

WELCOME!

STARTS 18:30

Wellbeing Café

While you wait...

- 1.** Please feel free to have your camera and microphone on or off for your own comfort.
- 2.** Feel free to type your experiences or questions in the chat box.
- 3.** There will be an optional meditation session at the end.



Stay up to date with us

Who are we?

We organise IET + STEM events and opportunities for University Students and E&T Young Professionals.

Want to join the Committee? DM us on Social Media or email: ietypcovwarks@outlook.com

Like what you see? Give us a follow!



@ietypcovwarks



@ietcovwarks

Disclaimer:
**This session
is not medical
advice**

This presentation is not intended as medical advice. The content is designed to provide general information about mental health and should not replace professional medical advice, diagnosis, or treatment. **Always consult a healthcare professional for medical concerns.**

Trigger Warning: **Mental Health**



Caution: This session discusses mental health. If you or someone you know is facing mental health challenges, remember, **support is within reach.** Please seek help.

elle



Check out our signposts

Here are some ways in which you can get the help that you **deserve**:



**NHS MENTAL
HEALTH SERVICES**

Search - "NHS Mental
Health Services"

**CHARITIES
AND
SERVICES**

Samaritans, Mind
and Papyrus
(plus many more)



**IET
BENEVOLENT
FUND
(FOOTHOLD)**

Supporting Engineers
and their families

Agenda

Today's Topics

01

MOTIVATION

Understanding the factors behind motivation, burnout, boundaries, imposter syndrome, and how they link together.

02

GROWTH MINDSET

What is Growth Mindset? How this can help with all of these factors in the bigger picture?

03

FOOTHOLD

Engineers and their families should never face life's challenges alone. You'll find tools to make your life better right now.

04

MEDITATION

Meditation refers to a set of techniques to enhance attention, emotional awareness, kindness, compassion, sympathetic joy, and mental calmness.

Motivation can have a huge impact.

- Less than 50% of employees are truly motivated at work [The Motivational Speakers Agency].
- Key Drivers: Include motivators like recognition, professional development, meaningful work, and flexible working hours.
- Low motivation can also become part of a vicious cycle when combined with imposter syndrome. To compensate for perceived inadequacy, individuals often **over-prepare** and work excessive hours, which disrupts work-life balance and leads to physical and emotional exhaustion. This will lead to low motivation - “need” to work rather than “want” to work.
- Workplaces should have a culture where employees feel safe to voice concerns or request breaks is vital for sustained motivation.



How can you change things to help this?

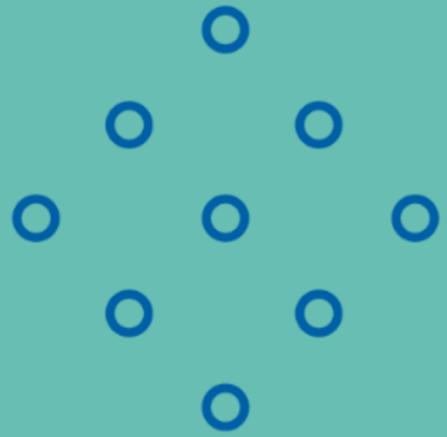
- **Boundaries:** Entry to mid-level workers may find it harder to say no to tasks to get ahead, but this comes with more stress, so motivation goes down. Senior to Executive workers fall into the “always on” trap, which skews their work-life balance.
 - Set the tone for boundaries. Which ones do you feel have gone past their limits and why?
 - Learn your limits, and practice your personal load management - see what change this makes to your motivation, and work-life balance.
 - set up good expectations to who you report to, or to who you are leading. Be the example you wish to see.
- Employ a growth mindset - model it



A Growth Mindset *really* makes a difference

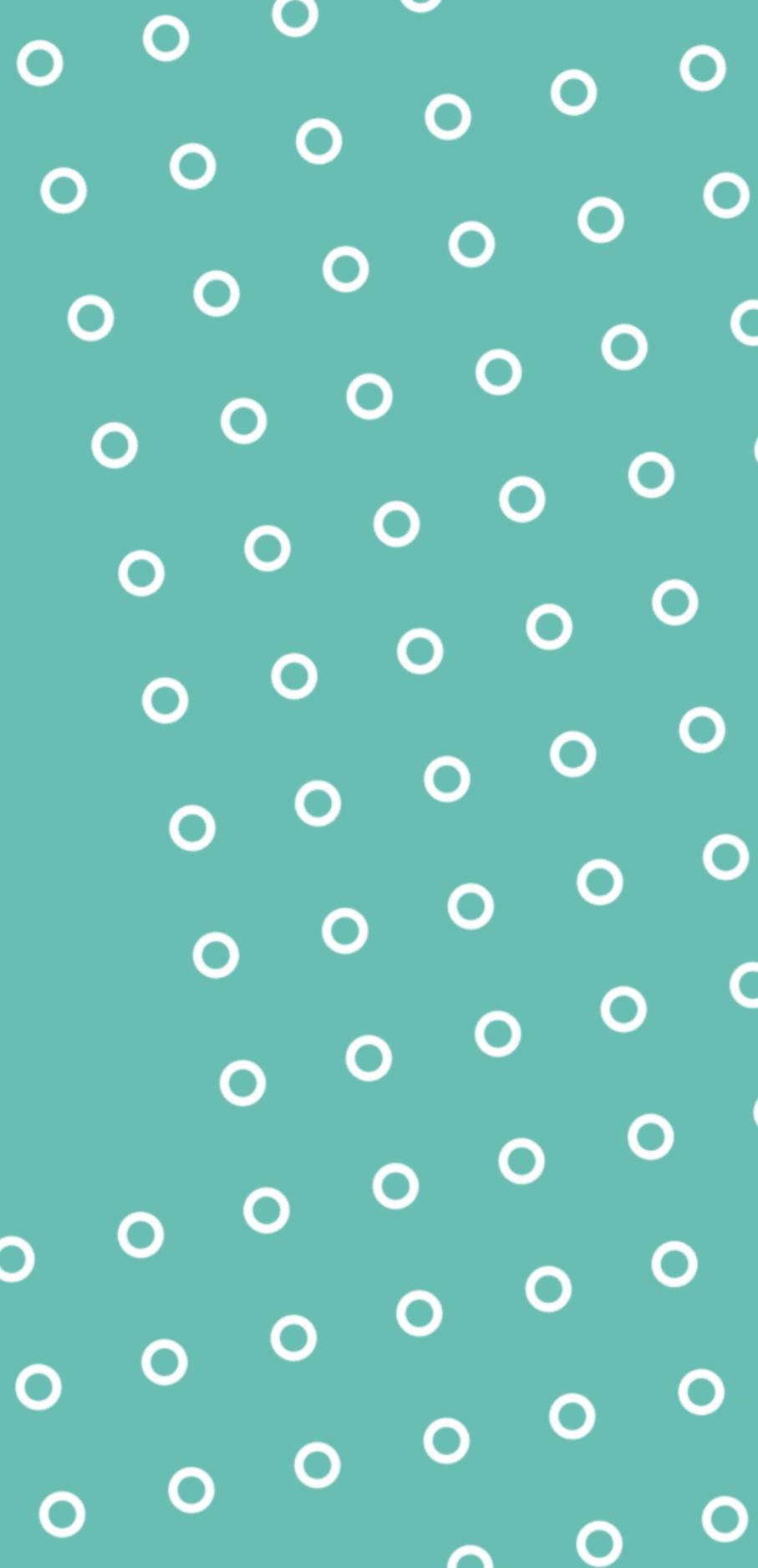
- Instead of seeing a lack of balance as a failure, use a growth mindset to view it as a **skill you haven't mastered "yet"**. This lowers the stakes and encourages **persistent experimentation** with different **boundary-setting** techniques.
- Distinguish between a growth mindset about the **self** (believing you can **improve** your time management) and about **work** (believing you have the agency to **redesign** your tasks and work conditions).
- **Shift motivation** away from just hitting targets toward the **learning and effort involved** in the work. This **"process-oriented"** motivation is more **sustainable** and less likely to lead to **burnout**.





Foothold

Empowering engineers and their families to thrive **since 1890**



Foothold's Impact

2022-23



Foothold

 **£1.4m**
spent on
delivering

 **2,432**
instances of
direct support

 to
1,589
people

 across
53
countries

 We delivered
60,012
digital wellbeing
sessions to support
community
members


An increase of
386%
compared to
2021-22

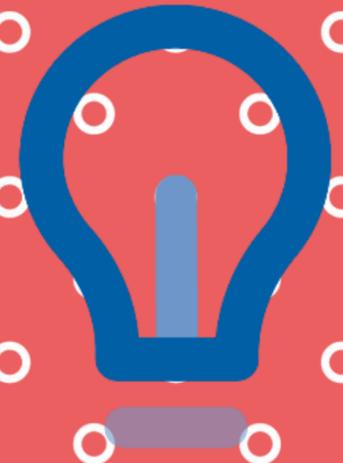

We provided
471
regular and one-off
grants


326
people joined
our new
Differently
Wired Hub


31 volunteers donated
1,222
hours to support
engineers in need

Direct Support

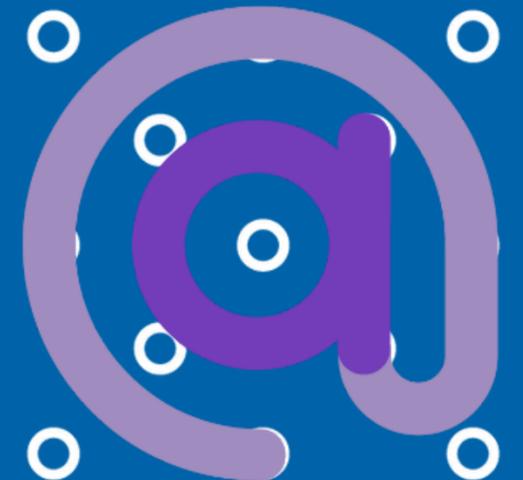
- Money matters
- Health and wellbeing
- Legal issues
- Care and disability
- Work life
- Neurodiversity
- Sleep



Digital support

Foothold can reach and support many more people through their digital health and wellbeing support, including:

- Webinars
- Expert blogs
- Foothold app
- Wellbeing Hub
- Differently Wired Hub



You can support us in other ways too

There are plenty of opportunities to get involved with Foothold, to help us raise funds or deliver our services:

- Take part in a fundraising challenge
- Become a volunteer
- Host a fundraising event

Find out more:

www.myfoothold.org/get-involved



Connect with us

Website: www.myfoothold.org

Facebook: www.facebook.com/YourFoothold

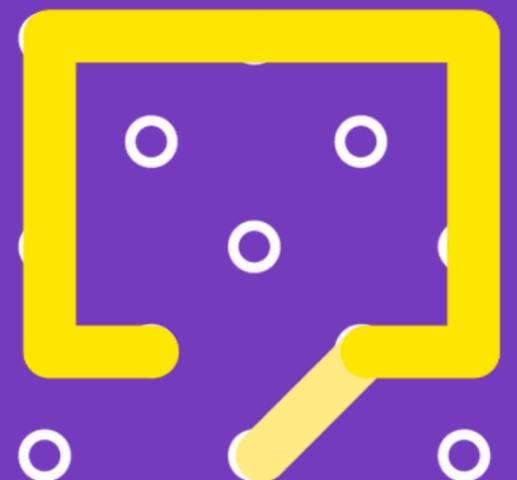
Twitter: @HelloFoothold

LinkedIn: Foothold (The IET Benevolent Fund)

Instagram: @HelloFoothold

Call: +44 (0) 7923 257 087

Email: contact.us@myfoothold.org



Thank you for joining us!

Please feel free to join us for a short
5-minute guided meditation session if
you wish.

Otherwise, we wish you a pleasant rest of
your evening, and hope to see you at
future events!

