MENTAL HEALTH AND PSYCHOLOGI CAL SAFETY



FLOWING
VIDA AO SEU ESTILO

WHAT IS MENTAL HEALTH, AFTER ALL?

The World Health Organization (WHO) defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” In other words, health goes far beyond simply not being ill.

The concept of “well-being” in this definition is directly related to emotional balance. It is subjective and influenced by culture and the way we live.

According to the WHO, mental health is “a state of well-being in which an individual realizes their own abilities, can cope with the challenges of everyday life, works productively, and contributes to their community.”



For a long time, physical and mental health were treated as separate things, but the truth is that we are a whole. Body and mind are interconnected, and one directly affects the other.

This means that our emotional state does not depend on a single factor—it results from the interaction of biological, psychological, and social aspects, which is known as the **biopsychosocial model**.



Psychological well-being does not exist in isolation—it is directly influenced by the environment around us.

Understanding this concept of health helps us recognize that we all have a role to play in building a healthier environment. Taking care of our own balance and supporting those around us can make a significant difference.

Knowing that emotional well-being is influenced by a combination of internal and external factors, we invite you to reflect:

- How much time in your daily routine do you spend on activities that promote your well-being?
- How well do you organize your health routine so that you can take preventive action instead of only responding when a problem arises?

Here, we will discuss some actions that may help you. However, when things are not going well, be sure to seek support from a qualified professional.

Avoid self-diagnosis or searching the internet for information about illnesses, as this can make the situation worse and does not effectively contribute to improving your symptoms.

Seeking treatment when necessary is part of taking care of both our physical and emotional health.

DON'T LET STIGMA HOLD YOU BACK. ASK FOR HELP WHEN YOU NEED IT!





MAKE TIME FOR YOURSELF

Often, our routines and the many demands of our professional and personal lives can "consume" us, causing us to neglect things that can support our emotional well-being.

With that in mind, we invite you to make time for yourself.

"Making time for yourself" is an expression used by journalist and speaker Izabella Camargo to emphasize the importance of setting aside time for yourself, taking care of your health, and practicing self-care.

WHAT IS SELF-CARE?

Self-care means taking care of yourself by setting aside time for things you enjoy, things that make you feel good, and activities that help you maintain your health.

We often believe that taking care of ourselves is selfish, but it is not. Self-care is a responsibility that not only improves our well-being but also contributes to healthier relationships.

WHAT CAN I DO TO PRACTICE MORE SELF-CARE?

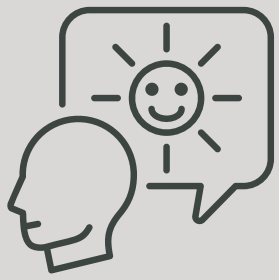
Some of the pillars of Positive Psychology can help us understand how to put self-care into practice. Positive Psychology is a field within psychology that focuses on the elements that can contribute to people's happiness and well-being.

Rather than prioritizing the identification of disorders or pathologies, this field focuses on maintaining and strengthening an individual's well-being. This does not mean ignoring illnesses, but rather placing greater emphasis on the positive aspects of human life.

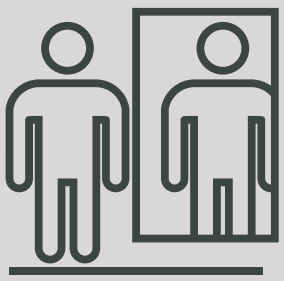
+ WHAT DOES POSITIVE PSYCHOLOGY TEACH US?



To find our state of flow.



To develop an optimistic perspective on what happens in our lives.



To recognize the positive things we have.



To practice gratitude.

Think of the brain as a muscle: when we train our minds to break out of autopilot, we build strength, develop new skills, and experience new sensations.

When you see someone who is leaner or stronger, you understand that they have trained to achieve those results, right? The same logic applies to psychological balance: how can we become calmer and prioritize our well-being if we do not practice these habits every day?

Another very important aspect is self-awareness, which helps us understand how we are feeling and what kind of fatigue we are experiencing.

If our work is more physically demanding, our fatigue tends to be more connected to the body, and we may need relaxing activities. On the other hand, if our work is more mentally demanding, we may sometimes feel mentally drained or as if our "head feels heavy." In these cases, physical activities can sometimes help us relax.

Have you ever stopped to think about this? Reflect on the type of fatigue you experience and which activities help you relax.

EXERCISES THAT CAN HELP YOU DEVELOP A PERSPECTIVE FOCUSED ON WELL-BEING:

Map your flow state: we will show you how to do this next.

Gratitude jar: Create a jar (it can be any simple glass jar—just add a label that says "Gratitude") and, whenever something positive happens, write it down and place the note inside. It can be anything meaningful to you. It does not have to be something extraordinary, just something that had a positive impact, for example:

- You had a great conversation with someone.
- You received a compliment from someone you admire.
- You ate a food you enjoy.
- You bought something that was important to you.
- You accomplished something, such as completing a course or finishing a project.

Set goals in stages: when a challenge seems much bigger than where we are right now, we tend to lose motivation. That is why it is helpful to break your goals down into smaller steps.

Learn to celebrate: sometimes we fail to appreciate small achievements and forget to celebrate them. Did something good happen? Tell someone who supports you, give thanks according to your beliefs, and celebrate!

Contrary to what we may think, happiness is not only found in big moments, but also in recognizing the small and simple things that make us feel good in our everyday lives.

WHAT ABOUT THE FLOW STATE?

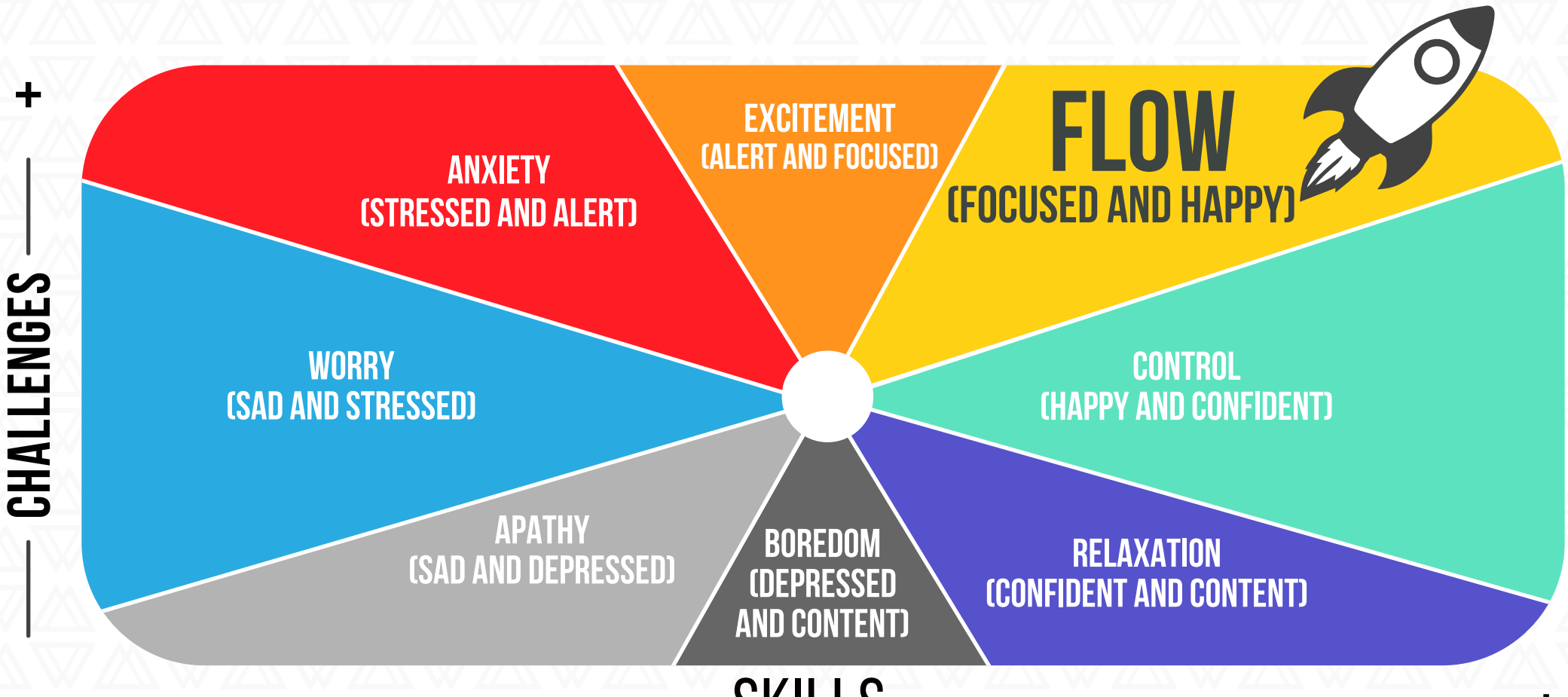
The flow state is a concept from Positive Psychology that helps us understand what makes us feel so engaged and fulfilled that we become deeply focused and experience a sense of enjoyment—that familiar feeling of "losing track of time."

HOW CAN I DISCOVER MY FLOW STATE?

Flow occurs when we are focused and enjoying what we are doing. It emerges from the combination of a high level of skill and a significant challenge. It is the feeling of doing something meaningful, regardless of the reward.

We can experience flow during a work activity, an everyday task, or a hobby—for example, while having a conversation, exercising, or even meditating.





Author: *Mihaly Csikszentmihalyi*
Book: *Flow – A psicologia do alto desempenho e felicidade*

HAVE YOU EVER STOPPED TO THINK ABOUT YOUR FLOW STATE?

You can use this chart to help you: think about the activities in your workday or daily routine and place each one in the corresponding quadrant.

If you notice that many of them are making you feel worried, bored, or anxious, reflect on which skills you could develop to help you deal with these situations more effectively. Also, think about the activities that make you feel good but that you sometimes leave aside because you do not make time for yourself in your own schedule.

In addition to all these aspects, our e-book **“Emotional Balance and Healthy Work”** includes breathing exercises, everyday activities, and habits that can help you take care of your well-being and, consequently, your emotional balance. Be sure to check it out!

PSYCHOLOGICAL SAFETY

AND WHAT DOES PSYCHOLOGICAL SAFETY HAVE TO DO WITH ALL OF THIS?

Psychological safety has received a lot of attention in recent years, but the researcher who coined the term has been studying the topic since the 1990s. She emphasizes the challenges involved in building psychological safety every day, as it is an ongoing process of developing this environment within organizations.

According to Amy Edmondson, a psychologically safe environment is one in which people feel safe to speak up, share ideas, and even admit mistakes. It is an environment where everyone's voice is heard, where you can trust that your opinion matters, and where there is no fear of expressing yourself or taking action.

HAVE YOU EVER BEEN AFRAID TO SPEAK UP IN THE WORKPLACE?

This can happen when we fear how the people around us might react, which can affect our ability to have courageous conversations, build mature relationships, and perform at our best.

IS PSYCHOLOGICAL SAFETY ABOUT BEING NICE OR AGREEABLE?

Psychological safety is not the same as simply being nice. It is about creating an environment where we can express our opinions, disagree, and even make mistakes without fear, while being honest and focused on solving challenges.

It is not about avoiding conflict, but about ensuring that the truth can be expressed respectfully and that learning and growth are encouraged.

This does not mean that we can complain all the time, nor that we should remain in a job at all costs, regardless of our performance. Rather, it means being able to express our point of view safely, seeking to contribute with maturity and responsibility in an environment of trust.

So, why don't we have psychological safety?

No one wants to seem	So we act in these ways
Ignorant	We don't ask questions
Incompetent	We don't admit vulnerability or mistakes
Intrusive	We don't offer ideas
Negative	We don't challenge the established way of doing things

HAVE YOU EVER FELT THIS WAY?

We cannot assume that leaders alone are responsible for creating a psychologically safe environment. Of course, leaders play a very important role in building it, but we also have a responsibility.

- Do you sometimes complain about a coworker during a coffee break but avoid talking directly to them?
- Do you prefer getting workplace news through the "grapevine" rather than through official channels?
- Do you put off resolving an issue because you find it difficult to have challenging conversations with another team involved in the process?

All of this affects the organizational climate and the culture of psychological safety. Often, we want change without being willing to change ourselves. We expect everything around us to transform, but we forget that we are part of that environment too.

Remember, as we discussed at the beginning, although emotional balance starts with us, it affects our relationships, our environment, and our activities. Be part of the change. Invest in yourself and help create a healthier and safer workplace. Together, we can transform our everyday experience!

TO LEARN MORE

Books

A Organização Sem Medo – Amy Edmondson
(Reference book on psychological safety)

Flow e Psicologia Positiva – Helder Kamei

As Coisas que Você Só Vê Quando Desacelera – Haemin Sunim

Permissão para Sentir: Como Compreender Nossas Emoções e Usá-las com Sabedoria para Viver com Equilíbrio e Bem-Estar – Marc Brackett

Podcasts:

Mundo Mindfulness

Entrementes

Saúde Mental em Foco

FOR MOMENTS OF CRISIS WHEN YOU NEED TO ASK FOR HELP:

CVV – Centro de Valorização da Vida
(Life Appreciation Center)
Acesse: **https://cvv.org.br/**
Call 188 – available 24 hours a day.

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