

Building a better workplace through emotional resilience

An overview of 5th Place's **Shape of Emotion** well
programme for workplace wellbeing

FOR WORKPLACE WELLBEING & LIFE BALANCE

How balanced are you?

One of the most notable health risks in the modern world of work is stress. There has been a significant increase in disability claims for stress-related illnesses and psychological issues.
—Old Mutual Corporate, 2017

In the tightrope walk of work and life, how balanced are your employees? The daily pressures of living and working in South Africa, with its safety and security issues, unemployment statistics and repeated reports of corruption and political conflict, can leave even the most resilient of individuals feeling despondent and anxiety ridden.

In South Africa approximately 17 million people deal with an anxiety disorder. Every day 23 people commit suicide. Employee absenteeism costs the South African economy about R40 billion annually. A large part of this is related to burnout, employee ill health and workplace stress.

When emotional wellbeing is compromised due to high stress life events, increased pressure at work or financial difficulties, sharing with a non-judgmental peer or an experienced professional can assist with the prevention of emotional fatigue and depression. Even when available, however, it can be difficult for employees to open up for fear of discrimination or losing their jobs.

Current strategies to deal with stress & anxiety

Annual cost to the South African economy due to major depression and anxiety disorders amounts to more than R40-billion.
—Financial Mail, 2017

The workplace has traditionally been viewed as a place of rationality, structure and productivity. To be “stressed out” is seen to be a normal state and the subjects of anxiety and depression are avoided. Various strategies are used to **BAN** emotions — bury, avoid and numb.

Burying emotional strife under increasingly heavier workloads and family responsibilities, leads to exhaustion and burnout. *Avoidance* is seen in extreme social media use, compulsive shopping, excessive exercise and other pleasure-seeking opportunities. *Numbing* can take the form of over eating, drug or alcohol abuse and too much TV watching. Although these strategies may bring some temporary relief, they are not sustainable, and can even be dangerous or detrimental to one’s health over time.

SHAPE OF EMOTION™
well

In support of resourcefulness

88% of respondents from Africa rated wellbeing in the workplace as being important.

—Deloitte Global Human Capital Trends survey, 2018

At 5th Place we support people to move from a point of stress and anxiety to a place of resourcefulness, quickly and effectively.

At 5th Place we focus specifically on how our feelings and emotions impact our state of being. Experimental studies show that emotions can have a significant effect on the way we think, make decisions, and solve problems. *Having the means to regulate our emotions is imperative.*

The workshop explores emotional resilience and its benefits in the workplace. It teaches a range of approaches to work with emotional states, in particular the highly effective **Shape of Emotion** which is content-free, gentle, easy-to-learn and use. It quickly clears the effects of stress, anxiety and other difficult emotions allowing for a return to a centred, resourceful state.

Shape of Emotion provides an alternative way of looking at our feelings and emotions. The process occupies the mind while clearing difficult emotions and opening to positive ones. Relief is immediate and in the moment. The process is content-free, there is no need to expose oneself, speak about or spend any extended time analysing what or why you feel the way you do.

When **Shape of Emotion** is regularly practiced it leads to higher levels of emotional resilience.



Staff members who are more emotionally resilient adapt better to workplace change, manage workloads more effectively and develop better working relationships with peers.

Based on the latest work in Neuroscience, **Shape of Emotion** draws from the best of Energy Psychology, Neuro-linguistic programming (NLP), Mindfulness and Traditional Chinese Medicine (TCM). It is a comprehensively researched, evidence-based and proven method for enduring change.

SHAPE OF EMOTION WELL - TRAINING FOR EMOTIONAL RESILIENCE & A NEW APPROACH TO MANAGING STRESS

Finding agency in the urgency

Globally, South Africa is ranked as the second most stressful country to live in. —Bloomberg Best & Worst, 2013

5th Place presents a training programme specifically designed to address workplace stress in order to find agency (a person's sense of being in control) in the urgency of work life.

Outcomes

This interactive learning experience will:

- Explore why it is important to develop emotional resilience
- Give an understanding and appreciation of the causes of stress and its effects
- Introduce what *BANning* emotions (*burying, avoiding and numbing*) looks like and the effect it can have
- Teach effective approaches in particular **Shape of Emotion** to easily and sustainably manage stress and anxiety, building emotional resilience
- Share how getting into the *CAB* (*contracting, action, boundaries*) can make all the difference with relationships and work

Programme includes

- A one-day interactive course
- Workbook with practice exercises

- Regular support through email updates, WhatsApp and videos
- Access to a weekly online *Emotional Fitness Class*
- **Shape of Emotion well** certificate of attendance

Testimonials

Feedback from previous participants:

“The way Chantal and Matthew present the workshop, the tone of their voices and that they are ‘content’ [worked particularly well]. I received a ‘tool’ to help me to deal with my feelings.”

“I like the fact that you don’t concentrate on the problems / issues but rather try to resolve and not dwell. You get a sense of release.”

“Thoroughly enjoyed the day. You two work so well together. Was not put under pressure to speak in the group - made to feel comfortable.”

“A very helpful workshop that makes one discover [your]self but also be aware of the world around [me]. It’s really insightful and has amazing results.”

“If the world can think better and see better we’ll all be happy. Thank you very much for the insight, info and very useful product.”



About 5th Place

5th Place is the space of connectedness, community, possibility, well-being and equality of all beings. 5th Place asks you to build a better world through the realm of feeling. By embracing our feelings and managing our emotions we can become fuller, more whole, human beings. As a full human being we can engage and connect more *significantly* with other human beings. We can engage and connect more *meaningfully* with other forms of life, nature and our home, mother earth. 5th Place is an organisation whose mission is to make the world a better place by enabling the how...

For more information

Please connect with us about **Shape of Emotion well** and how we can assist and support you. We'd love to engage with you around our work, training or presentations, and if you have other queries too.

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Chantal Dawtrey

Chantal loves to learn and loves to work with people who want to learn. She is inspired by those who are prepared to transcend the narrative that being in control means being successful. She works to create spaces where people feel safe to be vulnerable, and strong enough to engage meaningfully about what truly defines them and their lives. She supports learning journeys, co-creates and facilitates personal, group and team change and development work and gives structure to a growing body of work that brings meaning and purpose to her life and others'. She is the co-founder of 5th Place and co-creator of **Shape of Emotion**.



Matthew Green

Matthew loves to connect with people and inspire them to become more engaged with their feelings. His favourite maxim is: "If you don't know where you are how can you move to somewhere else?". Matthew teaches and facilitates people to accept where they are and what they feel so they can live happier, more fulfilled and purpose driven lives. Matthew's been researching and working with human development potential for the last 29 years. He's the co-founder of 5th Place and co-creator of **Shape of Emotion**.

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