

Workplace Wellness

Psychological safety starts with you.

WHAT IS PSYCHOLOGICAL SAFETY?

Team psychological safety is a shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of negative consequences.

Personal psychological safety supports the above, but is about the climate in your own mind. Is your mind a safe place? It needs to be, because you take this defining sense of yourself and the world with you wherever you go.

WHY IS IT VALUABLE?

Building a mentally healthy workplace makes good business sense. Employees who feel safe, respected, and supported are able to perform at their best and achieve their full potential.

WHY IT IS IMPORTANT NOW?

Managing psychological safety risks is now a legislative requirement. The *Managing the risk of psychosocial hazards at work Code of Practice 2022* states that employees must be supported to “take reasonable care for their own psychological safety, and to not adversely affect the psychological safety of other persons.”



Cultivating your own personal psychological safety means taking *radical personal responsibility* to be in an adaptive/learning state, vs a protected/reactive one.

FROM  **TO**

UNSAFE: Protected / Reactive

- External locus of control / 'Other things control my outcomes'
- High-stress response to feeling threatened
- Contraction – protecting one's ideas and self
- Unable to consider other perspectives or possibilities, or try or learn something new
- Rely on old, default thinking and information
- Too much time in 'fight-and-flight' leads to anxiety, depression, burnout, and harms the body.

SAFE: Adaptive / Learning

- Inner locus of control / 'I control my outcomes'
- Expansive / Possibility posture
- Calm & focused (flow)
- Clarity of the situation inside & around you
- Balanced emotions – acceptance
- Balanced thinking: learning ('beginner's mind') & creative
- Collaborative

The problem is that when people most need to be in an *adaptive* state (when the stakes are high and the pressure is on), they are most likely to be *reactive!*

Achieving Workplace Wellness

Our training programs focus on the key concepts of *mindfulness*, *emotional intelligence* and *neuroscience* to create a culture of psychological safety in your organization.

Our program is designed to help your employees develop the skills they need to build strong, supportive relationships with their colleagues and managers, and to create a work environment where everyone feels valued and supported.

- Create a more supportive and inclusive workplace culture
- Improve employee engagement, productivity, and job satisfaction
- Foster innovation and creativity
- Improve communication and collaboration between employees and teams
- Reduce turnover and absenteeism

Workplace Wellness and Modern Monk

At Modern Monk, we have Workplace Wellness programs designed specifically for leaders and managers, as well as programs for all employees.

We run in-person and online programs of varying lengths to suit individual client needs.

Our proprietary methodology and practices combine mindfulness, neuroscience, psychology and decades of experience working with business and organisational leaders worldwide.

Our training programs are designed to be interactive and engaging, with a focus on practical skills that can be applied immediately in the workplace. The program includes a mix of presentations, discussions, and experiential exercises that help participants to:

- Understand the concept of psychological safety and its importance in the workplace
- Develop mindfulness skills to help manage stress, increase focus, and improve communication
- Learn emotional intelligence skills to build strong, supportive relationships with colleagues and managers
- Explore strategies for creating a culture of psychological safety in the workplace
- Practice techniques for managing difficult conversations and conflicts



Interested to learn how our Workplace Wellness programs can transform your culture of psychological safety? Let's Connect.

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MODERN MONK

Workplace Wellness Method & Programs

The neuroscience behind our Mind Model informs the steps of our method and programs. We organise how we think, feel and act into '4 brains'. Each one needs attention to sustainably function well. Engaging with our whole-brain makes it possible to change our minds and hence how we think, feel and act at the deepest levels.

4 Brain Mind Model



1. PRE-FRONTAL CORTEX
2. CORTEX
3. LIMBIC SYSTEM
4. BRAINSTEM

STEP 1 PRE-FRONTAL CORTEX Awareness: The Human Mind

We are unfortunately habitually mindless – unconsciously lost in old patterns of thought & reactivity. In an increasingly VUCA (Volatile, Uncertain, Complex, Ambiguous) business world, this causes problems. VUCA demands that we avoid traditional, outdated approaches to management, leadership and daily working.

'Waking up' (into awareness) means we get an accurate reading of the situation at hand ('situational awareness') – inside our minds and the outside world, and can respond appropriately. This is where the ability to express choice lives.

STEP 2 CORTEX Thoughts: The Monkey Mind

Our thinking mind is often out of control. Our distractibility wreaks havoc with our productivity and our thoughts are well-trodden paths for stress and emotional reactivity to enter.

Harnessing this mind means building focus. Deliberate focus creates deliberate calm in the eye of a storm. We see clearly and think creatively, and are in the right state of mind to be in flow, and to lead others in flow.

STEP 3 LIMBIC SYSTEM Emotions: The Mammal Mind

In our work and personal lives, this mind is our hidden boss or slave-driver. Our emotional reactivity is the internal source of stress and tension and where we start creating problems (unconsciously).

Harnessing this mind means building emotional resilience. This means that in a high-pressure situation we stay balanced and connected to the people involved and to our own intuition. We are able to see opportunities in every situation.

STEP 4 BRAINSTEM Body: The Reptile Mind

This mind, the home of health, energy and intuition, keeps us alive. The problem is that our hidden habit of emotional reactivity means that our bodies are full of tension that's built-up over decades.

Harnessing this mind involves learning physical and mental practices to support our bodies, breath and minds. As well as improving our physical and mental health, this grounded body-based perspective is what gives us the traction to make real changes to the rest of our mind.

STEP 5: CELLS & ATOMS

Our Deeper Minds: Living, Being & Empty

These deeper minds are where we tune-in and find connections to the shared deeper natures of ourselves, of those around us and of the world we all share. The problem is that most of us are simply not aware of our Deeper minds. We have to build that.

Building awareness at these deeper mind levels means we gain true perspective and insight, by seeing both the smallest and biggest picture views in every situation. We stay connected with purpose and consciously create meaning in work (and life).

About Manish Mallas. The Modern Monk

Manish has developed a unique approach to mindfulness that integrates the traditional practice with modern science.

He studied evolutionary biology at university, which informs the framework of his teaching.

Manish has taught thousands of people — from CEOs to 2nd graders — to understand and manage their minds in order to enjoy happier, healthier, more productive and fulfilling lives. He has a passion for making the ancient practice of mindfulness relevant and practical to our modern lives.



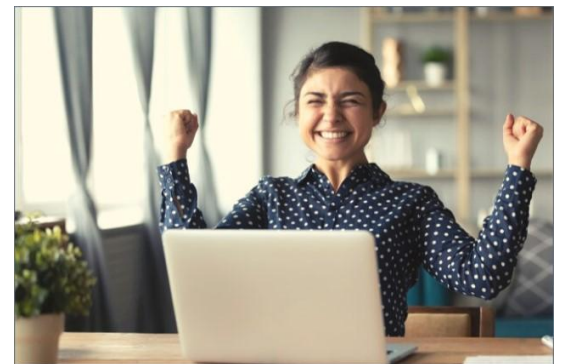
A Participant's Perspective

'As a husband, father, community participant and executive leader it would be fair to say the changes that I have experienced over the past 12 months have been life-changing.

Prior to the program I found myself running to and from things to find control, but creating ambiguity and confusion in the process. I was reactive to things I could not control, yet they occupied much of my time and energy. This program helped me first refocus on myself, and in turn, to find more appreciation and compassion for those I serve.

My simple message for those looking to be better is to start practising with Manish!

JASON ELDERING
SOUTHERN CROSS CARE QLD CEO



Interested to explore our
Workplace Wellness
Programs?

Reach out today and let's find
a fit for you or your
organisation.

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