



A Mental Health & Wellbeing Resource

COMPILED IN PARTNERSHIP WITH DR. ADAM KUSIC, PSYCHIATRIST

11:11

AN 11:11 WEEK 2023 RESOURCE
THE YEAR OF MINDFULNESS

The Why

Mental health can feel like a journey for many – some may experience it as a straightforward path, while others feel like they're on a constant uphill climb. At Eleven Eleven Talent Collective, we take education on mental health seriously (especially when it comes to the workplace, personal life, and the balance of both). A recent article from the Centre of Addiction and Mental Health (CAMH) stated that:

- 1 in 5 Canadians will experience mental illness in any given year
- By the age of 40, 1 in 2 Canadians will have (or have had) a mental illness
- In a 2019 survey of working Canadians, 75% of respondents said they would be reluctant – or would refuse – to disclose a mental illness to an employer or co-worker

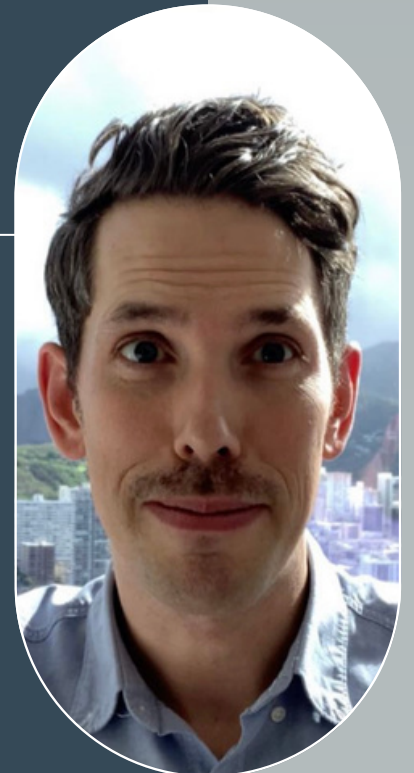
These statistics are troubling at best, and mental health struggles will likely be around forever, but there are ways that we can support our brains – when able – and ease that mental load that so many of us carry on a day-to-day basis.

Dr. Adam Kusic

PSYCHIATRIST

We recently sat down with Psychiatrist, Dr. Adam Kusic, for an interview on our podcast, Session Eleven, for an in-depth discussion surrounding the implications of the pandemic on mental health, individual wellbeing, and healthy coping mechanisms. This resource was compiled using information shared during the episode and organized so you can have it on hand whenever you need to return to it for guidance.

Let's dive in.



In Recent Years...

The COVID-19 pandemic has proven to be hugely disruptive worldwide. According to Dr. Kusic, its effects on mental health and wellbeing has come in phases.

THE BEGINNING
ANXIETY & NERVOUSNESS

IN LOCKDOWN
LONELINESS ,
DEPRESSION, & GRIEF

IN THE THICK OF IT
FAMILY CONFLICT &
HEIGHTENED STRESS

RESTRICTION RELAXATION
MENTALLY OVER IT

The pandemic has looked different for everyone depending on their location, circumstances, and privilege. During all phases however, mental health and wellbeing was greatly affected for many from minor stress, to unthinkable loss and grief. Although we saw all different types of mental health and wellbeing issues, they all require some degree of support, whether it be from within the individual or from an external source.

One thing these issues do all have in common is that they bring **STRESS** upon the individual. Stress typically serves a purpose for humans – there's typically a reason for one to be stressed, causing the body to create this hormonal response for a short period of time that will dissipate when the body feels safe to do so, but as the pandemic lingers on, human beings are now collectively dealing with this extended stress in our lives.

What can we do about it? Head to the next page for healthy coping mechanisms & information on how you can support others.

Management & Support

We will preface this section saying that there is no one correct method of coping or supporting others and it will vary from person to person. The resources provided below are merely a jumping off point to point you in the right direction towards a happier life and healthy coping mechanisms.

Managing Your Mental Wellbeing

MEDITATION, MINDFULNESS & BREATHWORK

Meditation, mindfulness, and breathing techniques are tools we all possess to counter the brain's negativity bias, release accumulated stress, and support the reduction of anxiety, depression, and burnout. Meditation and breathing techniques can also support us in creating positive experiences and intentions.

In a review published by JAMA Internal Medicine, researchers reviewed more than 18,000 scientific studies looking at the relationship between meditation and depression and anxiety. The results showed that mindful meditation programs over an eight-week period had moderate evidence in reducing symptoms of depression and anxiety.

SEEK EXTERNAL SUPPORT

Taking the step to seek out external support, whether it be from a therapist, family and friends, coach, psychologist or psychiatrist can be difficult, especially when here in North America specifically, we operate in a culture that expects you to say you're "good" or "great" when asked how you're doing.

Having someone outside of yourself - and better yet, outside of your circle - to talk things through with can prove to be greatly beneficial to your mental health, especially when that someone is a trained professional who is equipped with tools and care plans that can be tailored to fit your needs.

Managing Mental Wellbeing

CONTINUED

TRACKING YOUR MOODS

There is a lot of stigma around meditation and mindfulness when it comes to mental health care. One method that sits comfortably in between these methods is utilizing a journal to track your moods and behaviours prior to feeling increased stress, depression, anxiety and more.

This method allows you to get your thoughts onto paper so you can assess your behaviours more accurately – ask yourself what the warning signs of a decline in your mental wellbeing are, the time of day, what happened prior to. In doing so, you can start implementing preventative measures like going for a walk in nature, putting on a song you like, or utilizing breathwork techniques to manage your wellbeing on the fly.

Dr. Adam Kusic on Prolonged Stress...

It is very difficult for the human psyche to deal with prolonged periods of stress for years and years. We're not designed for it.

Supporting Others

Unfortunately in our society today, there is still quite a stigma surrounding mental health and wellbeing, this may make it hard for others to come to their support networks in times of need. If you think someone in your circle is struggling or they have asked you for support you can...

- Educate yourself, and go further by discussing with and educating your circles
- Listen to them and ask what you can do to support them
- Remove blame or judgement from the narrative surrounding mental health
- Guide those struggling to appropriate support networks such as Employee and Family Assistance Programs (EFAPs), local support groups, counsellors or therapists.

Resources

Books

- Mind over Mood by Dennis Greenberger
- Maybe You Should Talk To Someone by Lori Gottlieb
- Burnout: The Secret to Unlocking the Stress Cycle by Emily Nagoski, PhD & Amelia Nagoski, DMA
- Hope and Help for Your Nerves by Dr. Claire Weekes

Apps

- Othership Breathing App
- Headspace App
- Guided Meditations with Co-Founder & Certified Meditation Teacher, Tess Sloane

Immediate Support

If you or anyone you know is currently struggling, the suicide hotlines in both Canada and the US are always available.

- Talk Suicide Canada: 1 (833) 456-4566
- Suicide Hotline (US): 988
- If in Immediate Danger: 911

The Eleven Eleven Difference

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Diversity, Equity & Inclusion

DE&I is an initiative close to our hearts and one we have entrenched our own hiring processes in. Our commitment here is that you can be rest assured we adhere and uphold equal opportunity employment standards to drive and impact your business.

Market Intelligence

We know the market. We pride ourselves on our research and tracking of data and metrics to maintain a strong understanding of the current market place and what it will take to land talent.

Emotional Intelligence

We are the only agency who's trained behavioural interviewing style screens for emotion fit, resilience, emotional intelligence and preserving your culture. This is our edge.

Global Team

We have a robust team of senior level and executive recruiters placed across North America, Europe and Australia expanding out deep global networks of top caliber talent. Having spent the majority of our careers as internal recruiters, we understand the top priorities of the business and have built our firm on the pain points we experienced working with external agencies.

Think of us as your internal, externals.

Interested in hearing how Eleven Eleven Talent can catalyze your career or organization?

Get in touch at:

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