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# Managing Mental Wellness in the Workplace



Four Strategies to Implement Immediately

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# Problem:

- Two thirds of Entrepreneurs/Leaders (62%) feel depressed at least once a week
- One in five (21%) entrepreneurs/leaders feel satisfied with their mental health less than once a week
- Mental Health Costs Canadian businesses \$75 Billion/year in lost productivity, health/safety issues, staff/company culture)



**June 18, 2019**

– The Canadian Mental Health Association (CMHA)



“Unless we act now to address the mental health needs associated with the pandemic, there will be enormous long-term consequences for families, communities and societies.”

~ Antonio Guterres, UN Secretary-General



# Burnout, Anxiety, Fear

1. Isolation into Connection
2. Work life balance - personal rhythm
3. Stress to Flow
4. Clearing the path forward



**"Named must be your fear before banish it you can."**

# Old Business Paradigm



# Old Business Paradigm



# New Business Paradigm



# New Business Paradigm



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“Managing and designing organizations in the new paradigm is more like tending a garden than running a well-oiled machine.”

~ Rafael Kaufmann



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**“In the past jobs were about muscles,  
now they’re about brains, but in  
future, they’ll be about the heart.”**  
~Minouche Shafik

# Intentional outcomes for the training



Why are you here?  
What are your  
obstacles?  
What are the solutions  
you seek?

Define your obstacles  
(don't want)

Your ideal solutions  
(want)

Personally?

As a leader (for  
your business or  
team)?



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# Turning Isolation into Connection



Letting go of needing to have all the answers

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“A dream you dream alone  
is only a dream.  
A dream you dream together  
is reality.”  
— John Lennon



**S** HOULD  
**H** AVE  
**A** LREADY  
**M** ASTERED  
**E** VERYTHING



**"The greatest teacher, failure is." ~ Yoda**

We learn from our mistakes—  
plain and simple.



# IBS Committee



**Exercise:**

Find the light in the dark  
and the dark in the light



# IBSC



**SEND THE NEGATIVE  
COMMITTEE THAT MEETS  
IN YOUR HEAD ON AN  
EXTENDED VACATION TO  
AN EXOTIC ISLAND**

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# Creating Healthy Work/Life Balance

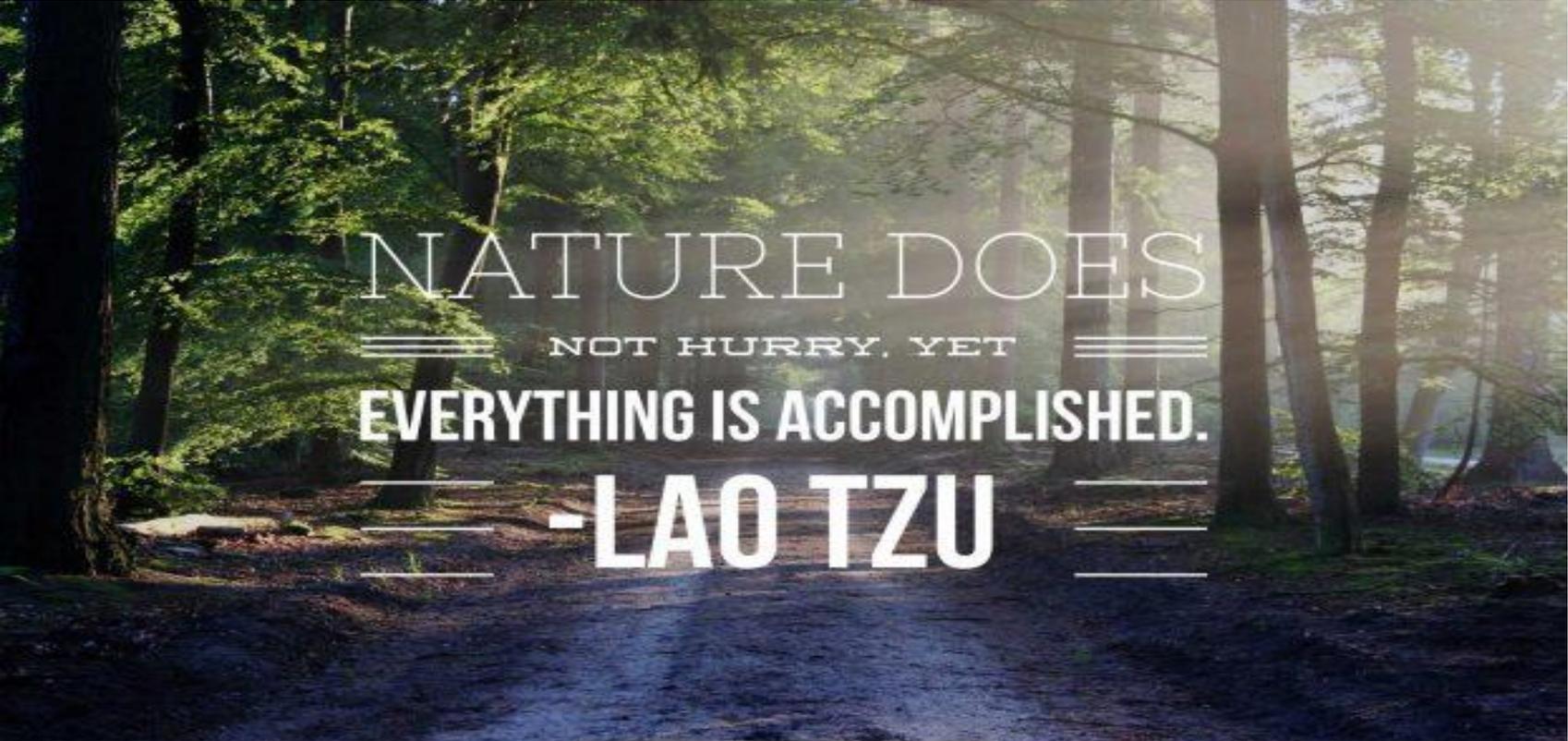


Finding your personal rhythm

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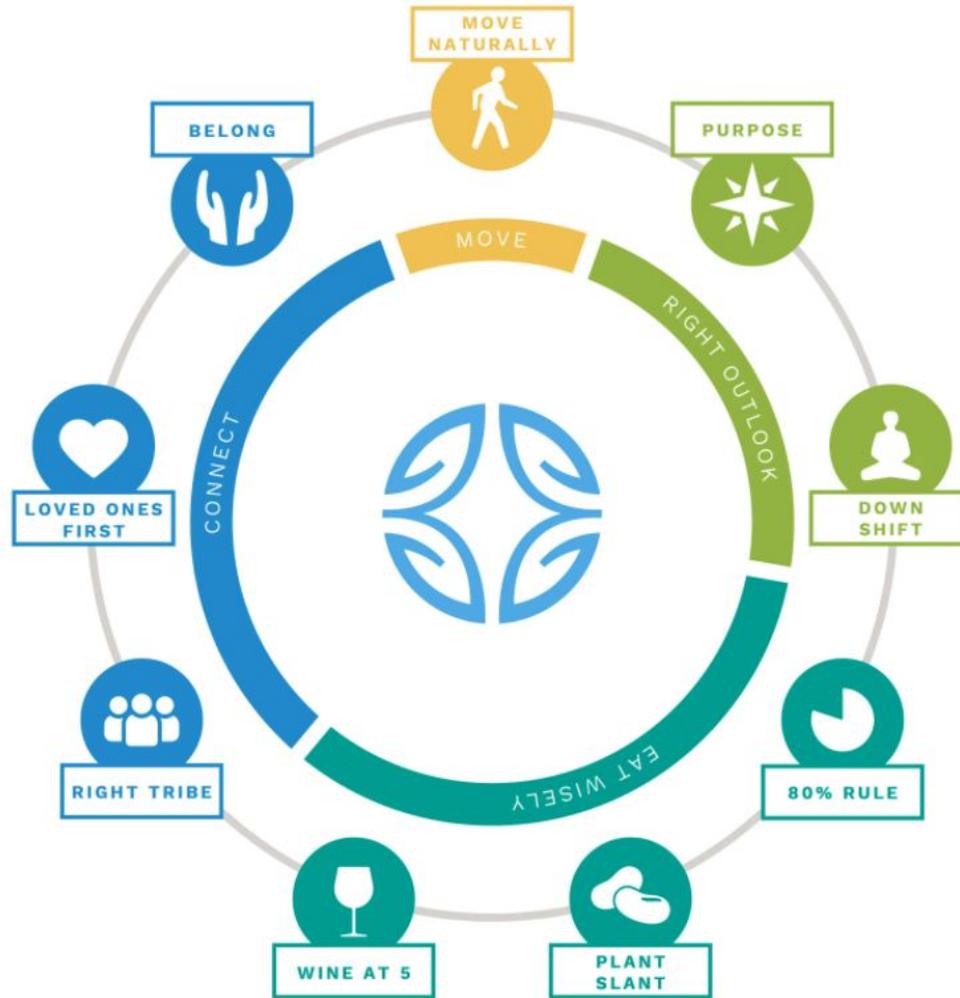
NATURE DOES

NOT HURRY, YET

EVERYTHING IS ACCOMPLISHED.

-LAO TZU





# Know (No) & Go

1. List all your activities in the first column
2. Rate your skill at the activity in the second column
3. Rate your Passion for doing the activity in the second column

<i>Areas into which I put time/energy</i>	<i>Skill Score (1-10)</i>	<i>Passion Score (1-10)</i>

# Know (No) & Go

4. Any items you are passionate about, but not yet skilled, make a note to see when you could add time to building that skill

5. Take the times that have a low skill score and apply the following:

S= find support

E= eliminate

D= delegate

<i>Areas into which I put time/energy</i>	<i>Skill Score (1-10)</i>	<i>Passion Score (1-10)</i>

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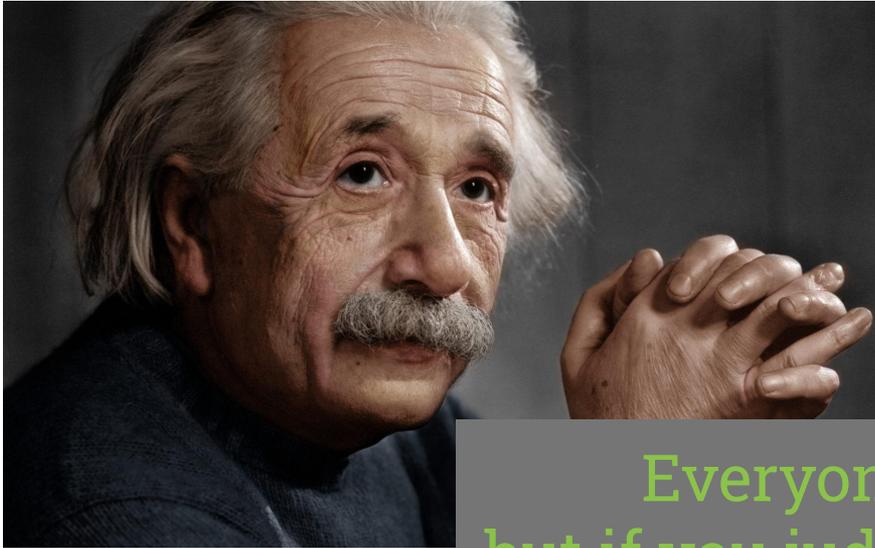
# Finding Your

# Flow



Embracing your (and your team's) gifts and strengths

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Everyone is born a genius,  
but if you judge a fish by its ability to  
climb a tree, it will live its whole life  
believing that it is stupid.

~Albert Einstein



# Know Thyself

## Your Path to Genius

When you follow your natural genius, life becomes a joy.  
If you focus on your weaknesses, everything becomes hard work.

Take the free, 1 minute genius test and discover your natural genius.



Find your Flow • Lead from your Gifts/Strengths  
Attract what you need to succeed • Build your Winning Team

Take the test with us!

1. Click the link...

- in the chat
- below the window
- type it in

**bit.ly/DWLGenius**

It will take you to this page



## Welcome to GeniusU

Join the world's number one entrepreneur education platform



Take The Test

### Which of the four are you?

What path should you follow in life? When you follow your natural genius, life becomes a joy. But if you focus on your weaknesses, everything becomes hard work. Take the free, one minute Genius Test, and discover your genius.

2. Click "Take the Test"



3. Register for a free account by filling in the left hand boxes.



## Welcome to GeniusU!

You are now one step away from accessing your training. See you inside the world's #1 entrepreneur platform.

Register with an email:

Register

Already have an account? [Log in](#)

Log in with a social account:



Facebook



Twitter



Google

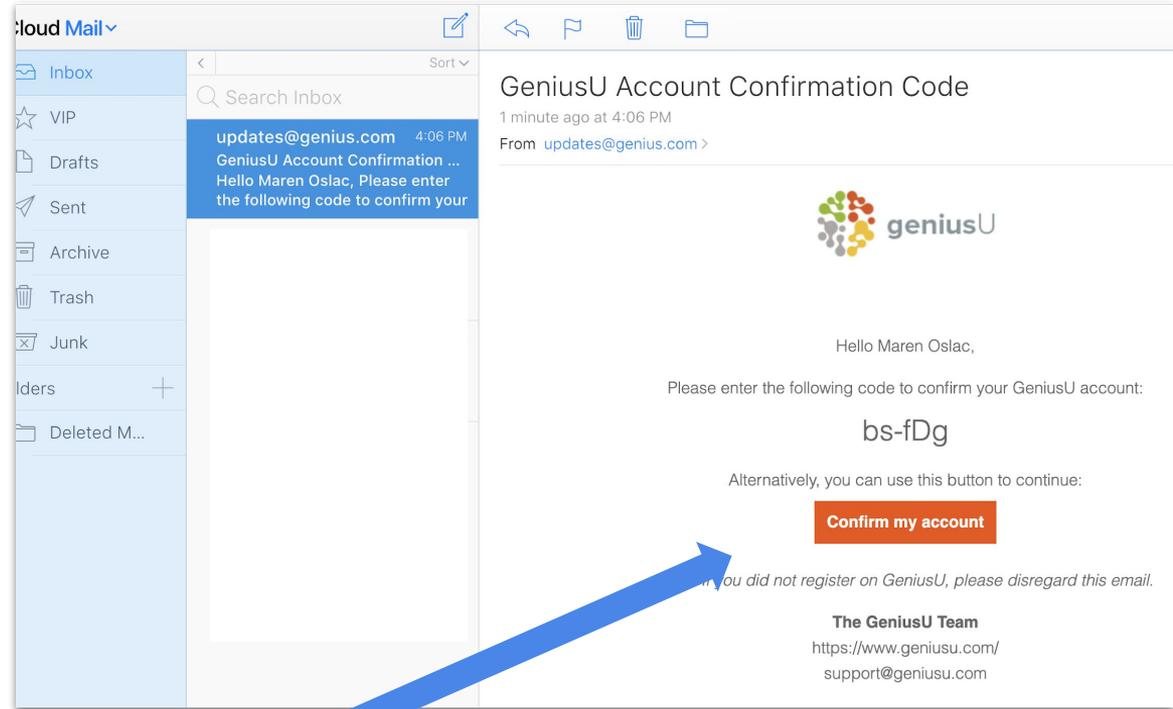


LinkedIn

or

Click "Register"





4. Open your email program

5. Find the email from GeniusU  
(possibly in your spam folder)

6. Click the Confirm my account button  
OR  
copy the confirmation code

If you copied the confirmation code...

7. Come back to GeniusU and paste confirmation code in the box.



## GeniusU Email Verification

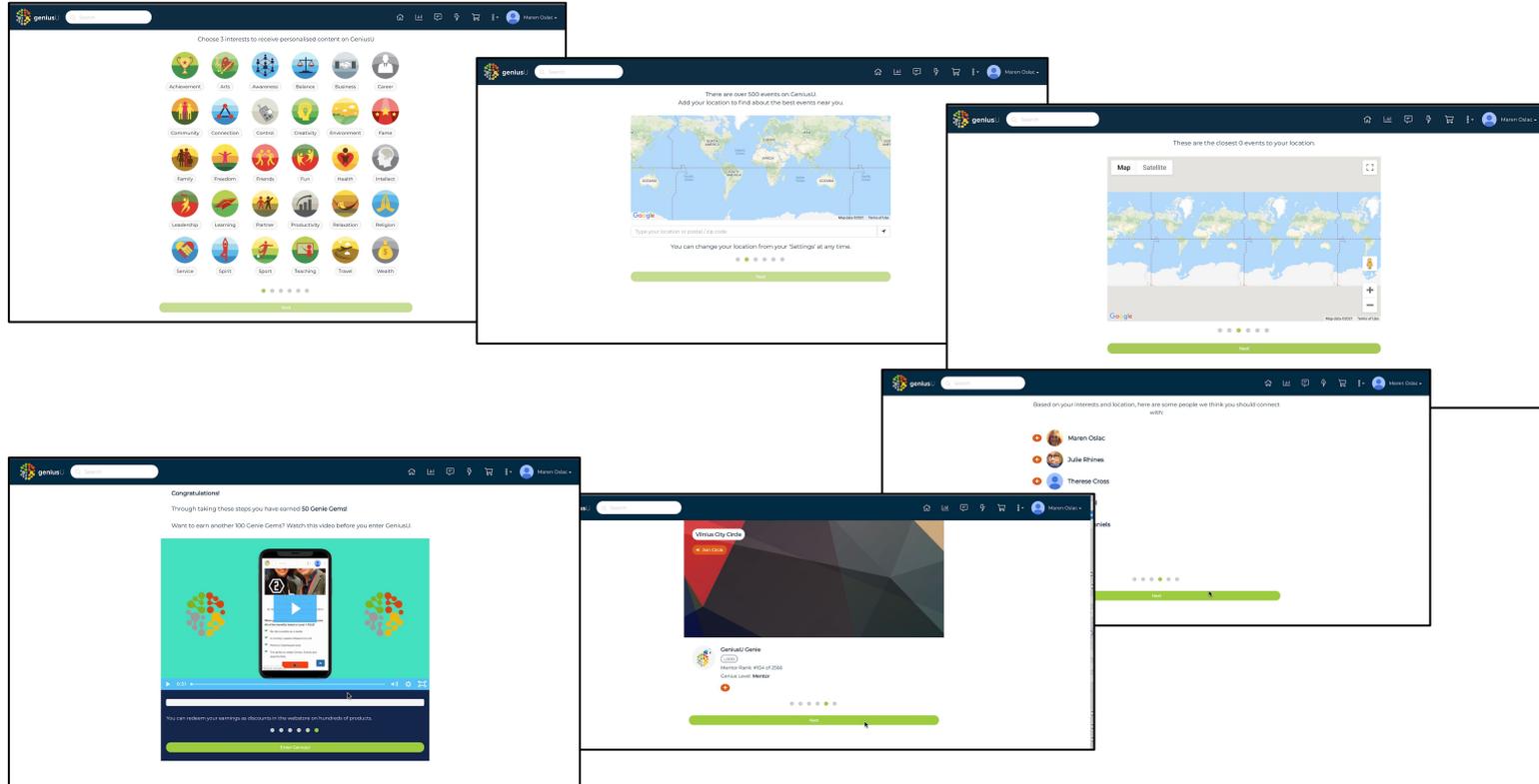
An E-mail has been sent to **marendance@me.com**. To verify your account, please click the link in the E-mail to complete your registration or enter the code below

**Paste confirmation code here:**

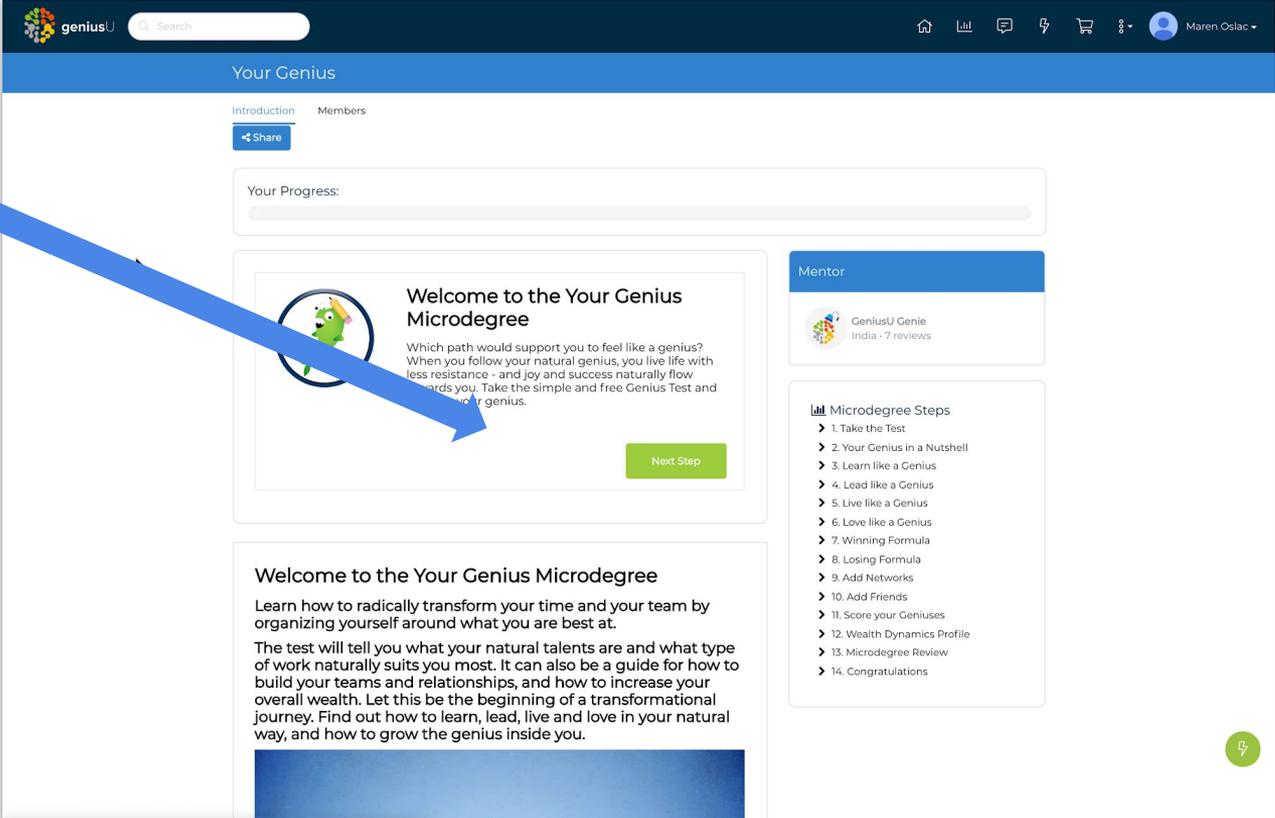
**Confirm**

Didn't receive a link? [Click to resend](#) or [Skip confirmation](#)

## 8. You'll add some information and click through a few screens to finish setting up your account



## 9. When you are done, it will take you to the Genius Microdegree Click 'Next Step'



The screenshot shows the 'Your Genius' page on the GeniusU platform. At the top, there is a search bar and navigation icons. Below the header, the page is divided into sections. A large blue arrow points from the left towards a green 'Next Step' button located at the bottom right of the main content area. The main content area contains a welcome message and a list of microdegree steps.

geniusU

Home | List | Chat | Lightning | Shopping Cart | Profile | Maren Ostlac

### Your Genius

Introduction | Members

[Share](#)

Your Progress:



#### Welcome to the Your Genius Microdegree

Which path would support you to feel like a genius? When you follow your natural genius, you live life with less resistance - and joy and success naturally flow towards you. Take the simple and free Genius Test and discover your genius.

[Next Step](#)

#### Mentor

 GeniusU Genie  
India · 7 reviews

#### Microdegree Steps

- 1. Take the Test
- 2. Your Genius in a Nutshell
- 3. Learn like a Genius
- 4. Lead like a Genius
- 5. Live like a Genius
- 6. Love like a Genius
- 7. Winning Formula
- 8. Losing Formula
- 9. Add Networks
- 10. Add Friends
- 11. Score your Geniuses
- 12. Wealth Dynamics Profile
- 13. Microdegree Review
- 14. Congratulations

#### Welcome to the Your Genius Microdegree

Learn how to radically transform your time and your team by organizing yourself around what you are best at.

The test will tell you what your natural talents are and what type of work naturally suits you most. It can also be a guide for how to build your teams and relationships, and how to increase your overall wealth. Let this be the beginning of a transformational journey. Find out how to learn, lead, live and love in your natural way, and how to grow the genius inside you.

[Share](#)

## 10. Click take the test and get started!

The screenshot shows the geniusU website interface. At the top, there is a dark blue header with the 'geniusU' logo, a search bar, and navigation icons. The main content area is white and features a 'Your Progress' section with a progress bar. Below this is a 'Take the Test' section with a prominent orange 'Take the Test' button, which is pointed to by a large blue arrow. To the right of this button is a green 'Next Step' button. Below the 'Take the Test' button, there is a text prompt: 'Post your Genius type below and your industry, interests & location so others taking this Microdegree can connect with you:'. Below this text is a form with a 'Photo' icon, a 'New article' icon, and a text input field with a character count of '300'. A 'Post' button is located to the right of the input field. On the right side of the page, there is a 'Microdegree Steps' list with 14 items, the first of which is '1. Take the Test'. At the bottom of the page, there is a user profile for 'Lesley Mitchell' with a post from 'Feb 5, 2021 at 14:18 in Exeter, UK - Report' that says 'Hi guys, just joined. I'm in southern UK and seem to be a Blaze Genius'.

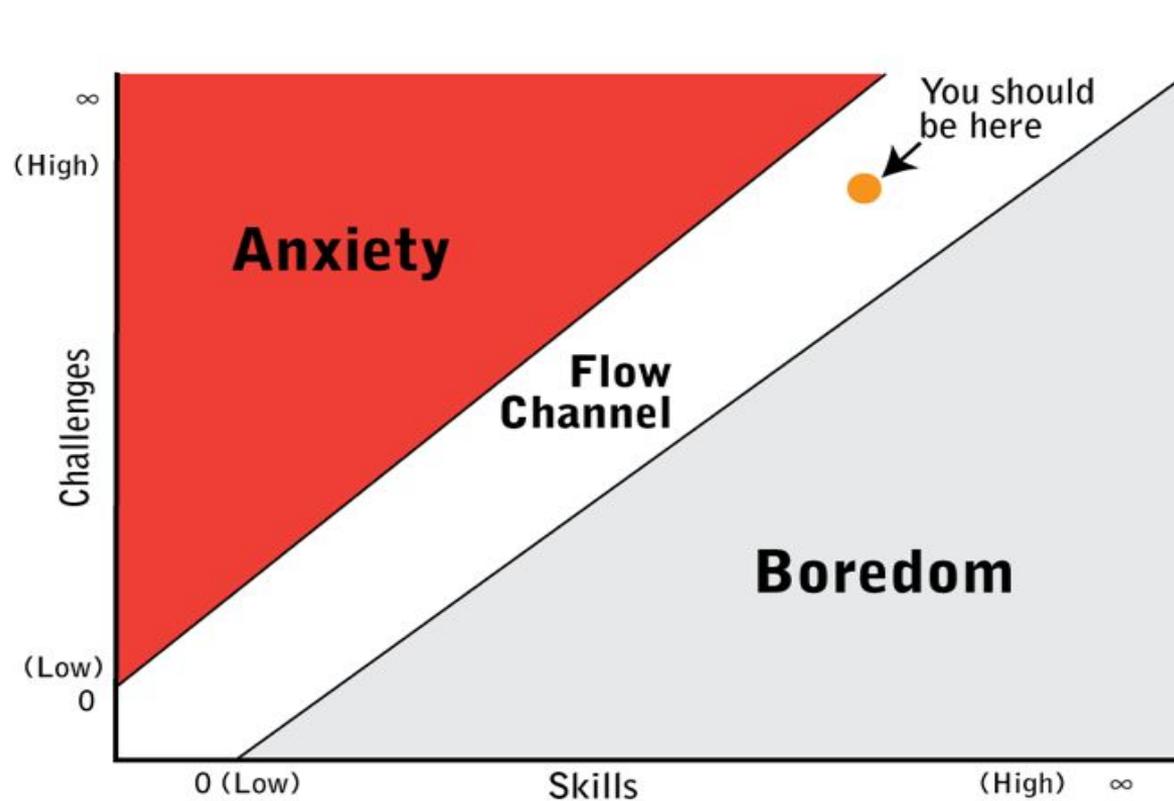
Self-awareness is the meta-skill of the 21st century — self-aware people are more successful, more confident, build better relationships, and are more effective leaders.

~ GUSTAVO RAZZETTI



# Flow State

## Anxiety or Excitement



Adapted from Csikszentmihalyi, *Flow: The Psychology Of Optimal Experience*. (New York: Harper & Row, 1990).

**Dynamo**  
Wood/Spring



Ideas Smart: Great at starting things,  
but not so good at finishing  
- like Albert Einstein & Richard Branson

**Innovation**

Overview thinking

Head in the Clouds

Great at starting things

Big Picture



Variety  
Connection  
Outward Energy  
Boundless  
Colorful/Fun

**Blaze**  
Fire/Summer



People Smart: Loves people,  
but gets distracted quickly  
- like Marilyn Monroe & Oprah Winfrey



Timing

Grounded

Sensory/Present

Detail Oriented

Measured

Senses Smart: Grounded,  
but often gets lost in activity  
- like Nelson Mandela & Mother Teresa



**Tempo**  
Earth/Autumn



## Behind the Scenes



**Steel**

Metal/Winter

Detail Smart: Takes care of the detail,  
but often over-cautious  
- like Mark Zuckerberg & Benjamin Franklin

Inner

Logical

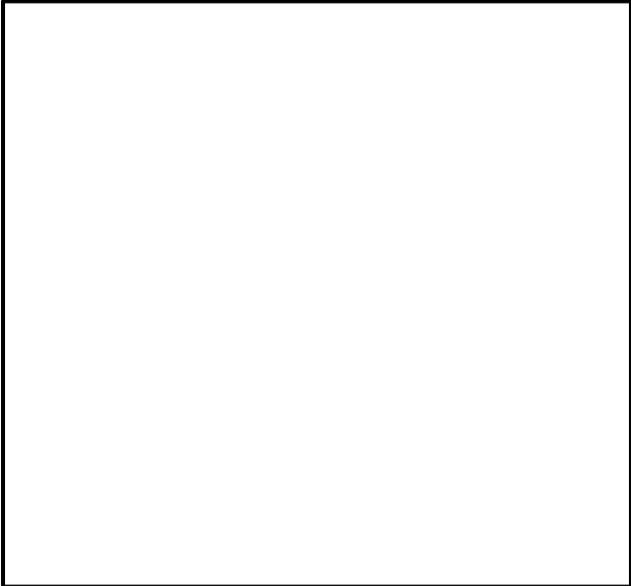
Systems Oriented

Binary



**Dynamo**

Wood/Spring



**Steel**

Metal/Winter

**Blaze**

Fire/Summer



**Tempo**

Earth/Autumn



**Dynamo**  
Wood/Spring



**Spirit**  
Water/Ether



**Steel**  
Metal/Winter

**Blaze**  
Fire/Summer



**Tempo**  
Earth/Autumn



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# Clearing the Path Forward



Creating a new, empowering vision

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A man without a vision for his future,  
always returns  
to his past.



**“What makes this problem even harder is that **we’re now in a world where, especially with climate change, the past is no longer a good guide to the future.** We have to get much better at preparing for the unexpected”**

Jesse Jenkins, an engineer at Princeton University. [\[NYT\]](#) (in regards to massive troubles with power grids failing across the US due to changing weather patterns, grids that had been built with the ‘known’ unexpected (past unexpected patterns))



# Finding Your Answers

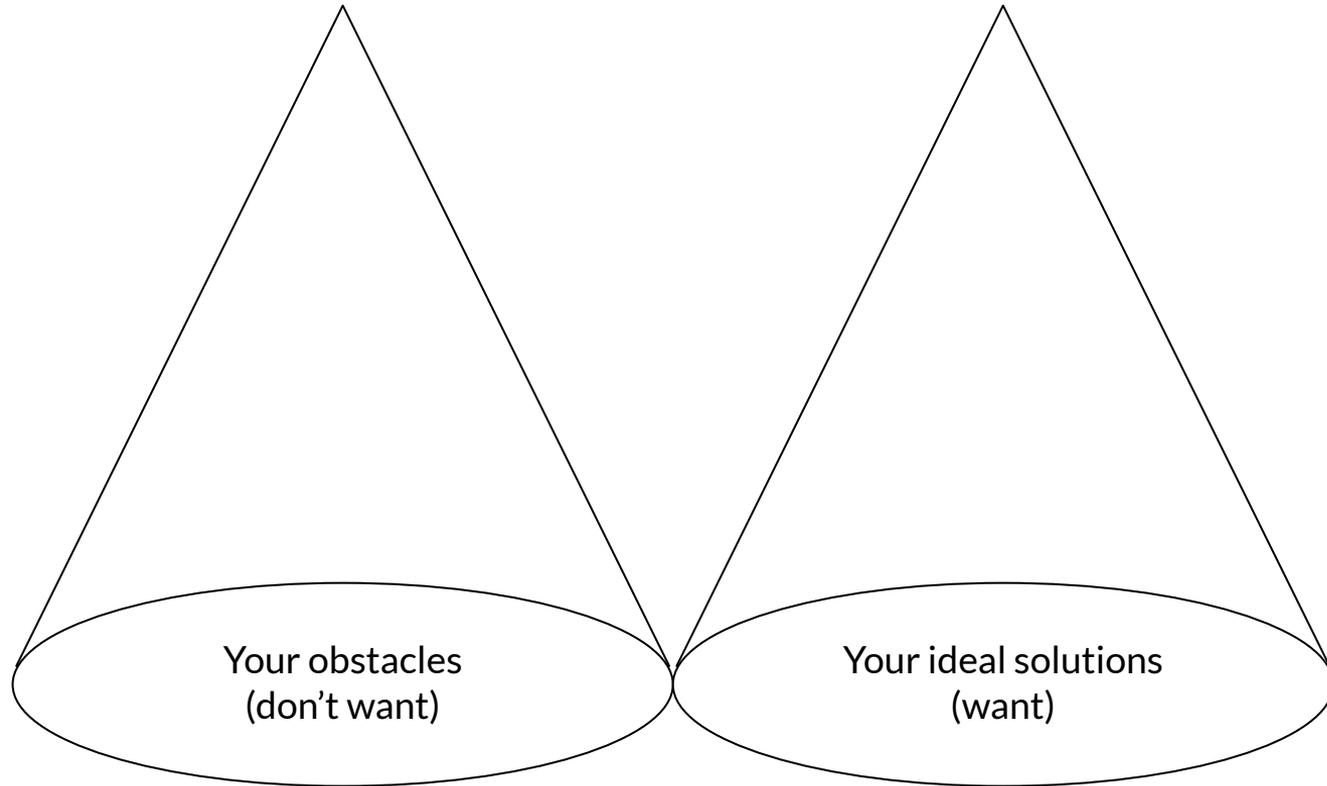


Define your obstacles  
(don't want)

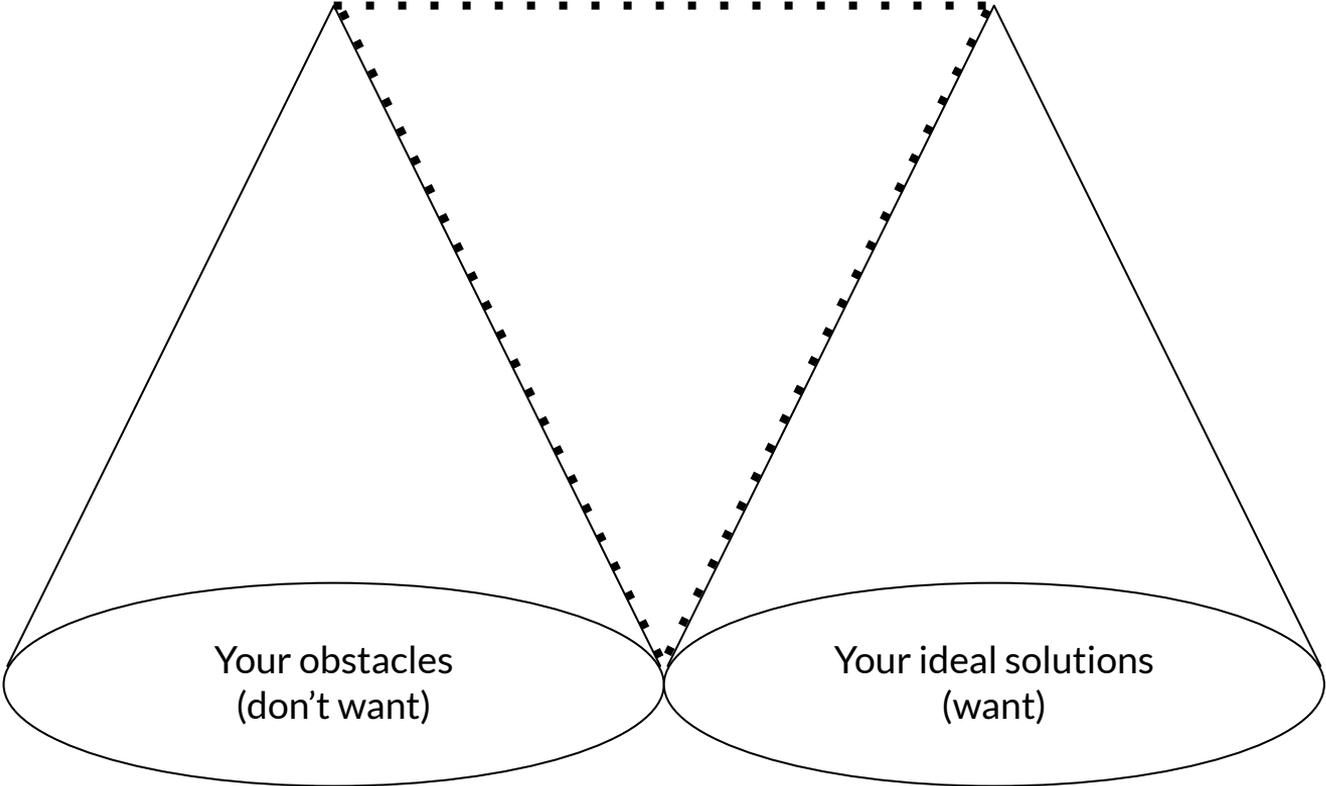
Your ideal solutions  
(want)



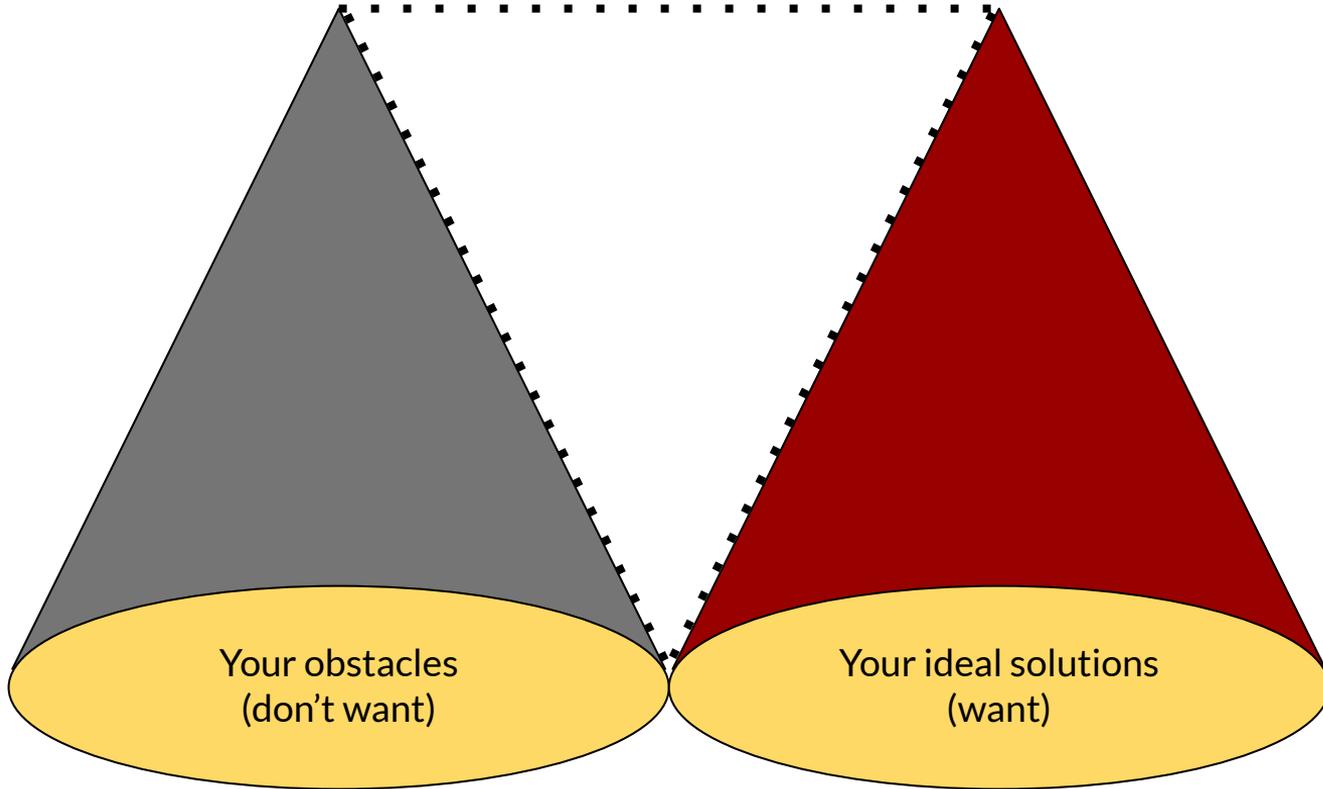
# Finding Your Answers



# Finding Your Answers



# Finding Your Answers



This is a journal entry of your life, one year from today. Take out 30 minutes from your day. Go somewhere that gives you the space to dream. Put yourself one year in the future and visualize where you are and what you have achieved. Then write from the heart what has happened, how it happened, and how you feel about it. There are some pointers along the way, but add whatever you need to add to the vision, and don't stop until you are totally inspired by the destination you are setting!

## Journal Entry

Date: .....

*I am so grateful for the last year. In the last year I have ... <what have you achieved?>*

- My personal cash flow...
- My personal wealth...
- My reputation...
- My business...
- My customers...
- My partners...
- My team...
- My health...
- My home...
- My family...
- My friends...
- My network...
- My mentors...
- My travel...
- My hobbies...
- My new skills...
- My time...
- My peace of mind...
- My love of life...
- My magic moments...
- My sense of purpose...
- My contribution...
- My outlook...
- My next year...

Your entire journal entry could be two pages or ten. When you have completed it, ask yourself if it inspires you at a level of 10/10. If not, ask what extra you need to add. Once complete post up a copy where it will be visible to you throughout the coming year. This is your destination for the next 12 months!

*Shared originally by Roger James Hamilton.*



# Review

1. Isolation into Connection
2. Work life balance - personal rhythm
3. Stress to Flow
4. Clearing the path forward

Changing the old ways of burnout, anxiety and fear to flow, connectedness and abundance.



# Key Take-Away

- What is the biggest “Take-Away” from what you learned today that will support you going forward?



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# Next Steps



How we can support you

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Current business is based on a hundred year old paradigm.



Evolution.  
Entrepreneurs  
are the upending  
the status quo.

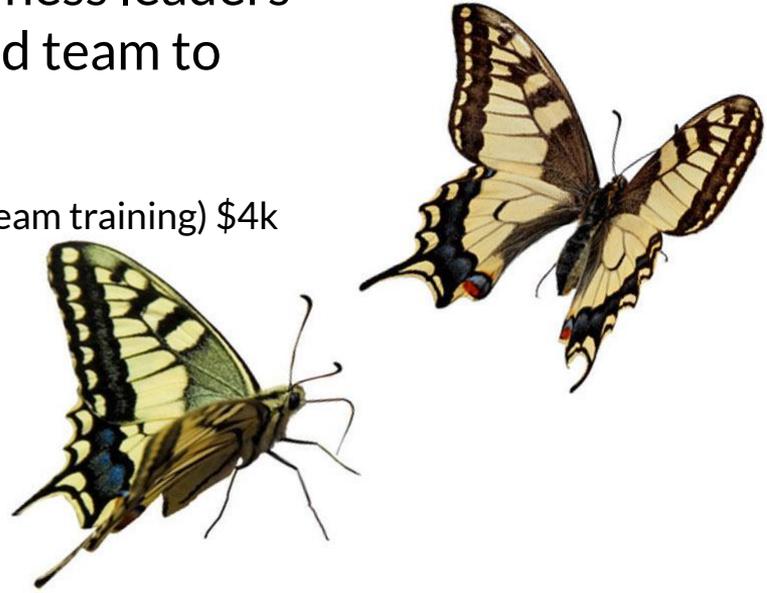
YOU are  
the new  
paradigm.

We are here to help.



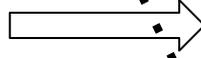
We work with entrepreneurs and business leaders who are ready to uplevel their time and team to support them with their evolution.

1. 4 week Mental Wellness & Resiliency (12 hour team training) \$4k
2. Leadership/Entrepreneur Mastermind \$997
3. Leadership Flow Masterclass \$197



# Finding Answers

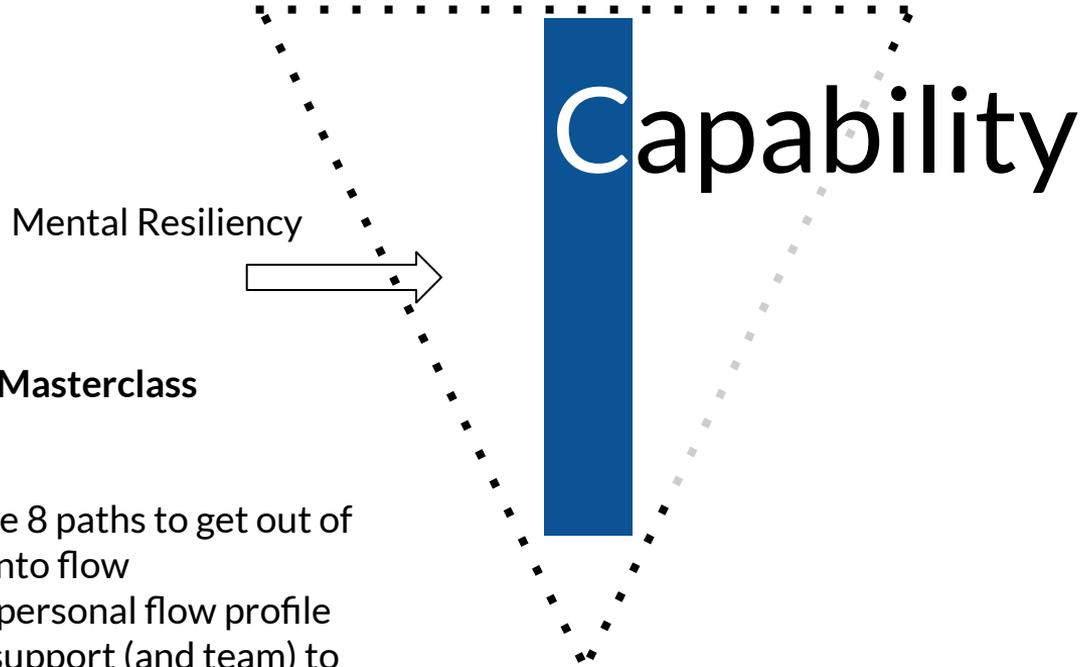
Mental Resiliency



## Leadership Flow Masterclass

- Address components that bog down your business.
- Bust through stress
- Give you practical tools to enhance your business model
- Uplevel your time and team.

# Finding Answers

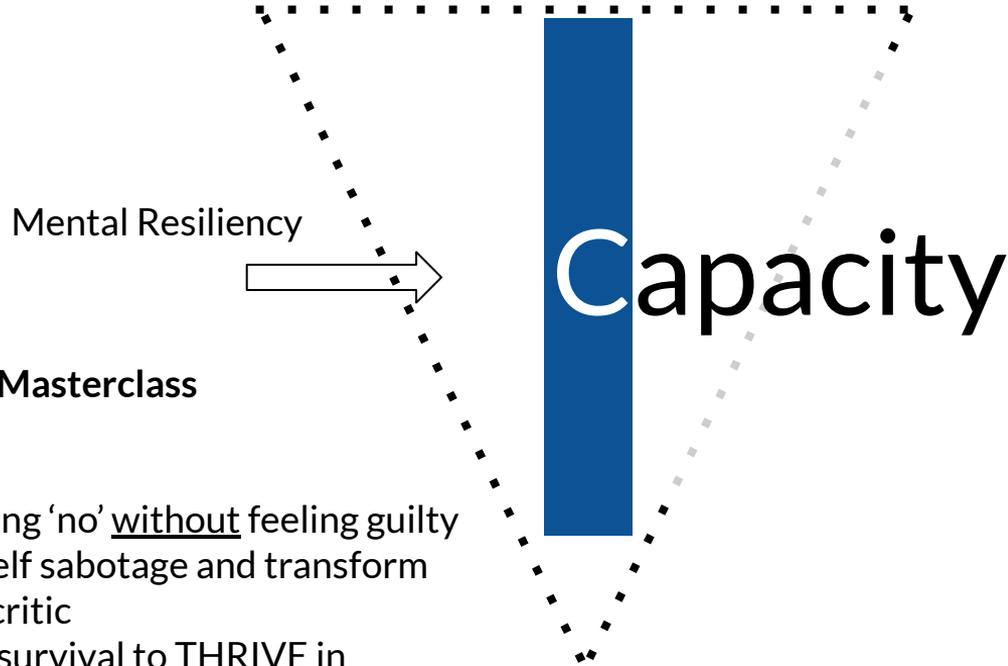


## Leadership Flow Masterclass

### Week 1:

- Discover the 8 paths to get out of stress and into flow
- Learn your personal flow profile
- Build your support (and team) to increase your productivity and reduce stress
- Deepen your conversation with your gifts and strengths

# Finding Answers

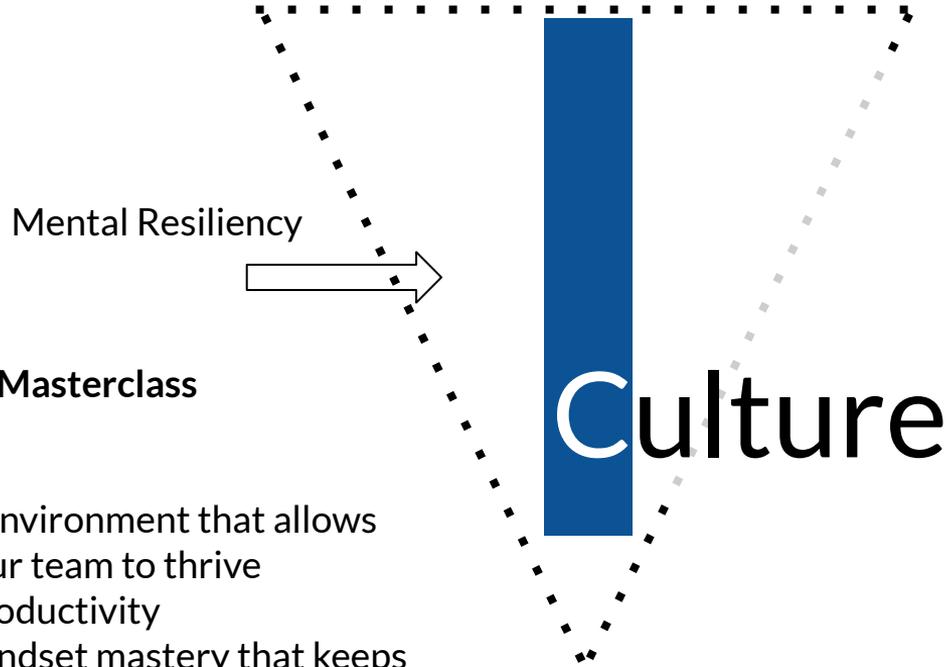


## Leadership Flow Masterclass

### Week 2:

- Master saying 'no' without feeling guilty
- Eliminate self sabotage and transform your inner critic
- Go beyond survival to THRIVE in uncertainty
- Change challenges into opportunities

# Finding Answers



## Leadership Flow Masterclass

### Week 3:

- Create an environment that allows you and your team to thrive
- Increase productivity
- Develop mindset mastery that keeps you resilient
- Attract the right people, the right skills and the right moments to make magic happen

# Leadership Flow Masterclass

Each session directly addresses personal flow and deals with **anxiety, depression, fear** and **burnout** from one of the three C's perspectives.

**C**apability  
**C**apacity  
**C**ulture

## Details

- **Three one hour, live sessions on Zoom**  
Double your productivity with half the stress. Increase time, team and energy. Create an engaging, healthy environment.
- **PLUS a 20 minute, personalized tune in/tune up session with a Master Trainer**  
We work one, on one with you to fast track your learning and your business.

Limited space available (live streaming and tune in/up sessions)

Investment: \$197. For 3 series Masterclass

Dates: Thursdays March 11th, 18th and 25th. 11am AST

The first ten registrations will receive a FREE Wealth Dynamics Test Token to determine your flow (\$97 value)

<https://stephaniejallen.com/find-your-leadership-flow/>



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# Contact Us



Stephanie J Allen has been a Therapist, Instructor, Published Author and award winning Speaker for over two and a half decades. As an Entrepreneur Consultant and President of Gateway Development Inc, she has worked with some of the world's top companies on Corporate Health & Wellbeing, Stress Management, and in the treatment of chronic pain syndromes. Stephanie has helped thousands of clients live an Inspired Life

aligned with love, purpose and contribution. She offers energizing and empowering sessions to transform team culture. Enhancing healthy relationships by recognizing strengths, leveraging value and creating awareness that optimizes impact potential and results for both life and business.

**902-694-3098**  
**[stephaniejallen.com](http://stephaniejallen.com)**



Maren Oslac is the Founder and Chief Education Officer at Heart & Sole Dance, a transformational ballroom studio outside of Chicago. She is also a business disrupter transforming the old school 'push-your-way-through-to-get-a-head' business paradigm to one of flow and grace, using the fundamental concepts of couples dancing. Maren's triple career as a champion dancer, preeminent educator and serial entrepreneur coalesced into "Dance With Life"

a one-of-kind program that breaks the "efforting for success trap" that influential leaders struggle to escape. With her professional certification from Entrepreneurs Institute, Maren works with businesses of all levels from Solo-preneurs to Corporations.

**1-630-564-0199**  
**[marenoslac.com](http://marenoslac.com)**



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“Learning about my staff has been extremely helpful. Knowing where their talents are, their enjoyments and their strengths are. Now I feel like I can direct things their way where they’ll be happier and enjoy their work more which makes them more efficient, etc.



Personally, knowing what I need to do in the back of my head (based on TV or books) and now having a firmer planted seed and the access to the resources that you’re offering, it’s really making the time to focus on the path ahead.”

~ **Carys Wood**, Executive Director, CBDC Cumberland





“I learned that I might feel that things are going crazy, and it’s been a really crazy day, and if I just stop and breathe and focus on the end goal basically of where I need to get, that I do have a great team here and we’re all from different ends of the spectrum and together we can be a success.”

~ Heidi Wagner, Executive Director, CBDC Shelburne



—

“I thought what you did with me was incredibly powerful. You really lead me deeper and deeper inside myself to see the pieces that were in my way, or that I needed to acknowledge.



It shifted stuff, in a big way, both in the money world and in taking my career to the next level. I'm really deeply grateful.”

~ **Lisa Michaels**, Leadership Mentor, NaturCentric Business Growth Strategist

