Wellness@CGIAR: A Global Conversation about Wellness in our Workplaces

Thursday, 22 October 2020
AUDIENCE INSTRUCTIONS

All attendees are muted by default.

Please submit your questions and comments via the Q&A box in your control panel.

This event is being recorded. The video will be shared after the event.

Please contact T.MULLER@CGIAR if you are experiencing any technical problems in connecting.

Scan the QR code below to login to the Mentimeter poll.

Go to [www.menti.com](http://www.menti.com) and use the code 8466742.
What is an Employee-led Resource Group (ERG)?

ERGs are safe spaces within a workplace where groups of individuals can come together because they have things in common.
Why are we setting up cross-System ERGs?

When ERGs work, they make a real difference to people’s sense of **happiness in the workplace**. This is why they are clearly laid out as an objective in CGIAR’s **Action Plan** for advancing gender equity, diversity and inclusion.
Why are we launching ERGs now?

The vision is for ERGs to be open to all staff from across the System who wish to join – to be actively inclusive and to create communities of interest – in other words, to bring people together.
The mission of Wellness@CGIAR

Wellness@CGIAR in all its forms is crucial for all at CGIAR to improve and maintain our culture and work-life balance, maximize our potential, achievements and impact. This ERG will create, promote and maintain wellness by providing information, community-building tools, knowledge, forums for discussion and learning opportunities for all at CGIAR, at work and at home.
Saskia Meckman

- 22 years working in the intercultural training, coaching, consulting based out of NYC, Boston, South Florida, and now Research Triangle in NC
- 17 years working as a Yoga and Meditation Instructor
- Mindfulness public speaker and advocate
- Passionate about integrating mindfulness in the corporate world
7 Dimensions of Wellness

- Physical
- Emotional
- Spiritual
- Mental
- Occupational
- Social
- Environmental

Source: Dr. Bill Hettler, co-founder of the National Wellness Institute
Mental Health

Health: «Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity» (WHO, 1948).

Mental Health: “Mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community”.
Mental Health in numbers

→ Mental and behavioral disorders such as depression and anxiety (NAMH):
  • cost the global economy $1 trillion each year in lost productivity
  • account for over 7% of the global burden of disease
  • represent the leading cause of disability worldwide
→ More than 264 million people worldwide have depression (WHO)
→ 1 in 6 people globally now has at least one mental or substance abuse disorder (over 1.1 billion people)—with anxiety ranking #1 (GWI)
→ Workforce unwellness (chronic disease, work-related injuries and illnesses, work-related stress, and employee disengagement) may cost the global economy 10–15% of economic output every year (GWI)

Source: National Alliance on Mental Health (NAMH), World Health Organization (WHO), Global Wellness Institute (GWI)
Mindfulness

Mind Full, or Mindful?
What is mindfulness?

“Mindfulness is awareness that arises through paying attention, on purpose, in the present moment, non-judgmentally.”
The benefits of mindfulness

- Greatly impacts the brain function and the immune system
- Increases positive effects on mental health
- Overcomes different forms of insomnia
- Reduces chronic pain
- Increases positive interpersonal behavior
- Provides greater empathy and compassion
- Positively impacts human functioning
- Helps improve the quality of attention
Grounding Exercise
If you are feeling:

- A Little blue or without emotional strength
- With constant fear or in a state of alarm
- Stressed or mentally tired

Where can you go? Who can you talk to confidentially?

It is important to express emotions. It lightens your burden.
Useful resources for your mental well being

You have free access to an external group of international counsellors, coaches, trainers and mediators. Confidential counseling is available in English, Spanish, French, Italian, German, Dutch and Arabic.
Email: petra.miczaika@romeinstitute.org

https://www.romeinstitute.org/

Find out if your medical insurance covers psychological counselling through it’s Employee Assistance Program

Talk to your HR colleagues or manager
If you are approached by someone of your team to talk about their feelings, and you are not an expert in mental health:

☞ Listen actively. Be empathic. Prepare the environment

☞ Do not judge. Each person copes differently with issues.

☞ Encourage them to seek professional help.
Where to find useful information about Mental Health?

https://www.who.int/health-topics/mental-health#tab=tab_1


From Saskia’s bookshelf:

Peace Is Every Step: The Path of Mindfulness in Everyday Life - Thich Nhat Hanh

Wherever You Go, There You Are - Jon Kabat-Zinn

The Power of Now - Eckhart Tolle
From Doina’s and Cel’s smartphones and tablets:

Stop, think, breathe

Insight Timer

Smiling mind

Cost – these apps are entirely free
Questions or Comments?

Contact us: ERGWellness@cgiar.org