

MENTAL HEALTH AND WELL-BEING IN THE WORKPLACE:

Building Resilience, Managing Stress, and Preventing Burnout**

A 1-Day Stress Management and Workplace Well-being Training Program for Employees and Leaders in the Philippines

TRAINING OVERVIEW

In today's fast-paced and high-pressure work environment, organizations in the Philippines are increasingly prioritizing **mental health and employee well-being** as key drivers of productivity, engagement, and retention.

Employees face daily challenges such as:

- Workplace stress and pressure to perform
- Burnout and emotional exhaustion
- Work-life imbalance
- Anxiety and mental fatigue
- Communication and relationship stress

Without proper intervention, these challenges can lead to:

- Decreased productivity and performance
- Increased absenteeism and turnover
- Low morale and disengagement
- Workplace conflict and errors

This **Mental Health and Well-being Training in the Philippines** is designed to equip participants with practical tools and strategies to:

- Manage stress effectively
- Build emotional resilience
- Prevent burnout
- Promote psychological safety in the workplace
- Support a culture of well-being and mental wellness

This program combines **science-based techniques, practical exercises, and engaging activities** aligned with MSS's EnterTRAINment approach.

TRAINING GOAL

To empower employees and leaders with the knowledge, skills, and mindset needed to effectively manage stress, build resilience, and promote mental health and well-being in the workplace.

TRAINING OBJECTIVES

By the end of the training, participants will be able to:

1. Understand the fundamentals of **mental health and well-being in the workplace**
2. Identify signs and triggers of **stress, burnout, and mental fatigue**
3. Apply practical techniques for **stress management and emotional regulation**
4. Develop personal strategies for **burnout prevention and work-life balance**
5. Foster **psychological safety and supportive workplace relationships**
6. Create an individual **well-being action plan** for sustained mental wellness
- 7.

TRAINING OUTLINE

Time	Modules and Topics/Sub-topics	Previewed Activity
8:00 – 10:00 AM	MODULE 1: Understanding Mental Health and Well-being in the Workplace <ul style="list-style-type: none"> • What is Mental Health? (Workplace Context) • Importance of Employee Well-being in Organizations • Common Workplace Stressors in the Philippines • Recognizing Signs of Stress, Anxiety, and Burnout • The Impact of Mental Health on Productivity and Performance 	<ul style="list-style-type: none"> • Stress Self-Assessment Activity • “My Stress Reality” Sharing Exercise
10:00 – 10:15 AM	Morning Break	
10:15 AM – 12:00 NN	MODULE 2: Stress Management and Emotional Resilience Techniques <ul style="list-style-type: none"> • Types of Stress: Good vs Bad Stress • Stress Triggers and Response Patterns • Emotional Intelligence and Self-Awareness • Practical Stress Management Techniques (Breathing, Mindfulness, Reframing) • Building Personal Resilience in the Workplace 	<ul style="list-style-type: none"> • Guided Breathing and Mindfulness Exercise • Stress Trigger Mapping Activity
12:00 – 1:00 PM	Lunch Break	
1:00 – 3:00 PM	MODULE 3: Burnout Prevention and Work-Life Balance Strategies	<ul style="list-style-type: none"> • Burnout Risk Assessment • “Boundary Setting Role Play” Activity

Time	Modules and Topics/Sub-topics	Previewed Activity
	<ul style="list-style-type: none"> • Understanding Burnout: Causes and Stages • Early Warning Signs of Burnout • Workload Management and Boundary Setting • Time and Energy Management Techniques • Creating Work-Life Integration Strategies 	
3:00 – 3:15 PM	Afternoon Break	
3:15 – 5:00 PM	<p>MODULE 4: Building a Mentally Healthy and Psychologically Safe Workplace</p> <ul style="list-style-type: none"> • Psychological Safety at Work: What and Why • Supporting Colleagues with Mental Health Challenges • Effective Communication and Empathy in the Workplace • Creating a Culture of Well-being and Support • Personal Mental Health and Well-being Action Planning 	<ul style="list-style-type: none"> • Empathy and Active Listening Exercise • Personal Well-being Action Plan Workshop

TRAINING METHODS

This **Mental Health and Stress Management Training Program** uses a highly interactive and engaging approach:

- Interactive discussions and real-life workplace scenarios
- Self-assessments and reflection exercises
- Guided mindfulness and stress reduction techniques
- Group activities and role-playing
- Practical tools and action planning

All methods are aligned with MSS Corporation's **EnterTRAINment approach**, ensuring high engagement, retention, and application.