Workplace Wellness:

From Stress to *Swaasthya*

"Sure, India is a young nation and young, ambitious people can work harder than ageing populations. So use up your most valuable resource, burn them out, so just when they become truly skilled and experienced, they either get off the train, or become dysfunctional from stress and ill-health. What business sense does that make?"

- 'Workplace Health in India' (The Economic Times, 2009)

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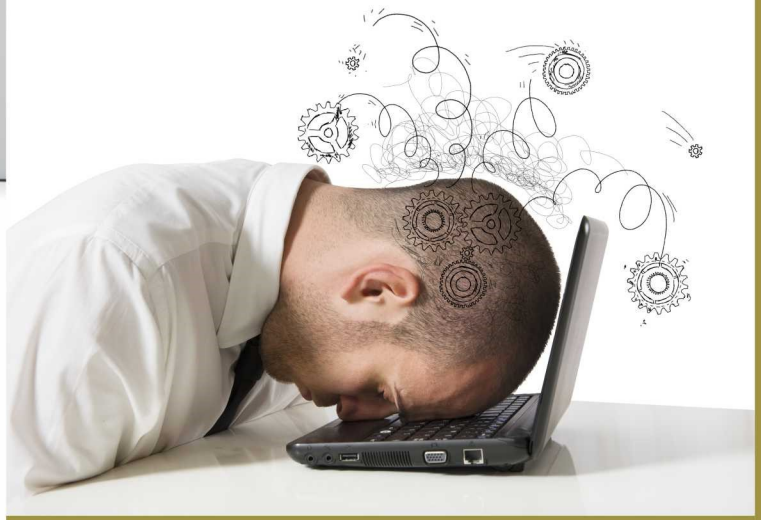
Stress : A Silent Killer

Stress and well-being are big concerns for most organisations. Rapid change and constant disruption take their toll. People feel like they are living in a pressure cooker and struggle with work-life balance. Research shows dramatic increases in the 5 Deadly 'D's: Drinking, Disease, Divorce, Depression & Debt.



Stress to *Swaasthya:*

A comprehensive and tailored Workplace Wellness program based on the proven science of Psycho-Neuro-Immunology (PNI).

Benefits

Individual

- More energy
- Better overall health
- Personal growth

Organisational

- Increased productivity
- Better engagement
- Higher motivation
- Reduced absenteeism
- Lower attrition
- Improved reputation

Core Principles

1. Health

is not just the absence of disease (Sanskrit: *Aarogya*). True health means you "experience a high level of physical, psychological and social functioning and an active engagement with life, accompanied by minimal disease or disability until the end of life" (Sanskrit: *Swaasthya*).

2. Immunity

is your natural, internal, healing and defence system, which secures your health. While stress, if severe or not addressed, weakens your immunity. Simply put, reducing stress is the best way to prevent illness. This is proven by the science of Psycho-Neuro-Immunology (PNI).

3. Stress

is the mental or emotional strain you experience, when the pressure on you exceeds your capacity to cope with it. Pressure can come from external circumstances, e.g. a fast-paced and unhealthy lifestyle. And it can arise from internal factors: how you cope with personal challenges or uncertainty. Also, a certain amount of pressure (eustress) enhances your performance, while too much pressure (distress) can cost your health dearly.

5 Sources of Stress

Stressor	Related to	Aspects
Physical	Lifestyle & Environment	Diet, rest, socialisation, exercise, personal habits
Emotional	Feelings	Reactions, emotional blocks, unresolved issues
Mental	Thoughts	Limiting beliefs, values, attitudes, assumptions
Relational	Key relationships	Personal, family, social, professional, societal
Spiritual	Existential issues	Identity, meaning, faith, purpose, connection to Higher Self

Program Details

	Topic	Duration	Audience	Description
A	Introductory Talk	90 min	General	Understand the stress-immunity-illness link; Recognise the multiple dimensions of stress; Consider own 'Stressors': physical, mental, emotional, relational and spiritual; Presence Practice
B	Diagnostic - 1: Workplace Wellness	15 min	General	Provide insights into specific work-related concerns that the organisation's leadership team needs to address.
C	Diagnostic – 2: Holistic Health Questionnaire	45 min	Selected individuals	Generate a personal report; Provide a working map of the individual's 'strengths' (to build on), and 'stressors' (to address)
D	Data Analysis	As required	Individual & Organisational	Provide group-level trends, common themes & red flags, plus recommendations
E	Workshop - 1	1 day	Selected individuals	Debrief individual HHQ reports; Experiential understanding of 5 Stressors and how to address them
F	Workshop - 2	2 day	Leadership Team	Day 1: same as Workshop – 1; Day 2: facilitated session to create org-level strategy and action plan
G	Ongoing Initiatives*	As required	General	Brainstorming & action planning; Actual implementation is client's responsibility
H	1-on-1 Coaching	As required	Selected individuals	3-5 sessions per individual; Partially or fully subsidised
I	Ongoing Tracking: Quality of Life Questionnaire	As required	Selected individuals	Monitor individual/ organisational progress
J	Check-in Sessions	2 hours	General	Feedback & sharing; Re-commit to agreed plans
K	Data Analysis	2 hours	Individual & Organisational	Fine-tune & course-correct

BUILD YOUR RESILIENCE

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