

Physical & Mental Health

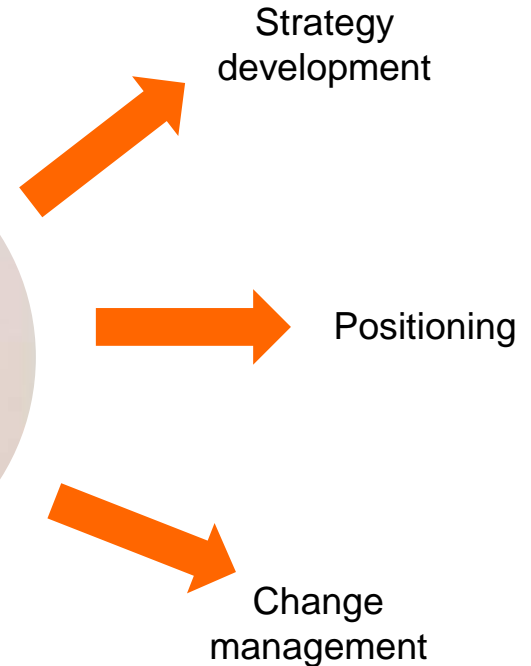
the cornerstone of your biz' growth

BACKGROUND

- **> 30 years experience as executive in life science industry**
- **Master degree in pharmacy & business economics,**
Leiden University, The Netherlands
- **Master degree in marketing,**
NIMA C, Dutch Marketing Institute
- **Certified holistic psychotherapist,**
PET Academy, The Netherlands
- **Certified systemic coach,**
Bert Hellinger Institute, The Netherlands



Karin van Zuilen
Founder of **Senz Strategy Consulting**
Strategy & Change expert



IN MALAYSIA 2019



High productivity loss at **73.3 Days** a year

33%



90% Malaysians did not eat a balanced diet



66% Malaysians did less than 150 minutes of physical activity each week



53% Malaysians sleep less than 7 hours a night



51% Malaysians at least one dimension of work-related stress



70% COVID-19 pandemic most stressful time of their entire professional career

WHAT ARE THE **WARNING SIGNS** THAT YOU'RE EXPERIENCING TOO MUCH STRESS AT WORK?

**TEAM
ISSUES**

**POOR
PERFORMANCE**

**ILLNESS & STAFF
TURNOVER**

**FIRE FIGHTING
ONLY**

**FEELINGS ANXIOUS,
IRRITABLE, OR DEPRESSED**

**APATHY OR LOSS OF
INTEREST AT WORK**

**SHORT
TEMPER**

FATIGUE

TROUBLE SLEEPING

**MUSCLE TENSION
OR HEADACHES**

**PROBLEMS
CONCENTRATING**

**LATE AT
WORK**

SOCIAL WITHDRAWAL

STOMACH ISSUES

**OFTEN
ABSENT**

DECREASED LIBIDO

**USE OF DRUGS OR
ALCOHOL TO COPE**





Maslow's hierarchy of needs

1 INSPIRE PHYSICAL ACTIVITY & REST

AN ABUNDANCE OF RESEARCH SHOWS:
EXERCISE LIFTS YOUR MOOD
INCREASES ENERGY
SHARPENS FOCUS

ENCOURAGE YOUR WORKFORCE TO
TAKE A BREAK EVERY HOUR

STIMULATE TO USE MORE VACATION

GIVE THE RIGHT EXAMPLE



2 PROVIDE SAFETY INSTEAD OF FEAR

ENCOURAGE YOUR STAFF TO
SPEAK UP OR ASK FOR HELP
BE AVAILABLE AND MAKE TIME



GIVE AS MUCH CONTROL AS POSSIBLE
SET SHORT TERM OBJECTIVES
SHARE HOW EACH CAN CONTRIBUTE

GIVE REGULAR FEED-BACK ABOUT THE PROGRESS
THAT HAS BEEN MADE

3

FORM POSITIVE RELATIONSHIPS

STAY IN TOUCH, SHOW EMPATHY, PROVIDE SUPPORT

CARE FOR, BE INTERESTED, BE KIND

FORGIVE MISTAKES

RESPECT AND TRUST ONE ANOTHER

A BOSS HAS A HUGE IMPACT ON HOW WORKFORCE FEELS



Research shows that the probability of dying early is 20% higher for obese people, 30% higher for excessive drinkers, 50% higher for smokers, but a whopping 70% higher for people with poor social relationships.

4

MAKE YOUR EMPLOYEES FEEL VALUED

RECOGNIZE YOUR EMPLOYEES' SPECIFIC CONTRIBUTIONS TO THE TEAM, SO THEY FEEL MORE IRREPLACEABLE

BE PERSONAL WHEN GIVING WORK ASSIGNMENTS

LISTEN TO YOUR EMPLOYEES AND TAKE AN INTEREST IN THEM

THIS TAKES AWAY 50% OF ALL PROBLEMS

WELCOME FEEDBACK



Engagement predicts wellbeing above and beyond anything else

5

KNOW AND SHARE WHY YOU EXIST

WAKE UP EVERY MORNING WITH THE FEELING
THAT YOU MAKE THE DIFFERENCE

HAVE A CLEAR AND INSPIRING MESSAGE
CREATE YOUR OWN NICHE, YOUR OWN SPACE
IN THE MARKET

FOCUS ON A SPECIFIC GROUP WITH YOUR OWN
APPROACH AND STYLE



Knowing your sense of purpose has a positive effect on the human genes and immune system and is worth up to seven years of extra life expectancy







ADDRESS MENTAL HEALTH PROBLEMS

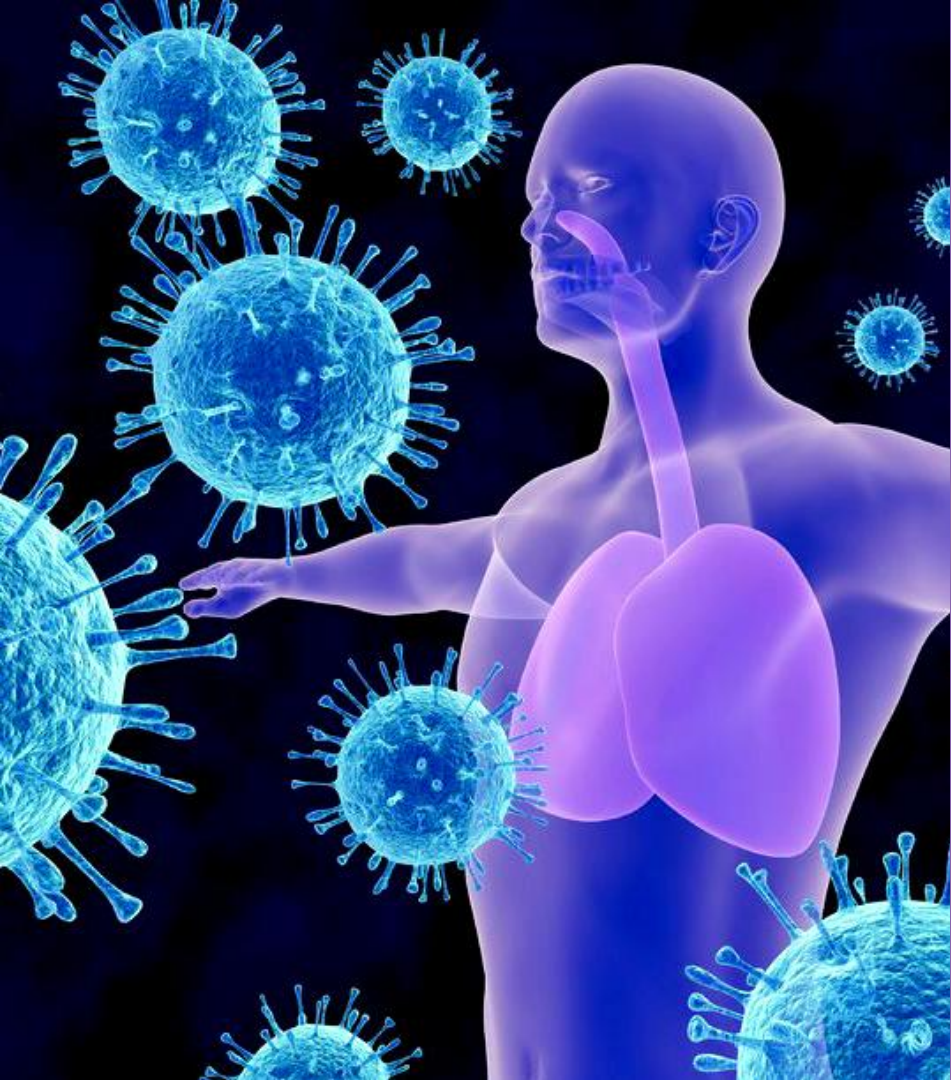
REGARDLESS OF THE CAUSE

ENQUIRE SENSITIVELY ABOUT THE
REASONS BEHIND THEIR STRESS

DEFINE AN **ACTION PLAN**

- ✓ CHANGING WORKING TIMES OR HOURS
- ✓ REDUCING OR CHANGING **DUTIES** WITHIN THE
ROLE
- ✓ ADJUSTING THE WORKING ENVIRONMENT
- ✓ MENTAL **COACHING**





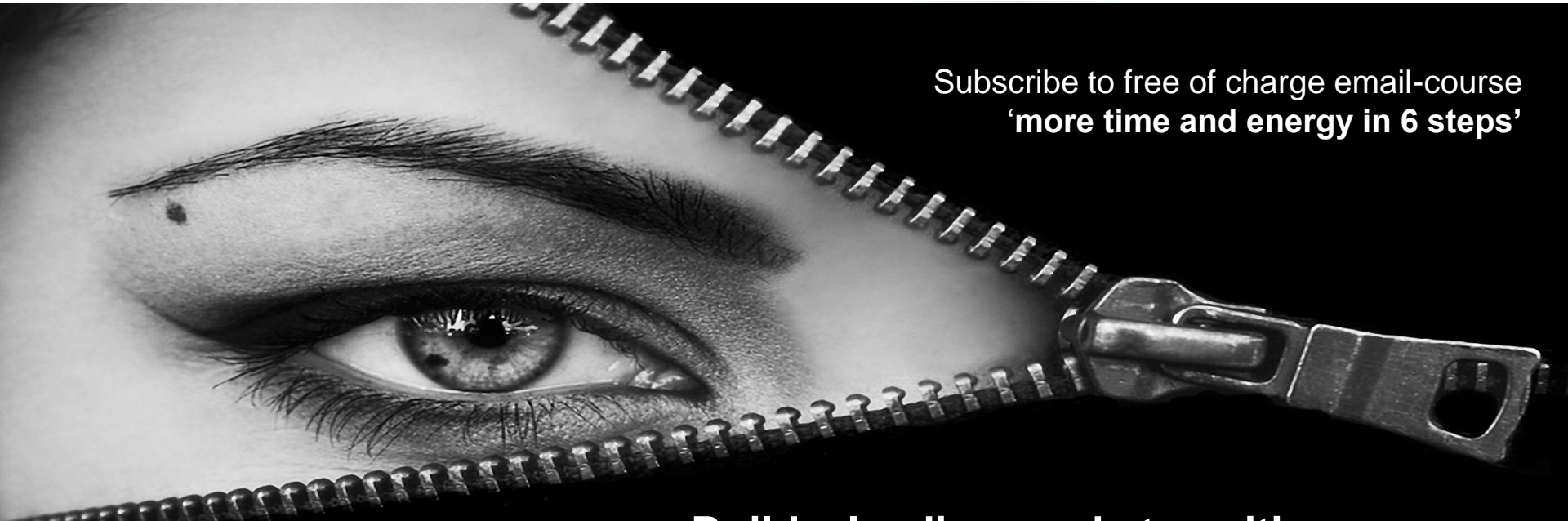
CREATE A POSITIVE WORK CLIMATE

IN POSITIVE WORK CLIMATES EMPLOYEES
HAVE LOWER HEART RATES AND BLOOD
PRESSURE & STRONGER IMMUNE SYSTEMS

RESEARCH SHOWS THAT WORKFORCE WELLNESS
BOOSTS COMMITMENT, PERFORMANCE AND
PRODUCTIVITY

THIS POSITIVELY
INFLUENCES CUSTOMER SERVICE
AND CLIENT SATISFACTION





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