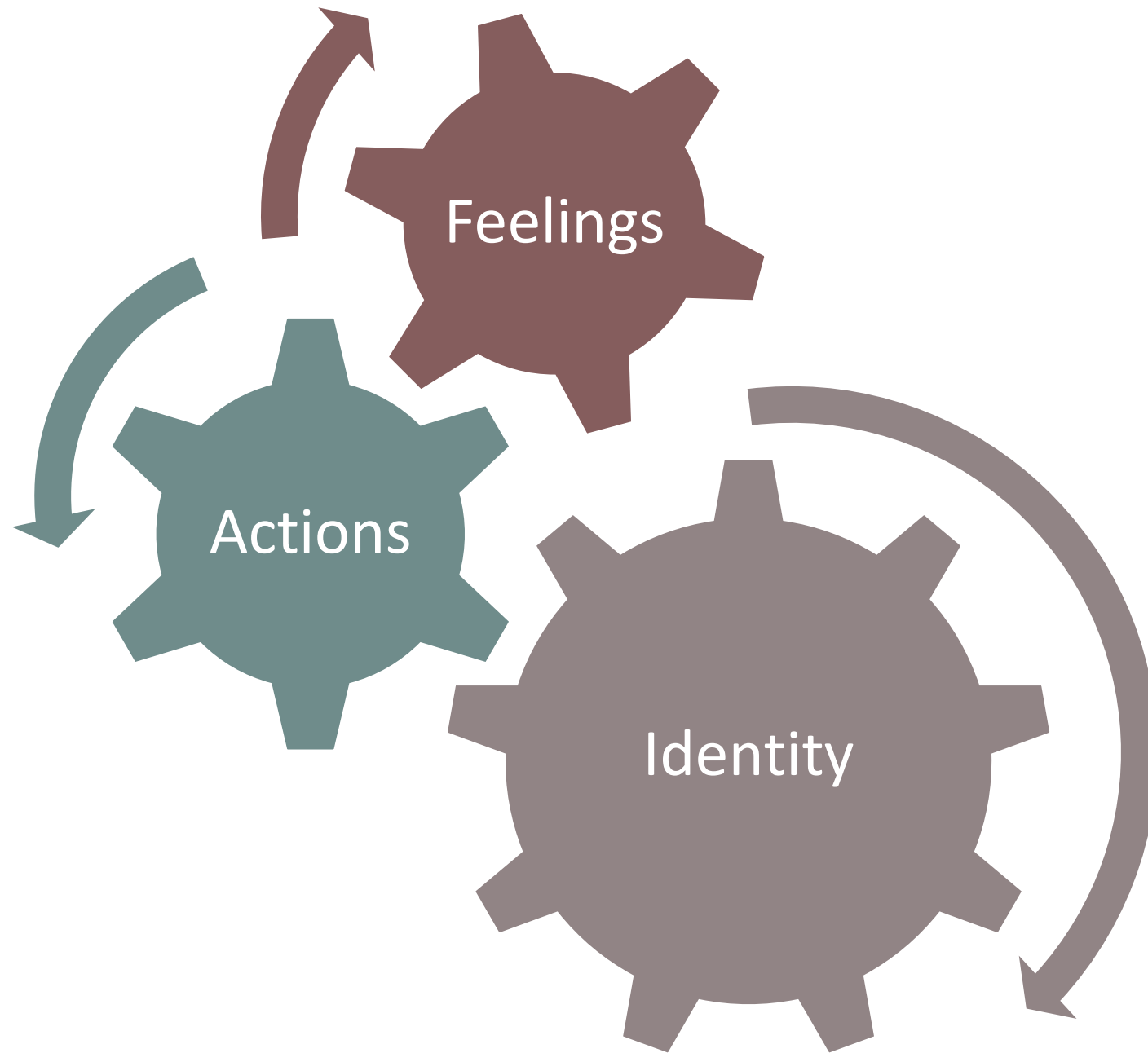
i. The Unhealthy Driver - How do you Feel?



4.1. Taking Control – Personal Leadership:

d. Lead Yourself to a Better Life:

ii. The Healthy Driver – Who do you want to be?



4.2 THE BIG & SMALL BAD HABITS:

- 1) Waste Time Feeling Sorry for Themselves (p.16)
- 2) Give Away Their Power (p.34)
- 3) Shy Away from Change (p.52)
- 4) Waste Energy on Things They Can't Control (p.72)
- 5) Worry About Pleasing Everyone (p. 91)
- 6) Fear Taking Calculated Risks (p.110)
- 7) Dwell on the Past (p.129)
- 8) Make the Same Mistakes Over and Over (p.146)
- 9) Resent Other People's Success (p.162)
- 10) Give Up After the First Failure (p.180)
- 11) Fear Alone Time (p.196)
- 12) Feel the World Owes Them Anything (p.215)
- 13) Expect Immediate Results (p.230)

4.3 Reflect vs. Ruminates

REFLECTION

Reviewing (past)

Planning (future)

+ Positive

- Negative

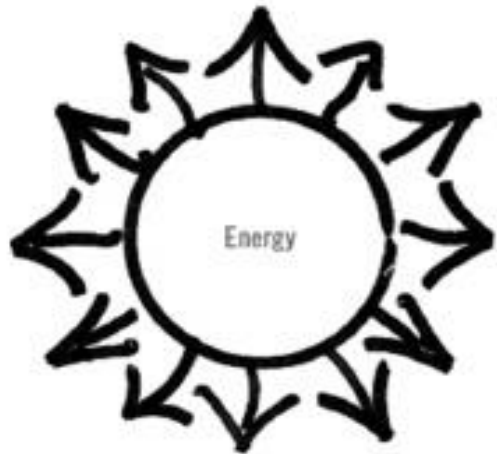
Regrets (past)

Anxieties (future)

RUMINATION

4.4. Simplicity is Key:

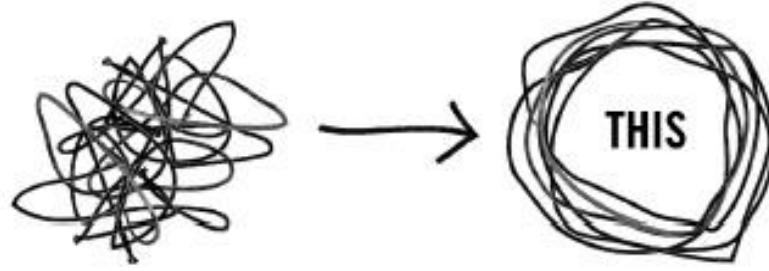
a. Energy & Contribution?



$$\frac{ENERGY \times TIME}{THINGS} = CONTRIBUTION$$

4.4. Simplicity is Key:

b. Essentialist vs. Non-Essentialist?

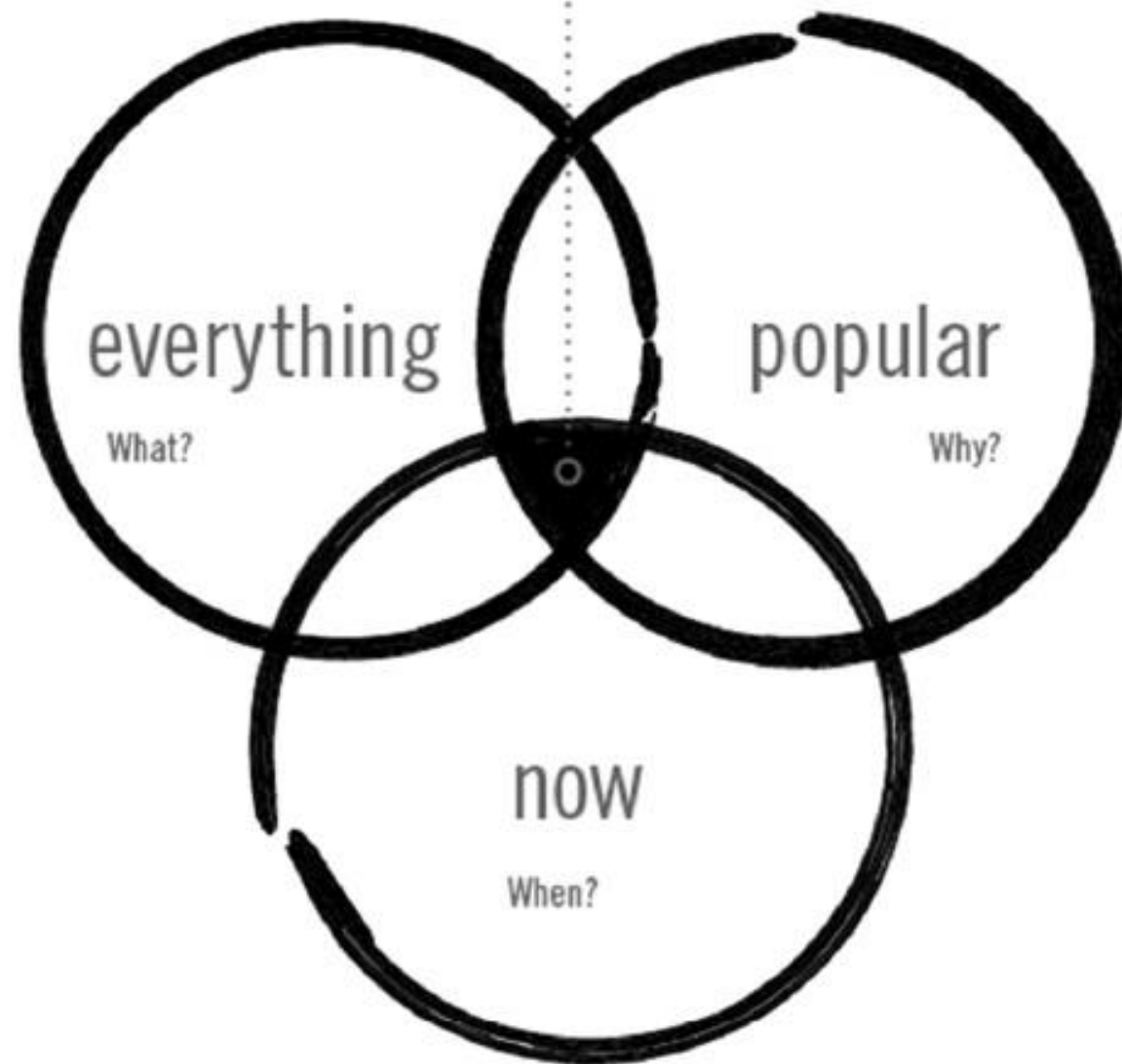


	Nonessentialist	Essentialist
Thinks	<p>ALL THINGS TO ALL PEOPLE</p> <p>"I have to."</p> <p>"It's all important."</p> <p>"How can I fit it all in?"</p>	<p>LESS BUT BETTER</p> <p>"I choose to."</p> <p>"Only a few things really matter."</p> <p>"What are the trade-offs?"</p>
Does	<p>THE UNDISCIPLINED PURSUIT OF MORE</p> <p>Reacts to what's most pressing</p> <p>Says "yes" to people without really thinking</p> <p>Tries to force execution at the last moment</p>	<p>THE DISCIPLINED PURSUIT OF LESS</p> <p>Pauses to discern what really matters</p> <p>Says "no" to everything except the essential</p> <p>Removes obstacles to make execution easy</p>
Gets	<p>LIVES A LIFE THAT DOES NOT SATISFY</p> <p>Takes on too much, and work suffers</p> <p>Feels out of control</p> <p>Is unsure of whether the right things got done</p> <p>Feels overwhelmed and exhausted</p>	<p>LIVES A LIFE THAT REALLY MATTERS</p> <p>Chooses carefully in order to do great work</p> <p>Feels in control</p> <p>Gets the right things done</p> <p>Experiences joy in the journey</p>

4.4. Simplicity is Key:

c. Why You Experience Frustration:

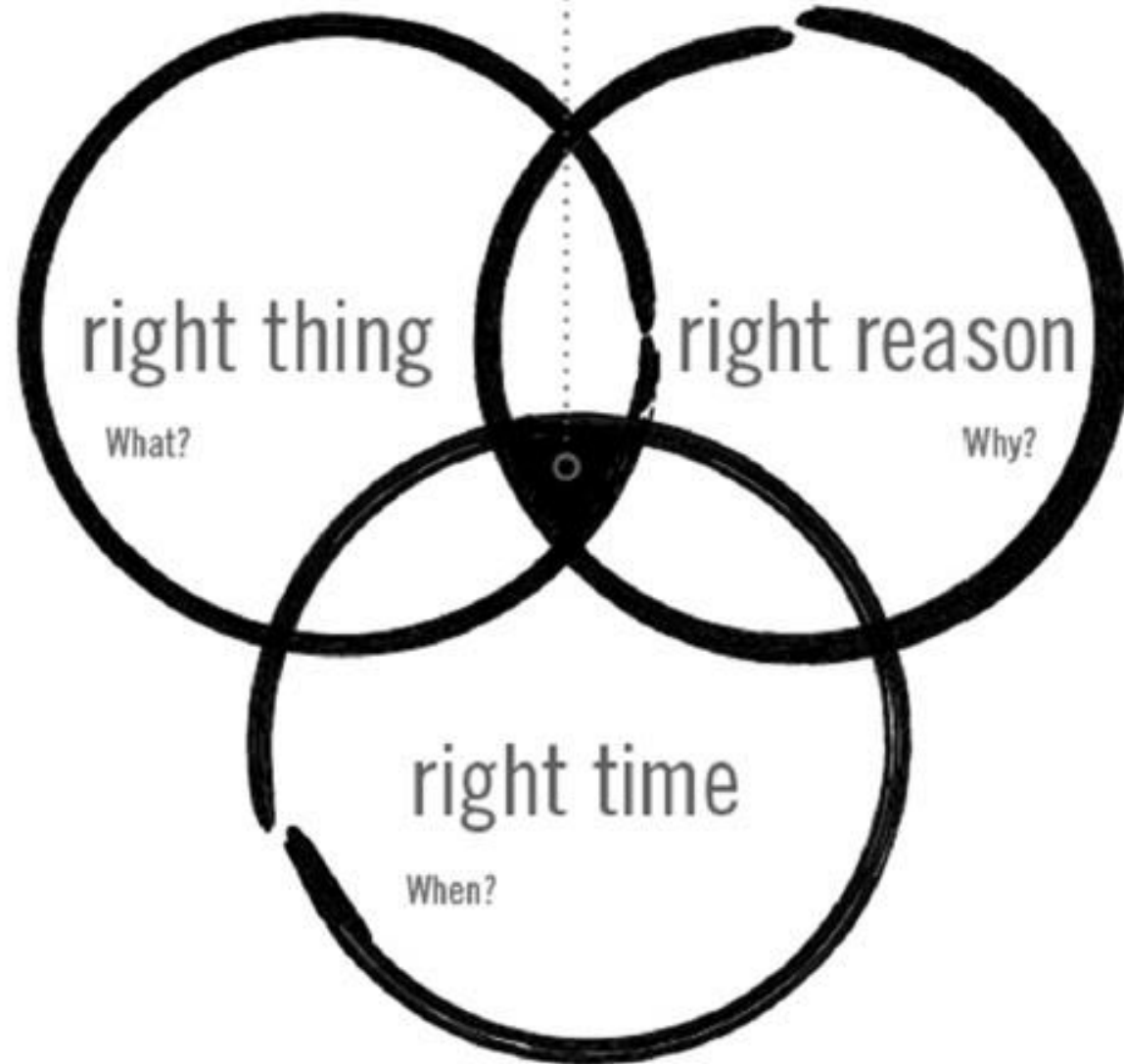
Highest Point of Frustration



4.4. Simplicity is Key:

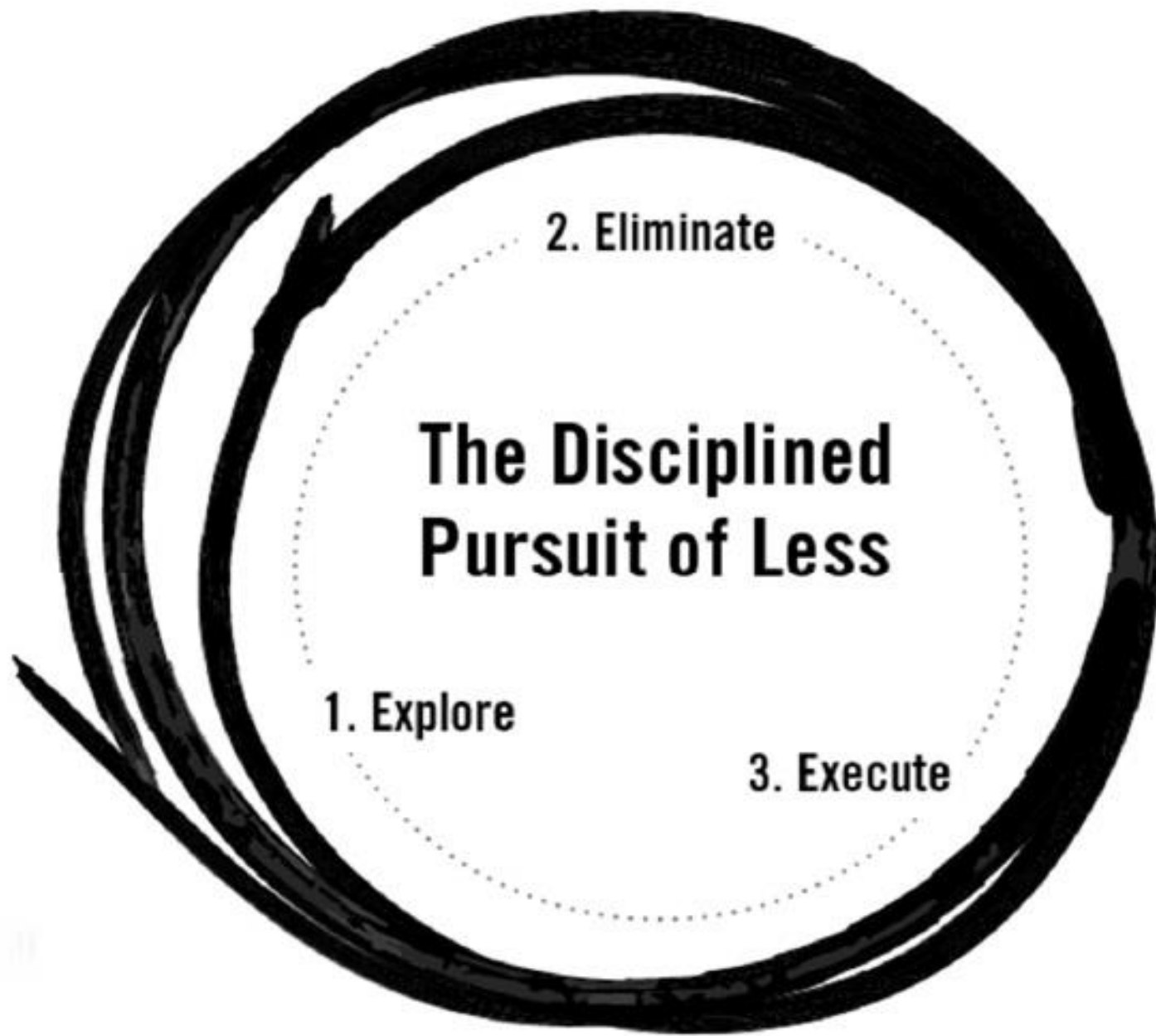
d. When You Experience Contribution:

Highest Point of Contribution



4.4. Simplicity is Key:

e. The Disciplined Pursuit of Less:



4.5. Learning is Vital:

a. Becoming an Agile Learner?



4.6. Face Your Fears:

a. The Crippling Cycle:



4.6. Face Your Fears:

b. The Result of Fear:

i. Paralysis

ii. Procrastination

iii. Purposelessness

4.6. Face Your Fears:

c. Breaking the Cycle:





Be a Non-Anxious Presence:

“Anxiety is contagious.”

Steve Cuss

(Managing Leadership Anxiety, 2019)

What is the opposite of Anxiety?

How do I help my congregation:

- 1. Break the stigma**
- 2. Preach about it**
- 3. Learn with your people**
- 4. Deliver courses**
- 5. Invite people to get assistance**
- 6. Build a network of professional people**
- 7. Embrace the use of technology**