

A person wearing a light blue jacket and a black beanie is sitting on a dark, jagged rock. They are seen from behind, with their right arm raised in a fist towards a vibrant sunset sky. The sky is filled with soft, pink and orange clouds, and the sun is visible on the horizon, casting a warm glow. The overall mood is one of triumph and hope.

# MIND HEALS

Simple warm chats giving you a Mind Healing experience

# CONTENTS

<b>ABOUT US.....</b>	<b>03</b>
<b>WHAT IS MENTAL HEALTH.....</b>	<b>04</b>
<b>COMMON MENTAL HEALTH CONDITIONS.....</b>	<b>04</b>
<b>MENTAL HEALTH TOO SUBSTANTIAL TO DISREGARD.....</b>	<b>05</b>
<b>OUR EXPERTS.....</b>	<b>06</b>
<b>MENTAL HEALTH AT WORK.....</b>	<b>07</b>
<b>WHAT TO LOOK OUT FOR.....</b>	<b>08</b>
<b>PROPOSAL.....</b>	<b>09</b>

# ABOUT MIND HEALS

Mind Heals is a well-recognized private organization in Sri Lanka oriented towards social services, with the primary objective of providing mental health services to individuals.

We are Sri Lanka's first online counselling platform determined in providing effective counselling services through instant-messaging, voice calls, and video calls (Zoom or otherwise) from the convenience of one's own home.

We are governed by a panel of 13 experts and professionals in mental health who can provide various psychotherapeutic services to help individuals overcome adverse emotional/psychological/ mental health conditions. They have over 10 decades of hands-on experience in supporting people who needed help with different challenges in life, whether it is about treating anxiety, a serious mental health problem, or a household matter that disturbs your way of life. They aim to identify the unique potentials of individuals and help them improve their quality of livesto build a better community.

Further, we offer various value-added services to corporates, such as customized reports from our specialized psychologists maintaining anonymity of employees, receiving resources such as blog articles, podcasts and videos that will provide individuals with tips to consistently train your mind along with customized webinars/seminars on selected topics relevant to each company all around the topic of metal wellbeing. Further, we deliver personalized Psychological Assessments and Group Therapy Programs to corporates as additional services.

Mind Heals includes a team of very supportive and friendly staff members who will guide your employees every step of the way throughout their whole process of psychological healing, from finding the best counsellor and being responsive in any problem. Until the end of your journey at Mind Heals, the team will be with you always, while completely adhering to ethical guidelines and principles of counselling to ensure a highly secure and trustworthy environment when supporting you.



# What is mental health?



When most of us hear the word mental health, we think of mental health problems like anxiety, depression, OCD, PTSD, and you name it. Actually, mental health is “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community” (World Health Organization, 2022).

“Around 20% of the world’s children and adolescents have a mental health condition, with suicide the second leading cause of death among 15-29-year-olds” (WHO, 2023). The World Health Organization (WHO, 2023) estimates that globally 1 out of every 4 people will be impacted by poor mental health or mental illness at some point in their lives

## Common mental health conditions

Anxiety, depression, OCD, schizophrenia, etc. are all conditions that makes our mental health very poor and significantly impairs our normal life functioning. While helping/treating individuals overcome and recover from such psychological issues is an essential part of psychology, there is much more to mental health than just treating illnesses. Mental health is a very broad and complex continuum and is not just the absence of mental disorders. Psychology also places a great emphasis on improving the mental health of general populations so that they discover their maximum potential and flourish in their lives. We, at Mind Heals, are fully trained to help individuals overcome their presenting problems and guide them through the path of success and flourishing in life. The Mental Health and Wellbeing Survey conducted in 2022 in UK revealed that depression, anxiety, and stress are the most common mental health issues at workplace (Pindar, n.d.).

# Mental health - too substantial to disregard.

**WHY IT IS IMPORTANT TO WORK DAILY ON YOUR MENTAL HEALTH** @BELIEVEPHQ

- So that you can find time to relax, take a break and breathe
- So that you can regularly build upon coping skills
- So that emotions and thoughts don't build up and become overwhelming
- So that you can find time to do activities that provide you with a sense of self care
- So that you can take time to be kind to yourself
- So that you can engage in behaviours that boost mood and reduce stress and anxiety
- So that you can become more aware of your mental health and check in regularly with how you are feeling
- So that you can adopt a proactive mindset towards looking after yourself

Generally, many people tend to easily dedicate so much time and effort to maintain a good physical health. People tend to put so much focus on their weight, body shape, fitness, diet, heart conditions, blood sugar levels, and many more. What many don't realize is that mental health and physical health are interconnected. Having a poor mental health does impact the whole body. It negatively affects your blood pressure, sugar levels, sleeping patterns, stress hormone levels, gastrointestinal processes and so on. Research conducted by National Institute of Mental Health (2015) in the United States have found that individuals with depression are at a high risk of developing various types of chronic physical illnesses like heart conditions, strokes, and diabetes. Whereas, having a good state of mind can have numerous positive effects on your overall health. It can reduce your stress levels, lower your blood pressure, reduces anxiety, improves your self-esteem, improves your interpersonal relationships, and prevent you from many adverse health conditions.

## Our experts

Our group of psychologists and counsellors are highly trained and specialized to work with individuals from various diversities and backgrounds. The team of experts provide their services covering a wide array of disciplines including,

01. Stress Management.
02. Anger Management / Impulse control
04. Management of occupational problems
05. Marital/ relationship problems
06. Control of addictions and bad habits
07. Control of mental illnesses such as stress anxiety phobia and depression
08. To solve sexual problems and disabilities
09. Develop mental health and calmness
10. To solve personality problems
11. Improving Mindfulness
12. Personality development
13. To identify and develop skills
14. Develop emotional intelligence
15. To solve children's psychological and educational problems
16. Personality development of children
17. To control non-communicable diseases such as diabetes, high blood pressure and cancer
18. To manage mental disorders associated with aging
19. To solve mental health problems specific to women (Pregnancy, Pre- and post-natal conditions, Menstrual Complications).
20. Self-understanding and spiritual development.

# Mental health at work

In the modern world, stress and pressure are routine experiences. People are increasingly busy with their jobs to make a living due to the rising demands of the contemporary world. Thus, it is important for organizations and managers of companies to ensure their employees are working under the right conditions that does not deprive their mental health. Poor working conditions can lead to low self-esteem, lack of motivation, low performance, low productivity, and affect the interpersonal relationships with other co-workers. In the long-term, it can lead to the development of mental health disorders like depression.

## 10 REASONS WHY OPEN CONVERSATIONS ABOUT MENTAL HEALTH ARE IMPORTANT

- 1 STIGMA**  
The more we talk about mental health the more we create an accepting society where people feel comfortable to open up
- 2 PROBLEM SOLVE**  
Talking to other people can be a useful strategy to help solve difficult and challenging problems
- 3 ASKING FOR HELP**  
Talking to others about mental health could prompt close friends, family or colleagues to offer support
- 4 HELPING OTHERS**  
By talking to people about mental health we are supporting others with the confidence to speak openly
- 5 EDUCATION**  
The more we talk the more we can educate each other about the signs and symptoms of mental health problems
- 6 RELATIONSHIPS**  
Talking openly and honestly can help form and strengthen relationships
- 7 EXPRESS EMOTIONS**  
Talking to others can help vent emotions and provide people with an opportunity to express how they are feeling and what they are thinking
- 8 GETTING SUPPORT**  
Talking to others could encourage and provide someone with the confidence to seek out professional support
- 9 STEREOTYPES**  
Talking about mental health can fight against stereotypes
- 10 MENTAL HEALTH**  
Talking about feelings and thoughts can help boost confidence, reduce stress and influence mental health in a positive way

BELIEVEPERFORM

@BELIEVEPHQ

# What to look out for

Early signs that your employee could be struggling with their mental health (Pindar, n.d.):

1. Uncharacteristic behavior
2. Low levels of engagement
3. Decreases in productivity.
4. Changes in sleeping or eating behaviors.
5. Disinterest in work or day-to-day activities
6. Increased absence
7. Changes in working patterns.
8. Withdrawal from social situations
9. Irrational fears, paranoia, or anxiety
10. Substance use/misuse.

We at Mind Heals, highly appreciate your efforts in building a mentally resilient and a healthy workplace culture at your esteemed organization and we much obliged in supporting you in doing the same. Below mentions our proposal for your kind perusal.



# Proposal

## Corporate Wellness Solution

Bring Mind Heals to your Workplace!

Here is to gift your staff the best you can offer, an employee assistance program that will help you keep your employees' mental health and wellbeing always on check.

Mind Heals introduced the Corporate Wellness Solution with the objective of supporting corporates build a work place culture that promotes positive mental health, mindfulness, peace and happiness.

This solution will allow your staff reach out to a Mind Heals expert of their choice around the clock and from anywhere they are.

### Service Delivery

The corporate wellness solution allows your employees to;

- Browse through a list of island's leading, highly experienced mental healthcare and wellness professionals and connect with one they feel most comfortable with for counseling/ mindfulness coaching.
- Obtain a recommendation from Mind Heals administration team in selecting the most suitable expert based on their requirement.
- Connect with an expert with 100% confidentiality at a convenient time and date as preferred without having to wait in queues.
- Switch to a different expert whenever preferred without having to restart the counseling plan from scratch, as their progress report can be transferred to the new expert taking over.

## **More about how the consultation works;**

- The duration of a consultation session will range between 1 – 1.5 hours.
- During the first consultation session, the mental health expert will collect details about the employee, discuss and plan their desired objectives and prepare the action plan.
- The employee may be given activities and exercises as required as part of the action plan and will monitor the employees progress.

## **Some value-added benefits to your company;**




- The HR department can monitor the details of the bookings made real time through the system HR login provided. However, the company can decide the details of the bookings that requires to be reflected in the HR Login (to maintain anonymity if preferred).
- Payment can be arranged based on utilization. However, prior commitment of booking will be offered with discounts.
- A psychological report prepared by specialists, will be provided to the company HR department on a yearly basis with statistics on the prominent employee grievances encountered during the tenure. This information will be provided maintaining the anonymity of the employees.

## **Reservations Procedure**

1. Employee will browse “Expert Profiles” document shared and decide on a psychologist, he/ she feels comfortable speaking to.
2. Employee calls the Mind Heals hotline and answer few verification questions.
3. Employee will provide the following appointment details.
  - Name of chosen expert,
  - Availability for the consultation,
  - Language preferred,
  - Mode (Video/ Voice consultation)

4. The Mind Heals team will reserve the appointment on behalf of the employee.
5. The employee will receive an email to their official email address with the consultation meeting link.
6. Consultation maybe be conducted through MS. Teams/ Zoom/ Google Meets.

## Our Corporate Clients

Allianz Insurance Lanka Ltd	
ISM APAC Pvt Ltd	
Innodata Lanka Ltd	
MOQdigital Asia Pacific Pvt Ltd	
Agro Harapan Lestari Pvt Ltd	
Terrascale BPO Pvt Ltd	
Random Softwares Pvt Ltd	

## Fee Structure

<p>1. Annual Retainer (Fixed upfront payment valid for 1 year).</p> <p>This will include;</p> <ul style="list-style-type: none"> <li>• Administration</li> <li>• Mental health awareness resources (Articles, blogs, flyers, etc)</li> <li>• Psychological Review Report offered at year end (A technical report prepared by specialized psychologists, will be provided entailing statistics on the prominent mental health concerns recognized whilst maintaining staff anonymity)</li> </ul>	<p>LKR 130,000.00</p>
<p>2. Per Session Fee (A consultation of 1 hour)</p>	<p>LKR 3,500.00</p>

- Please kindly note that the above fee structure is only valid until 30.06.2023.
- The annual retainer requires to be paid upfront prior to launch of the facility and this is a one-time payment valid for 1 year.
- Discounts maybe offered for renewal of the facility for subsequent years.
- The per session fees will be billed on a monthly basis based on utilization.