



JABATAN PERDANA MENTERI
JABATAN PERKHIDMATAN AWAM



ICOPW2024

INTERNATIONAL CONFERENCE ON PSYCHOLOGICAL WELL-BEING

In conjunction with
2024 Public Service Psychology Conference



DATE: 1ST-2ND OCTOBER 2024
VENUE: GRAND BALLROOM, HILTON KUCHING

SUPPORTING:



STRATEGIC PARTNERS:



INTERNATIONAL COUNSELING
ASSOCIATION OF MALAYSIA
(PERKAMA INTERNATIONAL)



MASTI
MAJLIS PERSATUAN PENTADBIR
UNIVERSITI AWAM MALAYSIA



TRIBE
LEGACY
SARAWAK
CAMPAIGN



SARAWAK
CSO-SDG
ALLIANCE



Interactive Session 1

"Innovative Approaches to Workplace Well-Being: Case Studies and Best Practices"

Dr. Pau Kee

Universiti Pendidikan Sultan Idris



In conjunction with
2024 Public Service Psychology Conference



SUPPORTING:



STRATEGIC PARTNERS:



INNOVATIVE APPROACHES TO WORKPLACE WELLBEING

CASE STUDIES & BEST PRACTICES



Presented By:

DR PAU KEE

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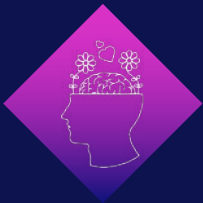
**“THE FUTURE OF WORK IS
EMPLOYEE WELL-BEING”**

Forbes (2021) & Mealth Health First Aid England (2022)

World Health Organization (2024)

In conjunction with the World Mental Health Day – October 10, 2024

It is time to prioritise **Mental Health** in the Workplace



**Mental health
and work are
closely linked**



**Workers face
risks to mental
health**



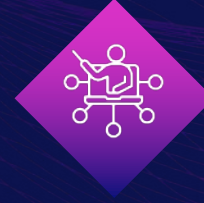
**Impact on
Individuals &
wider impact on
work and society**



**Stigma creates
barriers to
employment**



**Supporting
workers to
participate and
thrive in work**



**Training
managers to
support
mental health**



**Government
action and
collaboration
are essential**



The background is a dark blue gradient with a faint silhouette of a city skyline. In the top corners, there are purple and pink geometric shapes. The text is prominently displayed in the center-right.

MENTIMETER

QUICK SELF-ASSESS!

Join at menti.com | use code **5104 3719**

Current Trends in Malaysia Workplace Well-being

Business Times, August 8, 2024,
the wellness at work report:

67%

EMPLOYEE BURNOUT
a significant rise compared to
2022 (58%)

Green Ribbon Group (Jun, 2023)

55%

**POOR OR AVERAGE WORK-LIFE
BALANCE**



Millennials (1981-1996) are the hardest hit generation, with **69 per cent experiencing burnout**, followed closely by their **Gen Z (1997-2012) colleagues at 64 per cent.**

Green Ribbon Group (Jun, 2023;
Talent Corporation Malaysia Berhad, 2023)



An employee without any history of mental health is **7%** likely to develop such a condition and **13% if they are stressed**

In Malaysia, poor mental health in the workplace costs the country's economy around

**RM14.46
billion**

Relate Mental Health Malaysia (2021)

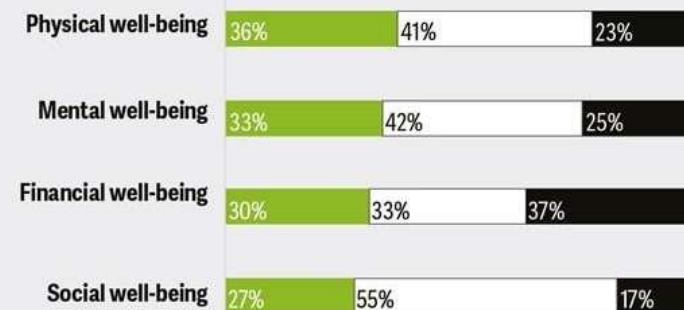
DIFFERENT POSITIONING ON EMPLOYEE WELL-BEING



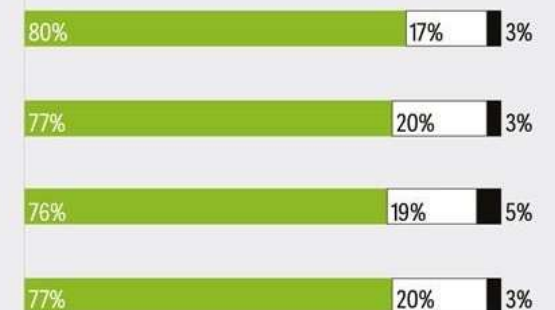
Most employees say their health worsened or stayed the same last year, but more than 3 out of 4 executives believe their workforce's health improved

● Improved ○ No change ● Worsened

Employee perspective on how their well-being changed



C-suite perspective on how employee well-being changed



Source: Deloitte 2023 Well-being at work survey.

Deloitte Insights | deloitte.com/insights.com

TRANSFORMING WORKPLACE WELLBEING

True innovation in workplace wellbeing lies in fostering environments where **compassion meets creativity**, allowing individuals to thrive in both mind and purpose.





Manaan Kar Ray & Mahi Kar Ray (2024)

ENACT VALUES: HOPE

Qualities we bring to our actions

- How do you want to treat yourself & others?
- What do you want to stand for in life?
- What do you want to achieve
- What we do to reach the goals

Connection through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak



Manaan Kar Ray & Mahi Kar Ray (2024)

ORGANIZATION CARE ECOSYSTEM

An **Oak Tree** - represents an organization - branches stretch wide, reaching out in every direction, its roots run deep into the rich soil, nourishing the entire ecosystem.

The **vibrant community of the forest** - squirrels, birds, deer, foxes and other creatures - workers in the organization - each playing a unique role in the ongoing cycle of organization.

Each part of this **interconnected ecosystem** - contribute to an abundance of care and renewal, embodying the belief even in the face of challenge, always opportunity for growth and learning.

ction through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak



CORE VALUES FOR ORGANIZATION CARE ECOSYSTEM

The organization care ecosystem relies on its core values to thrive, adapt and endure.

Connection through

- Honesty
- Integrity
- Transparency
- Ethical Practice
- Trust
- Openness
- Courage
- Curiosity
- Compassion
- Collaboration
- Commitment
- Empathy
- Resilience

- Balance of Support and Control
- Adaptability
- Love
- Strong
- Flexible
- Clarity
- Listen and Learn
- Pause
- Acceptance
- Teamwork
- Gratitude
- Innovation
- Small Improvements, Big Impact

Connection through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak



Manaan Kar Ray & Mahi Kar Ray (2024)

NAVIGATE CARE AND CONTROL WORKPLACE FOR WELLBEING

TRUST AS THE FOUNDATION

Empowering individuals to **take change of their responsibility**, ensuring their **safety** as they navigate the journey to complete the task.

Without risk, there is no growth!

Encourage each other to put forward a new idea - **blossom of innovation**, fostering environment of **psychological safety**, **tailoring care to individual needs**

Connection through Courage, Curiosity, Compassion, Collaboration, Commitment

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Manaan Kar Ray & Mahi Kar Ray (2024)

1% CHANGES

They All Add Up

The continuous exchange fuels the drive for improvement, leading to 1% changes that build over time into profound transformations.

The leadership, like the sun, the rain and the soil, plays a vital role in fostering this mindset of abundance.

Leadership **ensures that the entire care systems feels empowered to evolve.**

Members of the ecosystem remember that their work is about connection - not just completing tasks, **understand the true meaning of each task, work on a mindset of purpose.**

Connection through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak



Manaan Kar Ray & Mahi Kar Ray (2024)

SHIFT THE MINDSET

- Shift from “**what’s the matter with you?**” to “**What matters to you?**”
- Shift from “**Top to Tap**” - no longer trying to solve every problem, but empower staffs with guidance and support without stifling their growth.

through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak



Manaan Kar Ray & Mahi Kar Ray (2024)

EVERYTHING IS CONNECTED!

- Everyone of us part of the cycle contributes to the ongoing vitality of the workplace wellbeing or organization care ecosystem.
- The ecosystem is not static, it always evolving, always learning, always seeking new ways to offer hope and achieve the organization's goals.

ction through Courage, Curiosity, Compassion, Collaboration, Commitment

The Living Oak

INNOVATIVE WORKPLACE WELLBEING STRATEGIES





THE CONCEPT OF 5K PRACTICING IN UPSI



VALUES INTO ACTION

RABU QALBU

- Week 1: University level
- Week 2: Deputy Vice Chancellor Portfolio
- Week 3: Faculty Level
- Week 4: Department Level

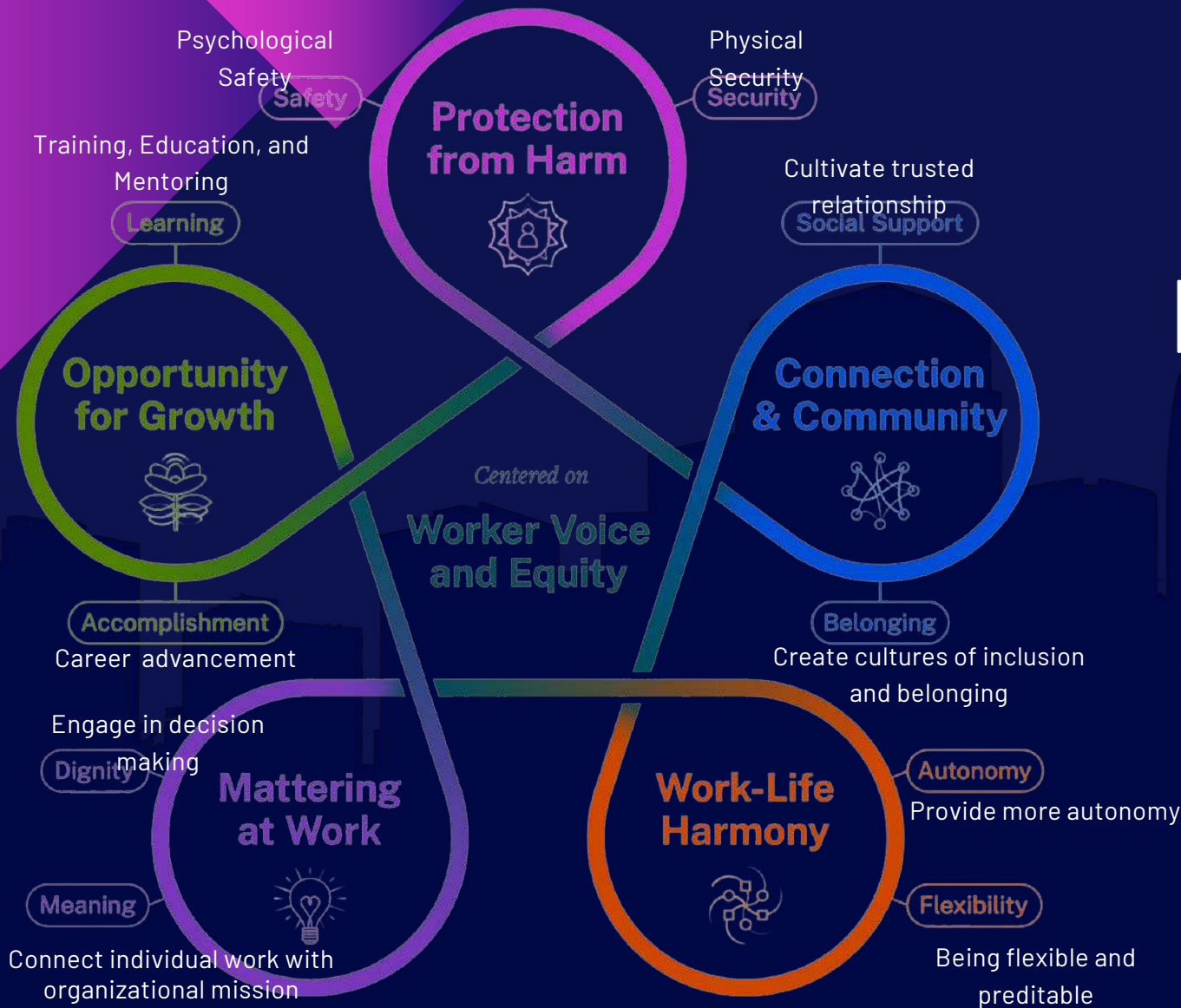
FACULTY RETREAT

- 4 Days 3 nights Faculty Team Building Program

BITARA COURSE

2 Days Course for Teaching 6 Bitara Values: **Integrity, Professionalism, Teamwork, Customer-Oriented, Concerned of the Welfare of the Members, Creative and Innovative**

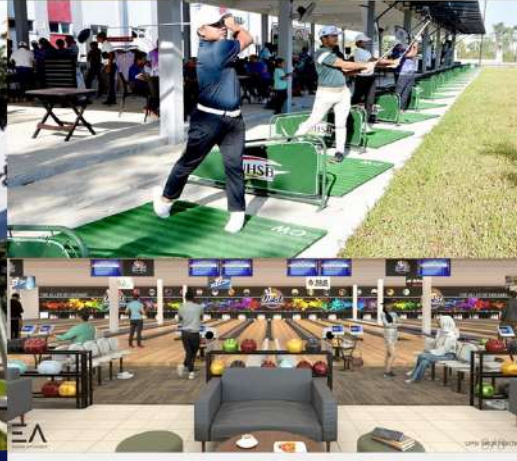




FIVE ESSENTIALS FOR WORKPLACE WELL-BEING

The Surgeon General's Framework for Workplace Mental Health and Well-Being (2023)

HEALTH AND MENTAL HEALTH FITNESS AREAS





FOCUS ON THEIR MENTAL HEALTH



Promoting Critical Values: Respect, empathy and inclusivity



Drive For Improvement



Support without judgement

DIGITAL TOOLS AND RESOURCES FOR WELL-BEING

- MyCounselor
- Talian Hopeline
- Psych Test - Self- Assessment (Collect the Baseline-Improvement Data
- AI & Argumented Reality (AR) For Self Healing
- Well-being Space
- Personal Consultation



CASE STUDY

- Miss A, a 35-year-old woman diagnosed with Major Depressive Disorder (MDD) two years ago, is married and a mother of two children.
- Recently, she has been experiencing a significant decline in her work performance, which has drawn concern from her supervisor. Over the past month, Miss A has exhibited frequent absenteeism, minimal productivity, and a noticeable lack of engagement at work.
- In addition to her professional challenges, she has been using social media as an outlet for expressing frustration, often posting negative and emotionally charged remarks about her personal and work-related struggles.
- Her employer, concerned about the impact of her behavior on both her own wellbeing and the work environment, referred her for professional help



INTERVENTION: ROAD TO RECOVERY



SAFE LIFE GUIDE APP

By Dr Manaan Kar Ray - Progress.Guide,
Australia



Apple – iOS App Store



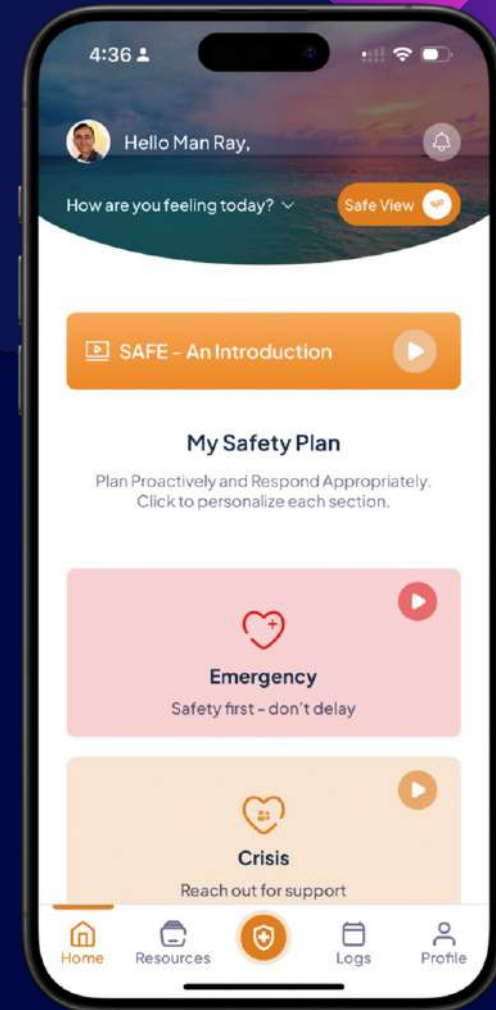
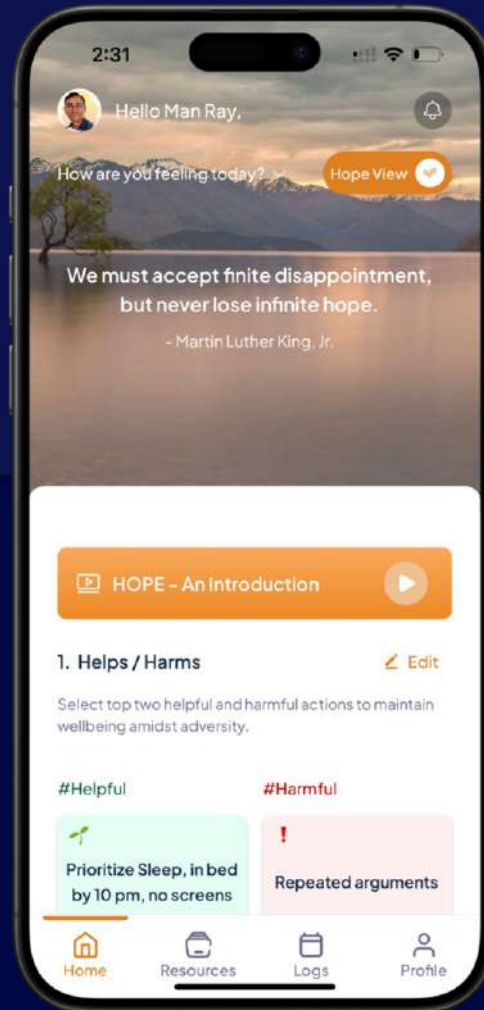
**Android – Google Play
Store**



Apple – iOS App Store



Android – Google Play Store





Apple – iOS App Store



Android – Google Play Store



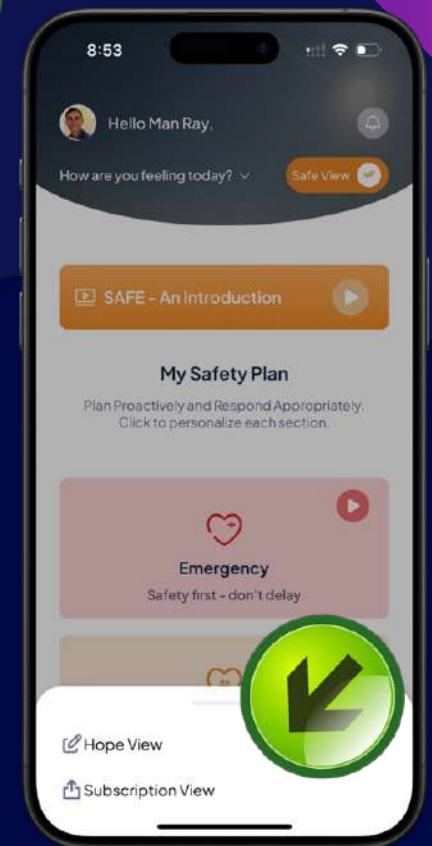
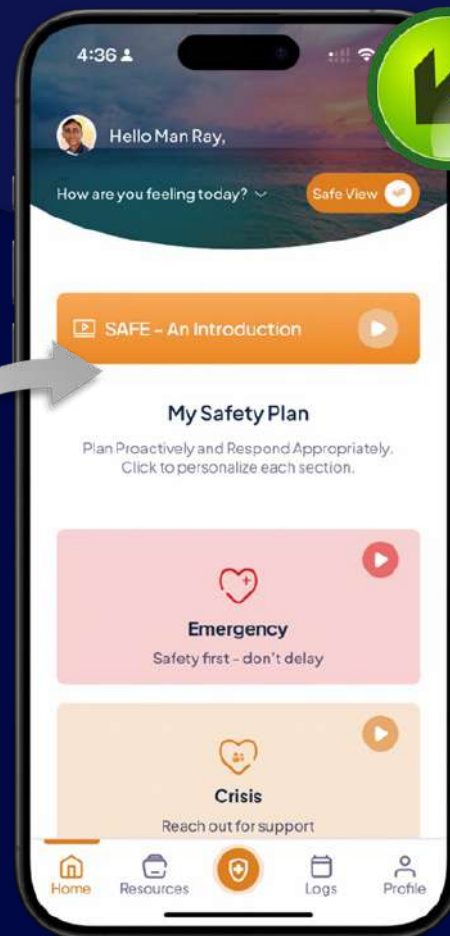
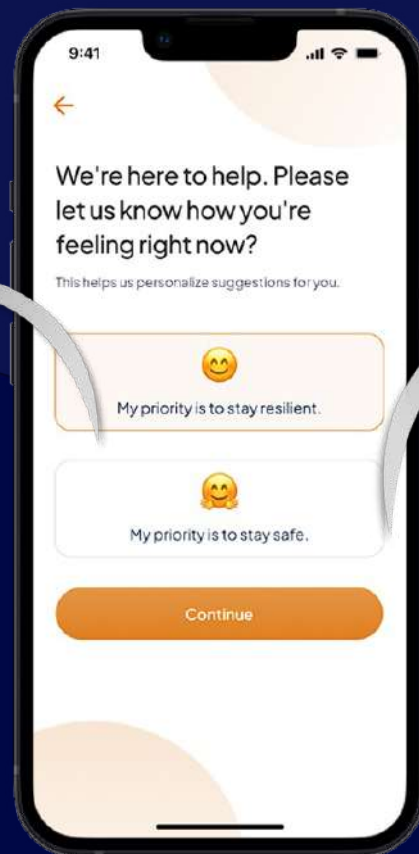
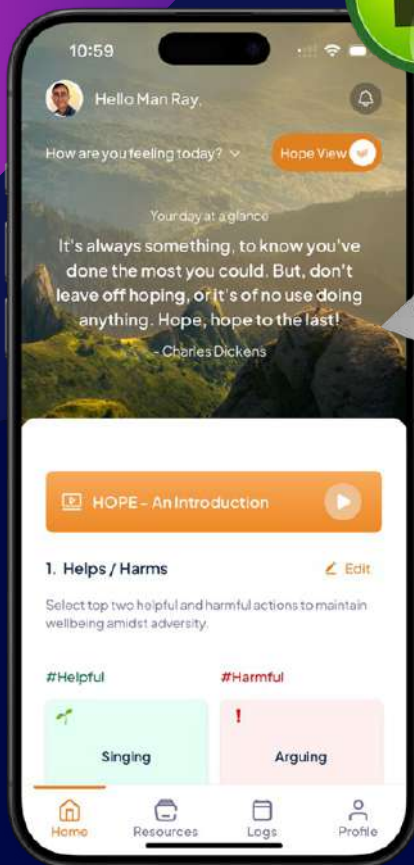


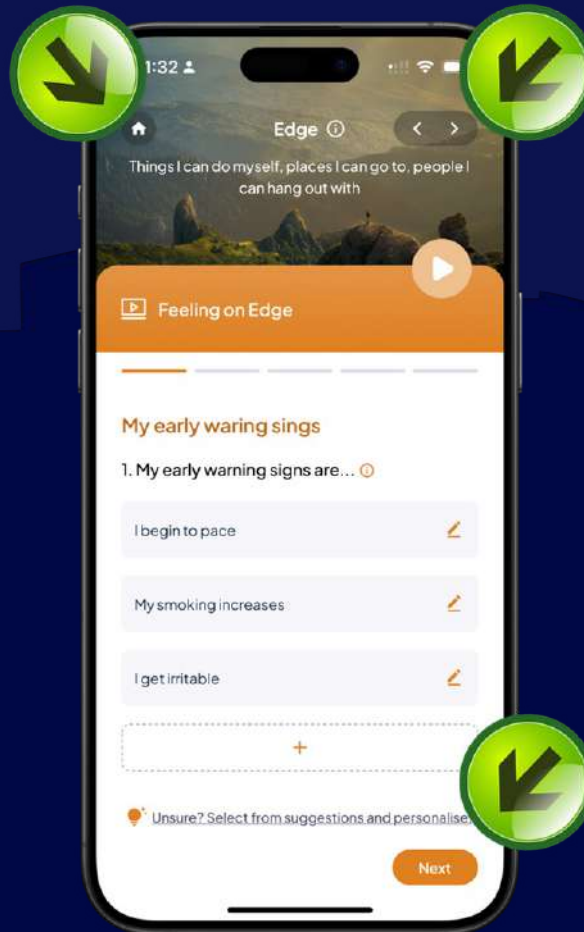
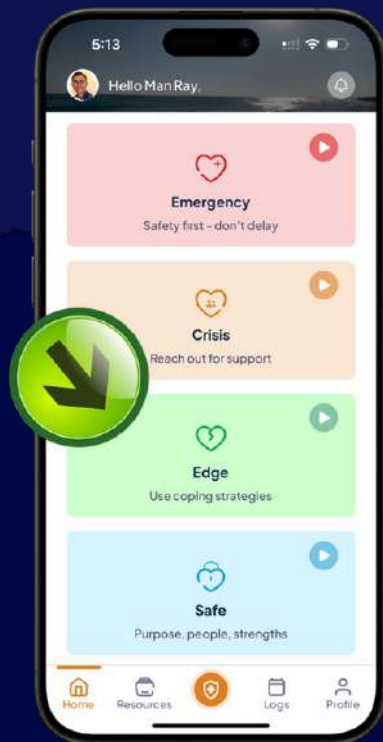
Apple - iOS App Store

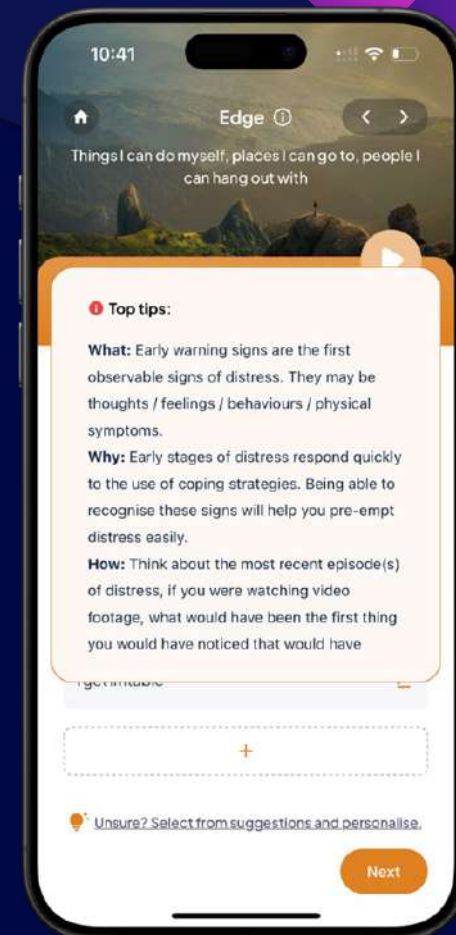
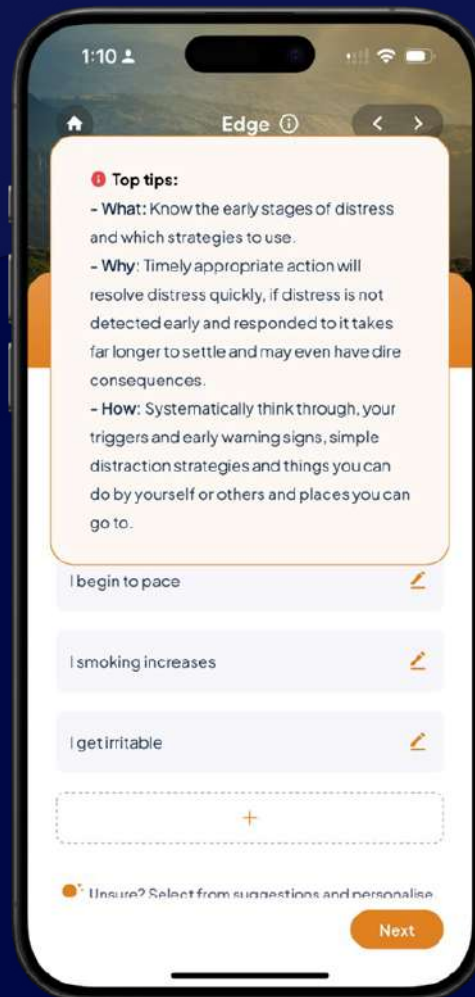
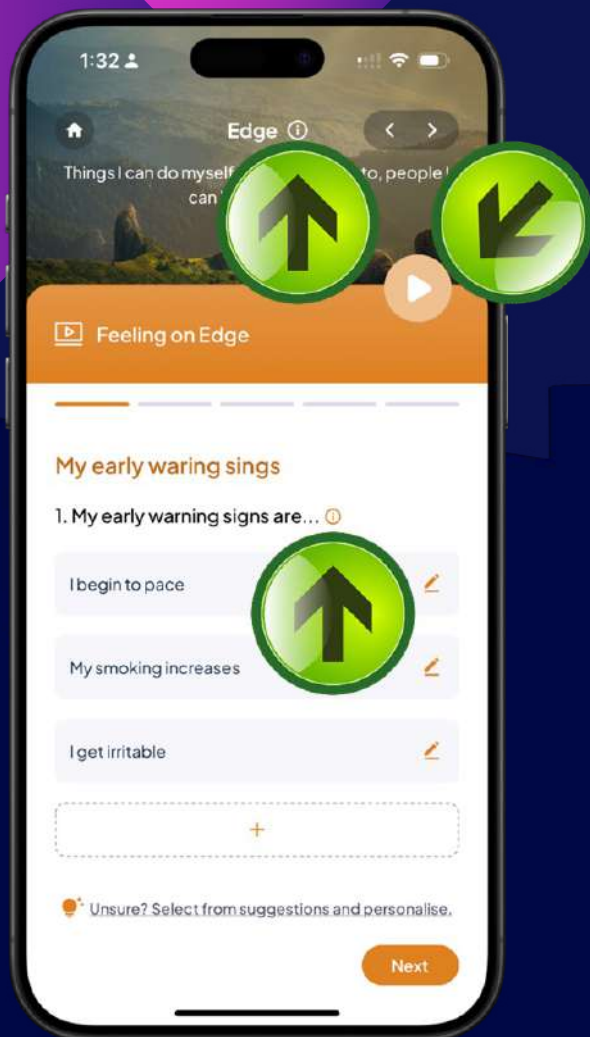


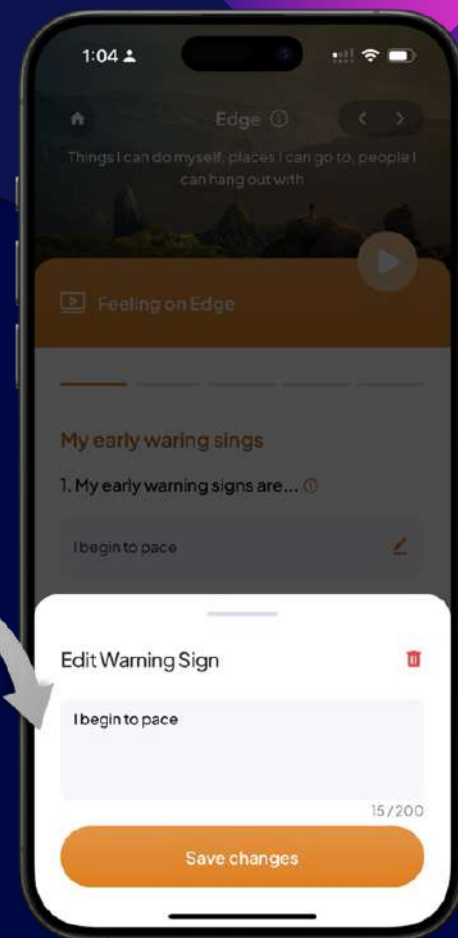
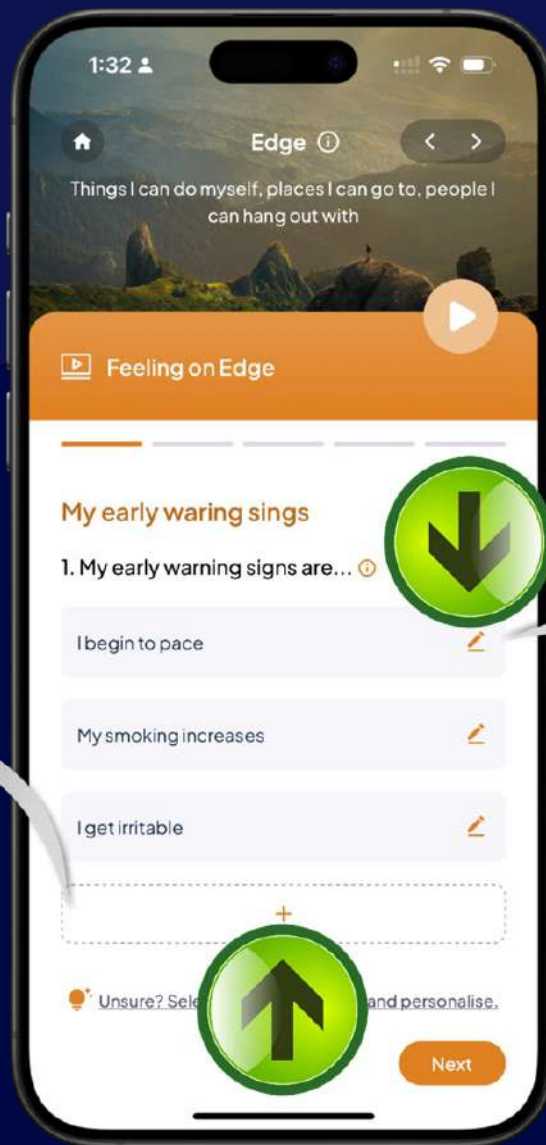
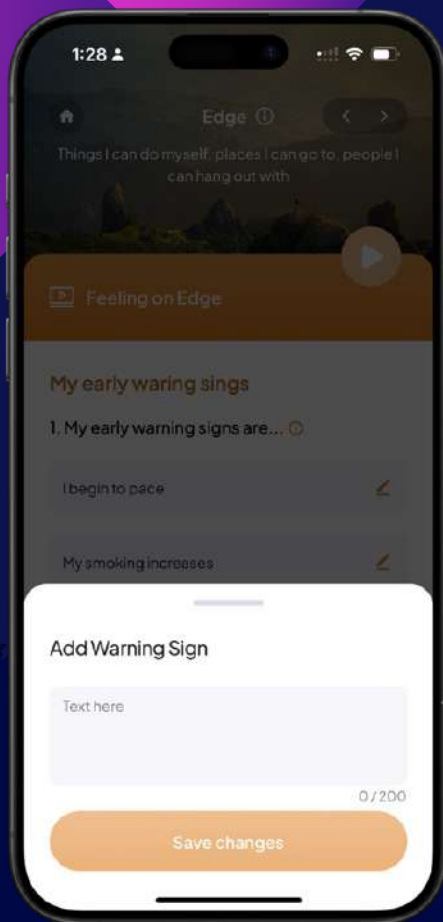
Android - Google Play Store

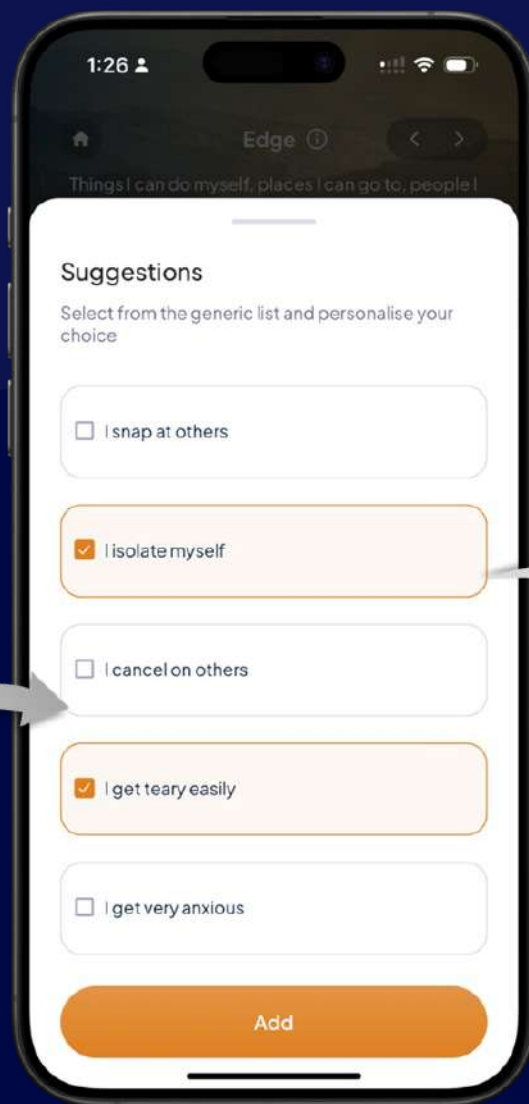
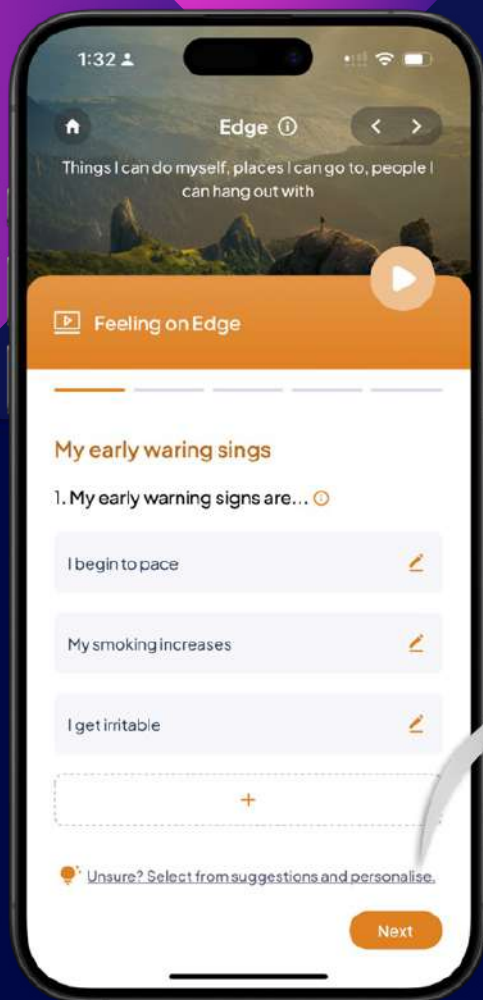


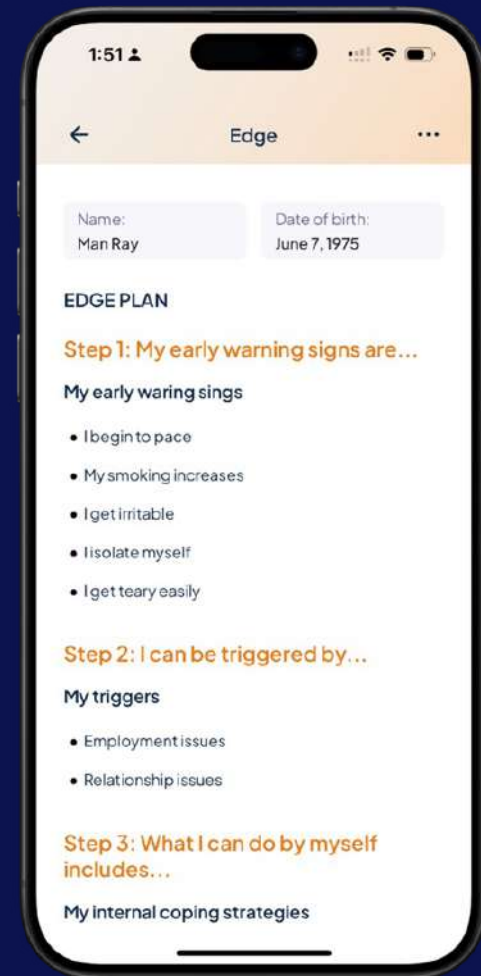
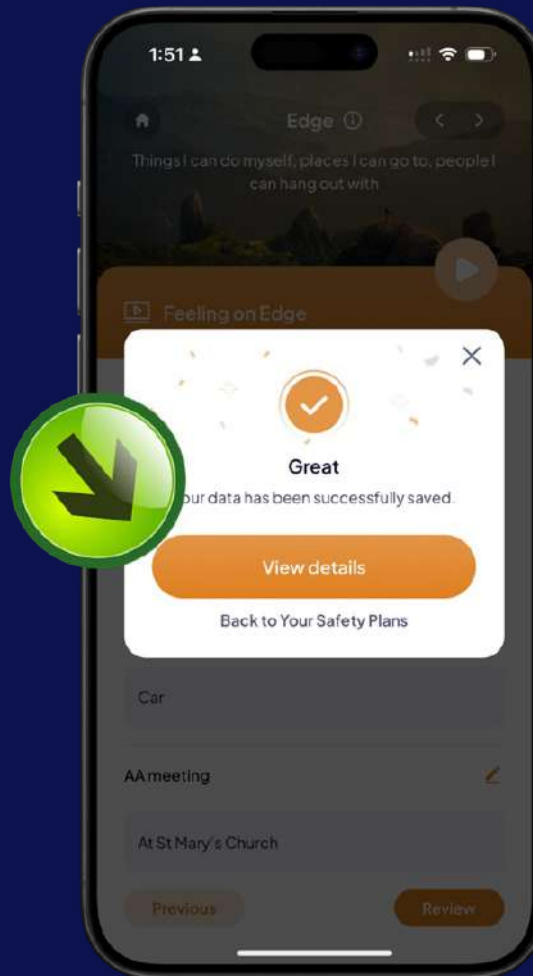
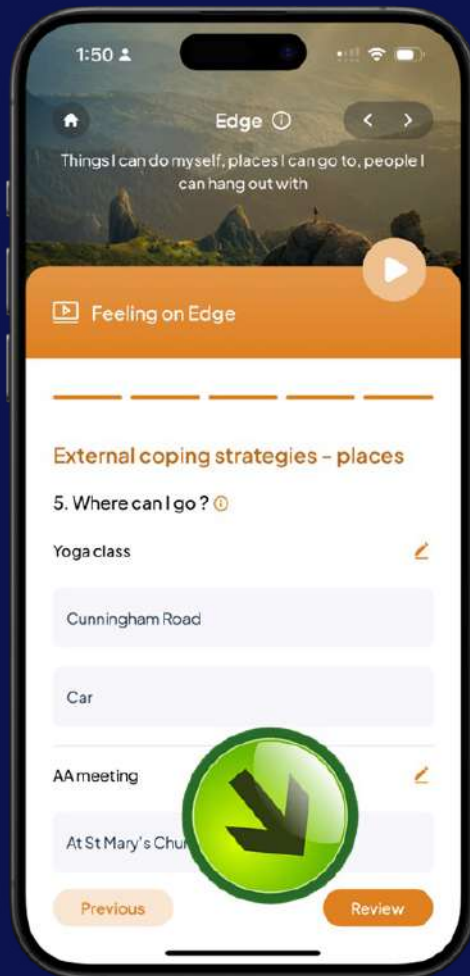


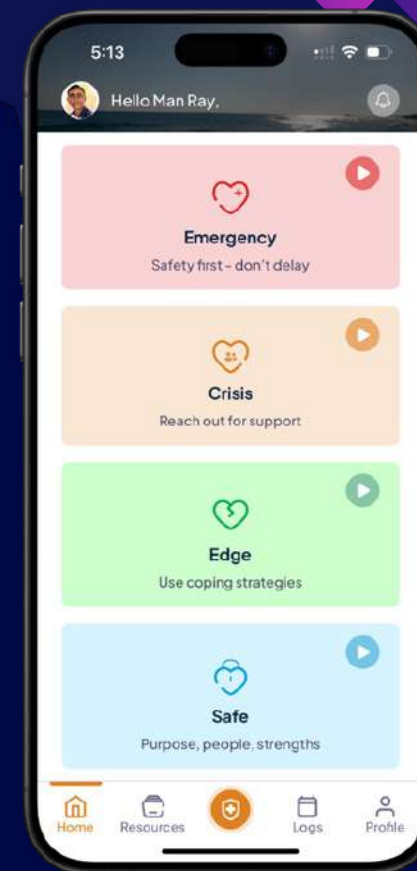
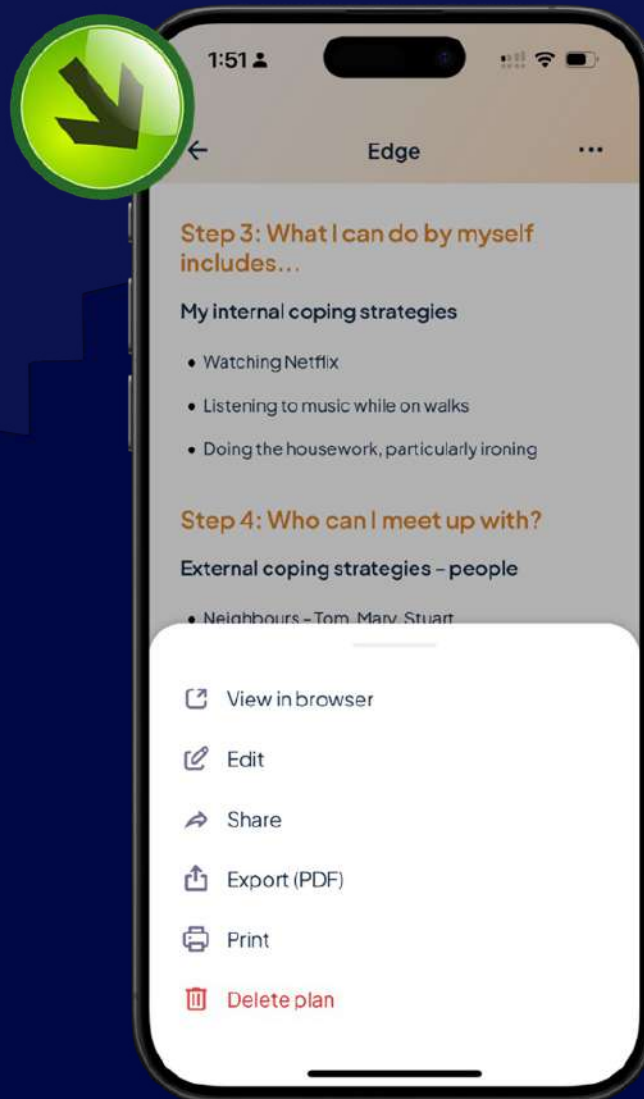


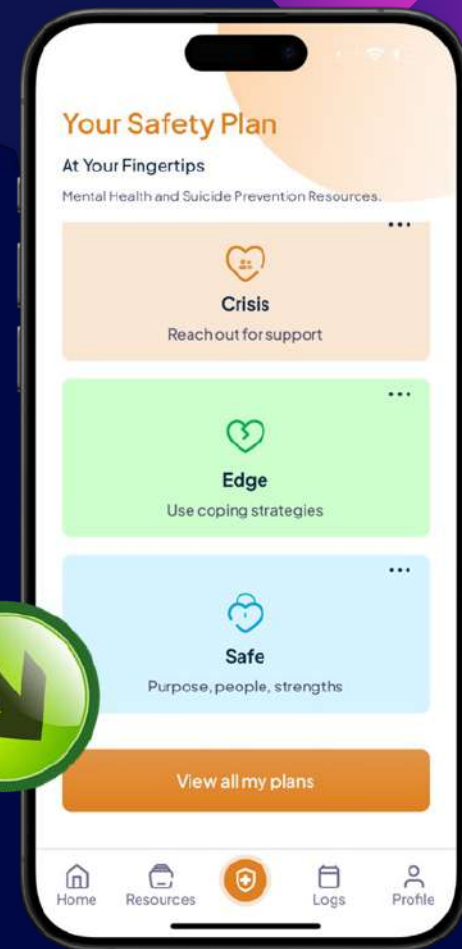
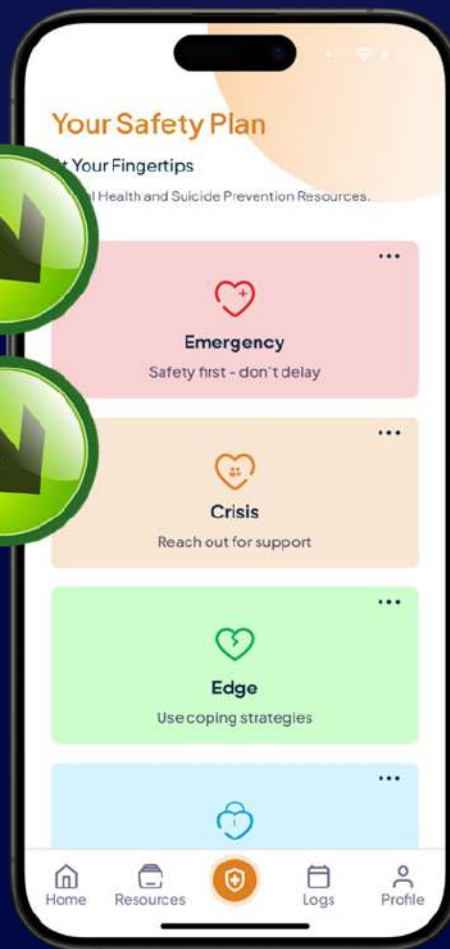
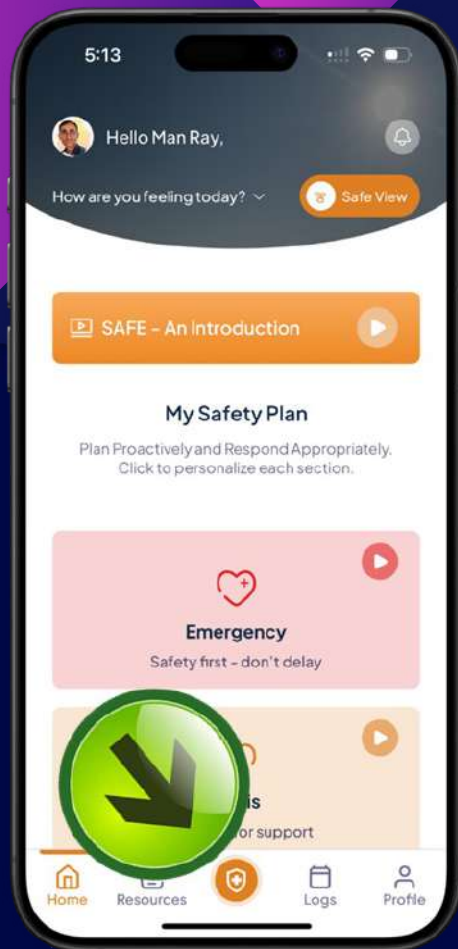


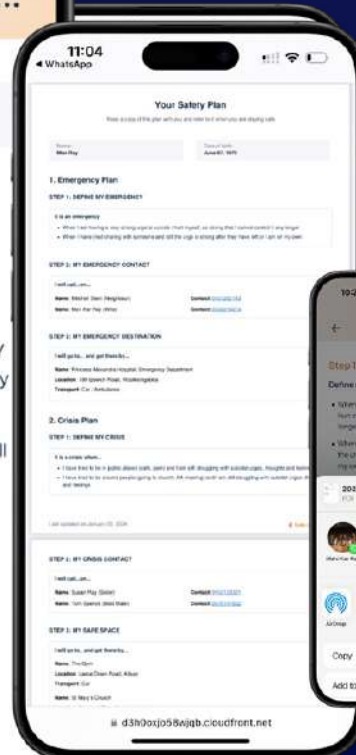
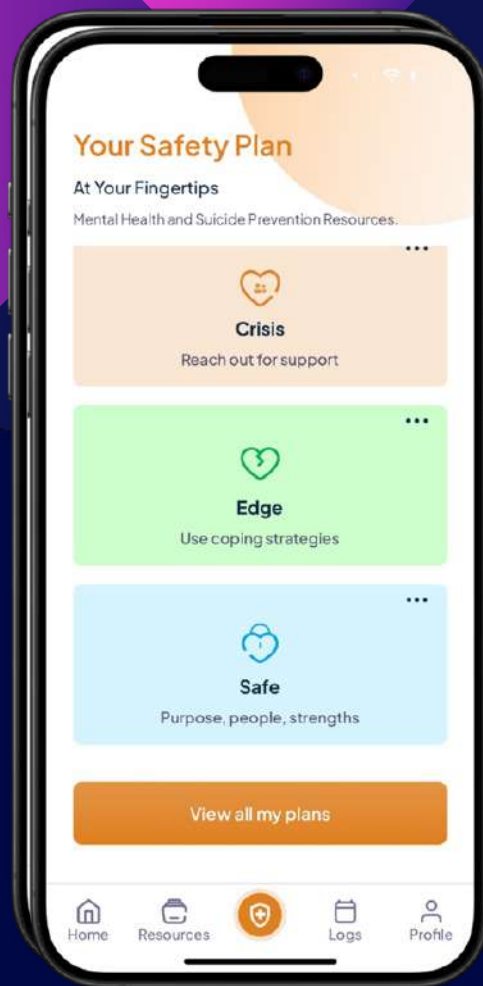






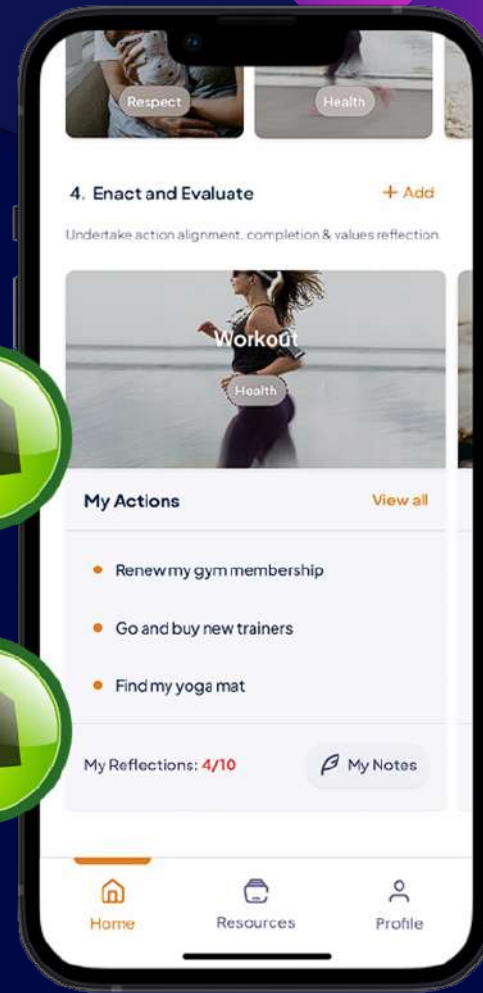
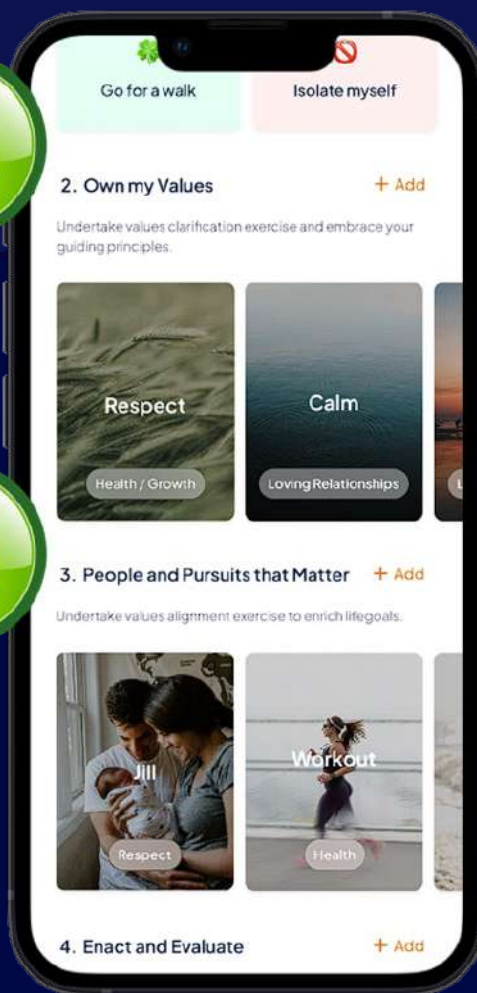
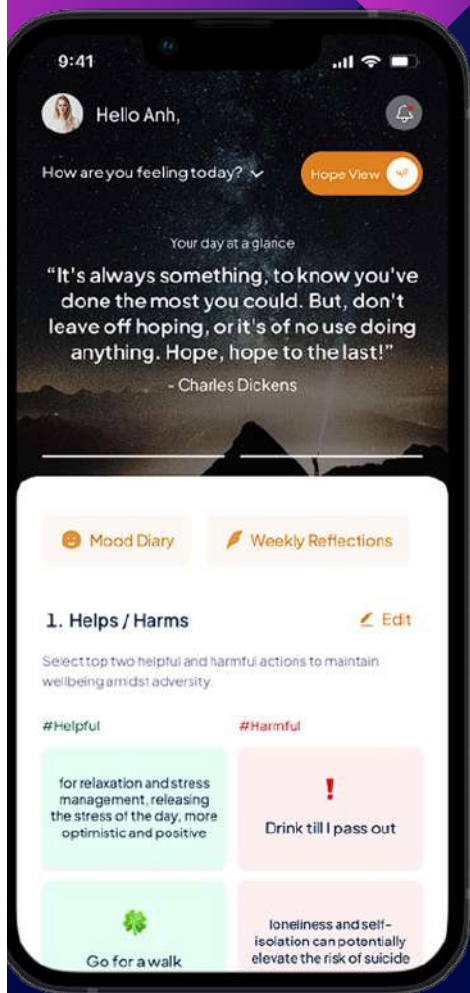


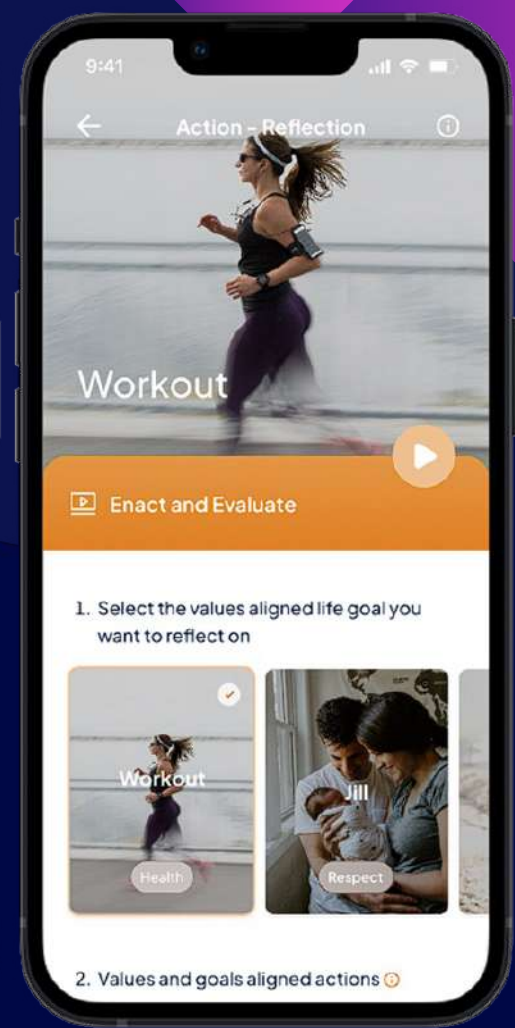
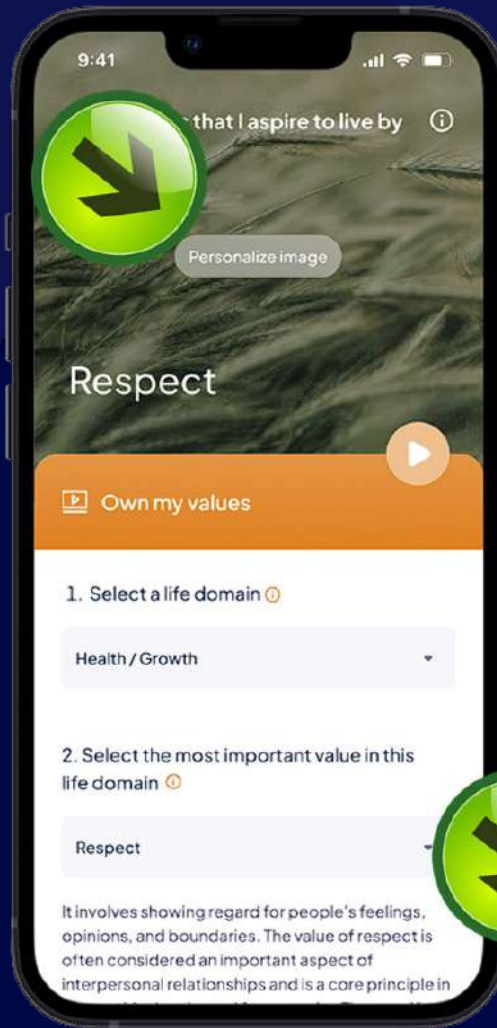
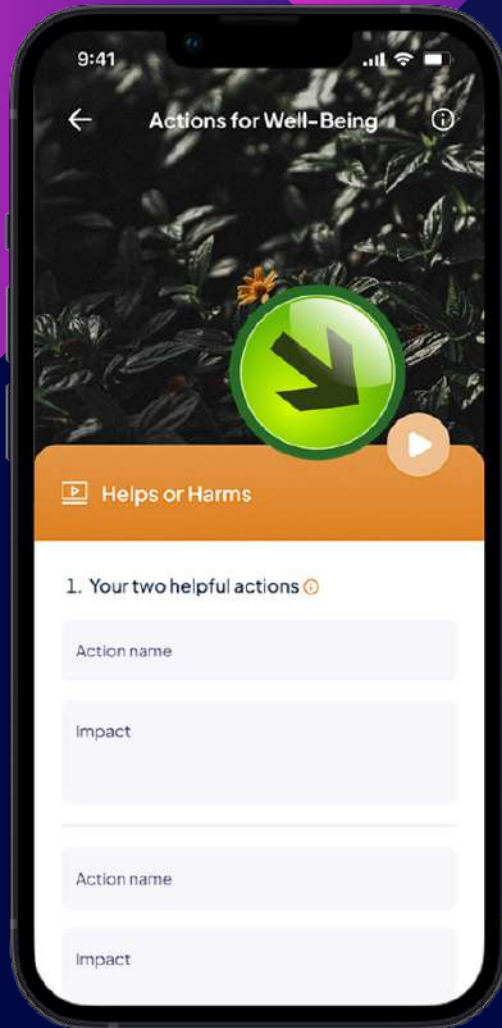


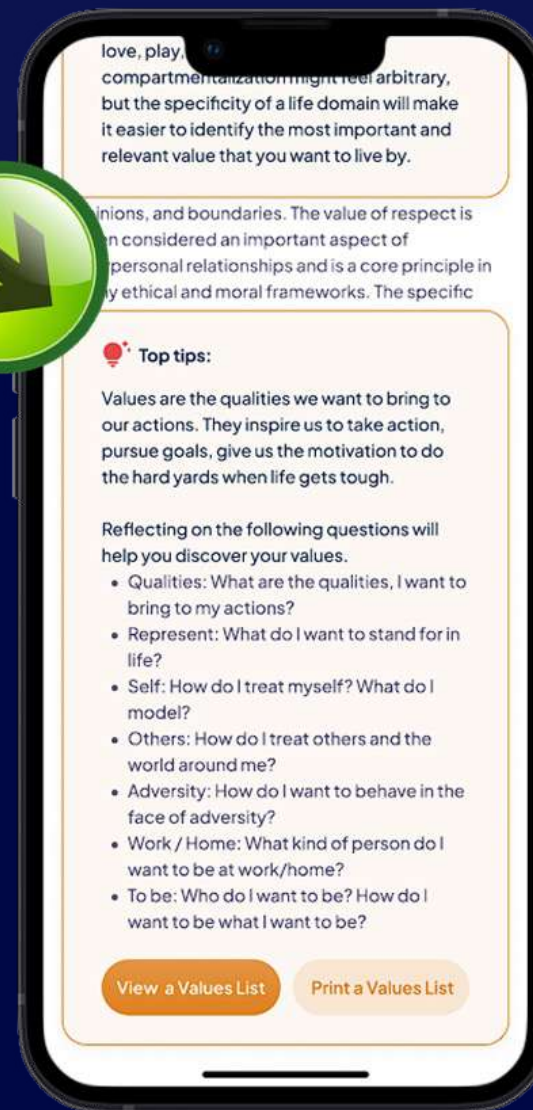


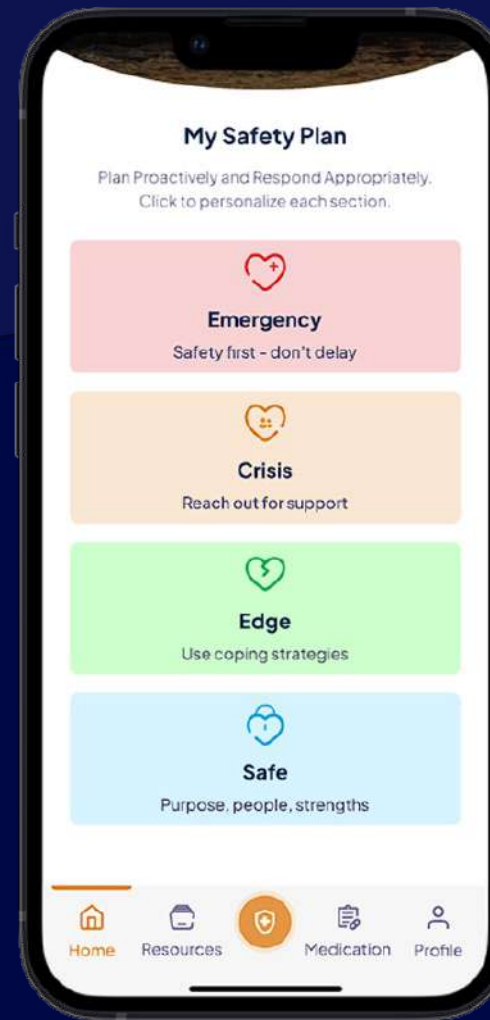
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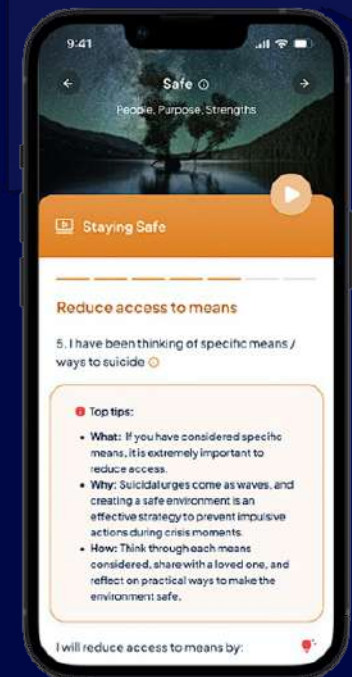
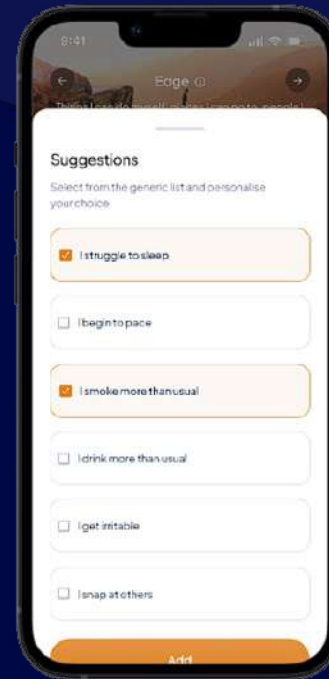
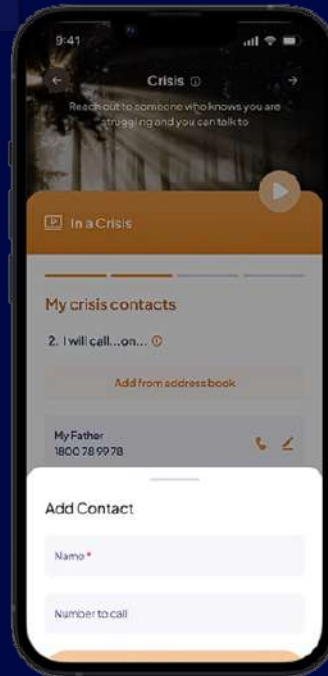
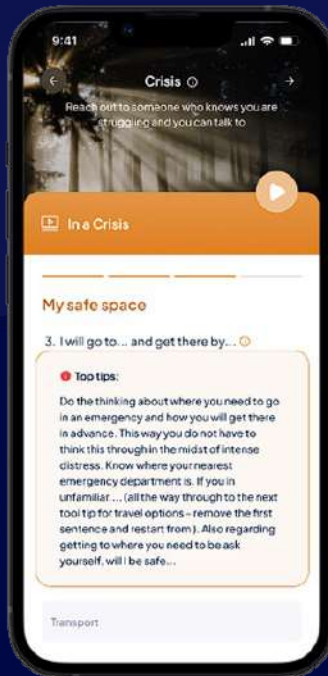
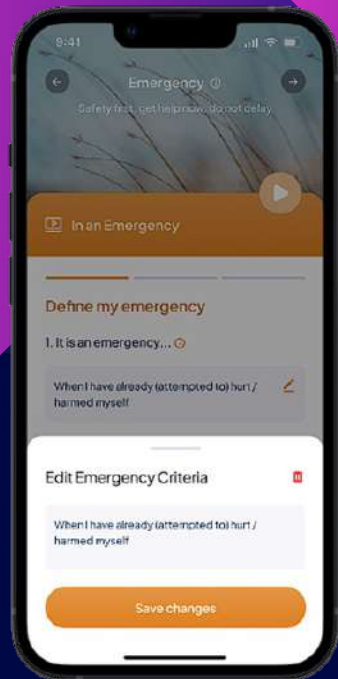


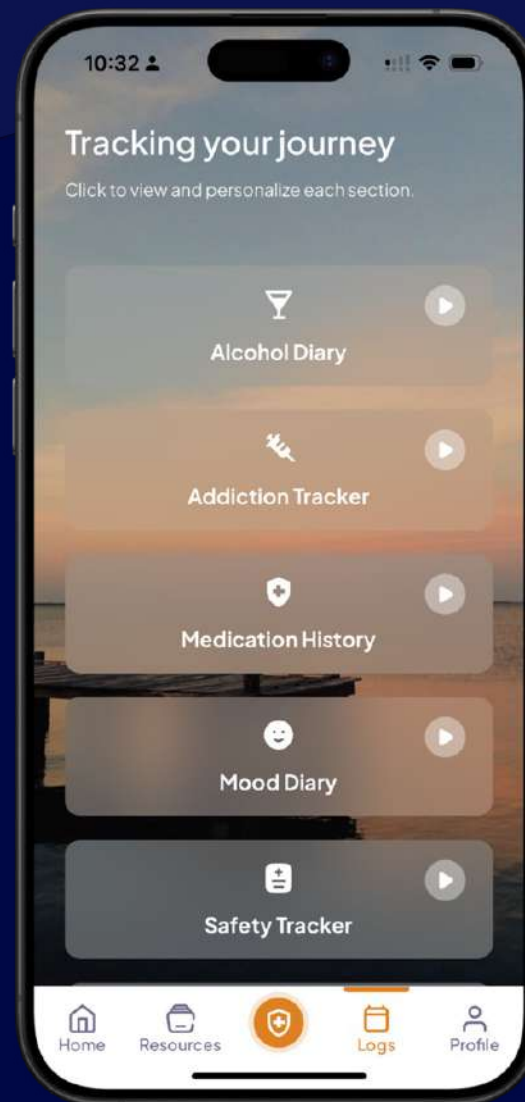
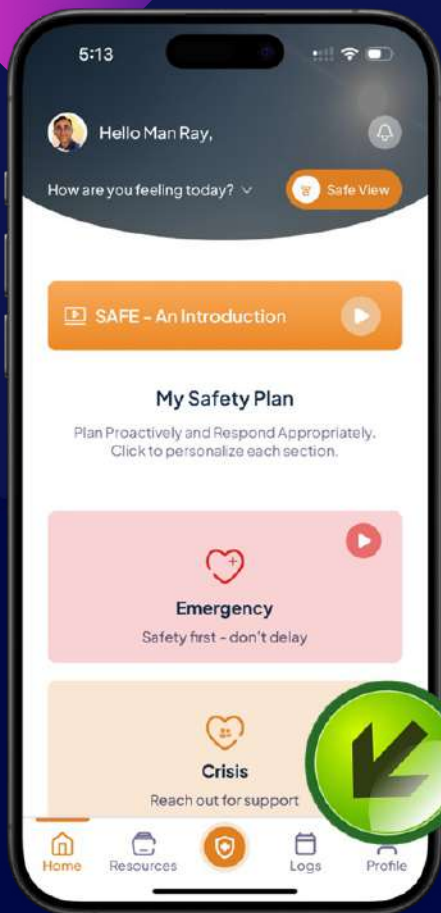












Android

COMING SOON!



Clinical Neurofeedback Therapy



Hololens

CONCLUSION

By prioritizing wellbeing in the workplace, we don't just improve performance—we build a foundation for long-term success and a healthier, happier workforce





THANK YOU FOR YOUR ATTENTION

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