

## Acceptance and Commitment Training ( ACTraining ) in the Workplace

What is ACTraining?

- \* ACTraining serves as a starting off point on a self-discovery journey that will take you further in your life of who you really are and what you want in your life.
- \* ACTraining is not to stop mental distress of anxieties, fears, worries from happening but to help employees deal and cope better under such circumstances. In doing so, they will be able to recognize their own potentials and strengths.
- \* How people management can enhance job performance outcomes
  - Skills for improved productivity, employment growth and development
  - Serves as personal growth in the workplace

Why ACTraining in the workplace?

- \* WHO Healthy Workplace Framework and Model
- \* Fundamental question of what kind of the workplace we would like to work in – from where we are to where we want to be.
- \* What is a healthy workplace
- \* Workplace diversity
  - to promote individuality within the workplace
  - to acknowledge every employee can bring something different to the workplace
  - to nurture and develop the potential of each individual in the workplace
  - to provide strategies to deal with social issues of 21<sup>st</sup> century in the workplace

## Psychological Wellbeing in the Workplace

- Able to enhance a diverse workforce and working with a diversity perspective
- Helps to implement diversity within the workplace “A Culture of Diversity”

Is there a need for change in the workplace?

- “This is how it has always been done. Why change it?”
  - How would you THINK?
  - How would you FEEL?
  - How would you ACT?
  - What would you SAY?

The question of “What if”

- What if employees are trained and taught to be emotional resilience, i.e. soft/life skills that matter as much as technical and job skills?
- What if employees are competent in their work and yet they are unhappy, sad and depressed and still worry about their future?
- What if employees with better emotional wellbeing can do better in the workplace?
- What if emotional and resilience skills are learned skills that can be acquired?
- What if we can instill and promote emotional and resilience skills in employees in workplace?