

WOMEN *in* RESEARCH *'Small Wins' Series*

Webinar 1: Mental Health & Well-Being

ARC Laureate Fellows Sharon K Parker, Christine Beveridge & Lorraine Mazerolle

7th October, 2020



Australian Government
Australian Research Council

Plan for Today's Inaugural "Small Wins" seminar

- Introduction to WIR, Small Wins & today's topic - Sharon
- Personal insights panel
 - Christine Beveridge
 - Lorraine Mazerolle
- Questions in between via Slido (using the code **#winr**)
- Set & share your 'small goal' on our members-only Facebook group (<https://www.facebook.com/groups/womeninresearch>)
- Housekeeping:
 - Please mute your microphones and turn off your cameras
 - Need help? Message our support team using the chat function in the event
 - Try to dedicate this time to you by focusing just on the talk 😊

Welcome to Women in Research: What, Why & How

WOMEN *in* RESEARCH

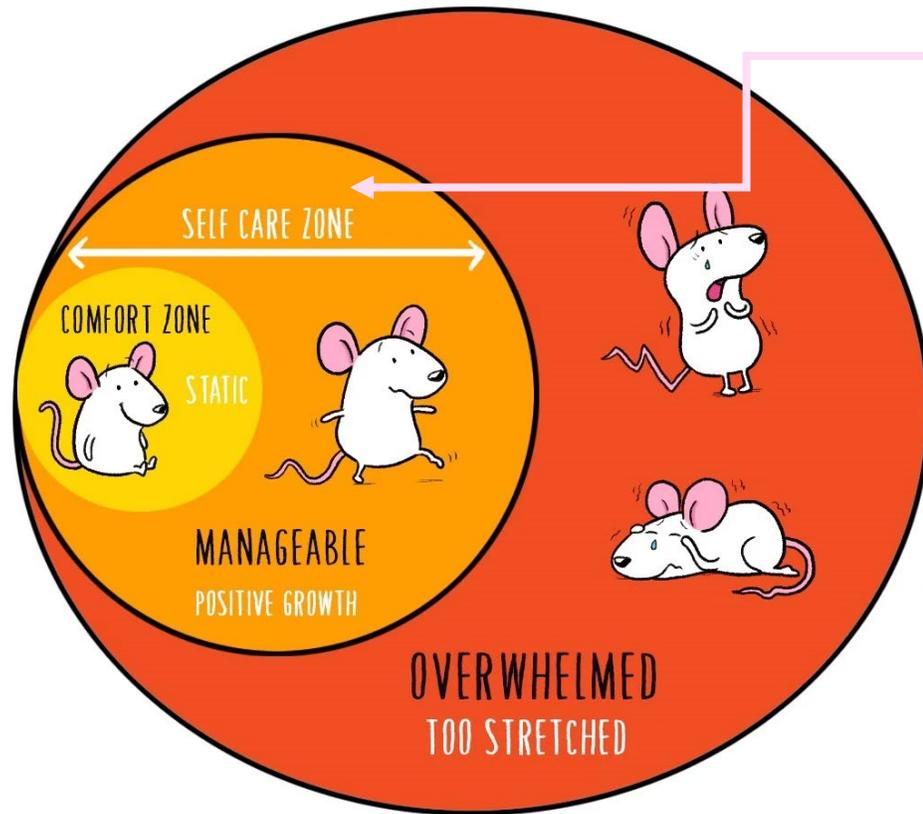
womeninresearch.org.au

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Check out our
guidance,
surveys, videos,
and more!

The Power of Small Change



5 Minute Breakout

- Connect to what is important to you (values)
- Take a small step towards what you value (not thinking about the situation differently, but **responding** differently)

Example

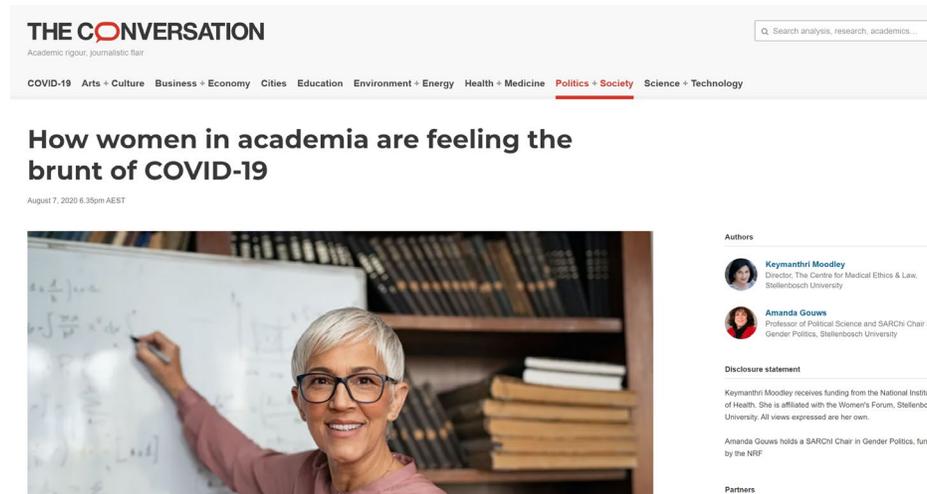
You want to put in a grant application...

- You look for a morning to put aside to plan; it never happens... it feels bigger and bigger in your mind, the deadline is approaching, you're feeling blocked & stressed
- SO.... you take one small step towards what is important to you...
 - for five minutes every day you brainstorm some ideas



Women and COVID-19

- Women – 39% global employment; 54% of job losses¹
- Women academics- starting fewer projects, publishing less³ & less 1st authors



- Why?
- Disproportionate burden of online teaching
 - Additional domestic pressures during COVID
 - Greater job insecurity

Anxiety levels for working women increased 52% from February to May 2020 versus 29% for their male counterparts²

¹ McKinsey 2020

² <https://www.prnewswire.com/news-releases/working-women-bear-the-emotional-brunt-of-covid-19-anxiety-driving-poor-workplace-performance-according-to-the-mental-health-index-us-worker-edition-301077825.html>); see for a further study suggesting 3x for women: <https://time.com/5892297/women-coronavirus-mental-health/>

³ <https://www.nature.com/articles/d41586-020-01294-9>; see also <https://www.science.org.au/covid19/women-stem-workforce>

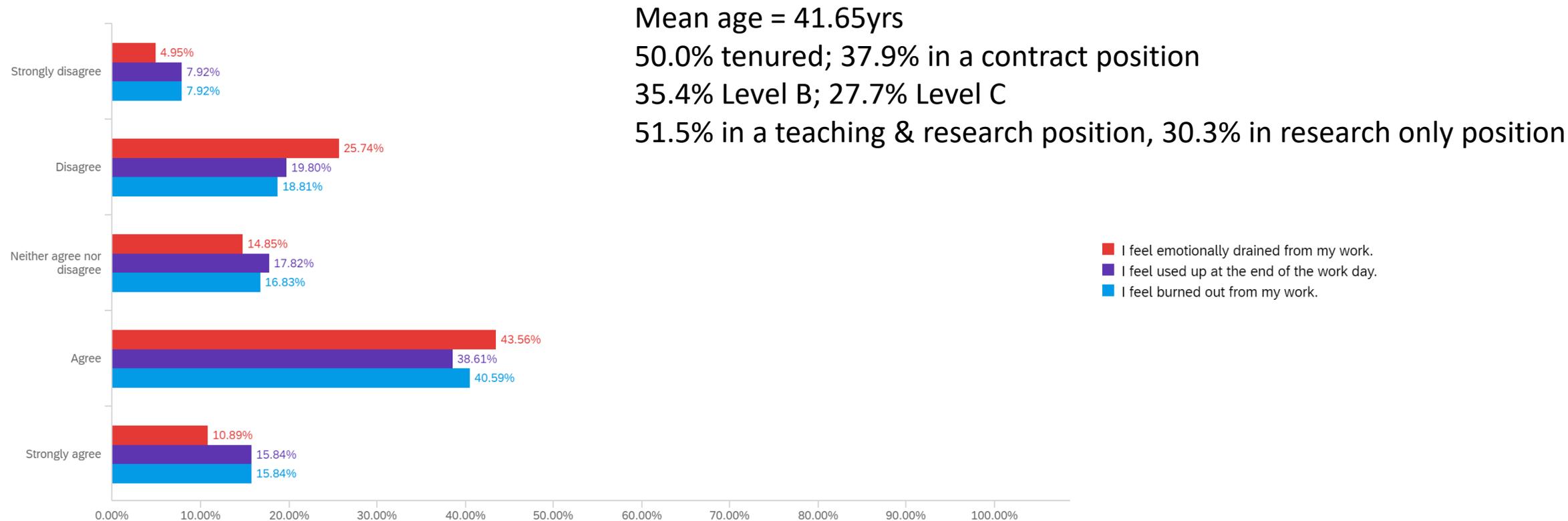
Mental Health & Well-Being

“A state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community” (World Health Organisation)



Mental Ill Health	Struggling	Early signs	Healthy	Thriving
<ul style="list-style-type: none">• Excessive anxiety, easily enraged, depression• Unable to fall/stay asleep• Exhaustion• Unable to perform duties, absenteeism• Isolation	<ul style="list-style-type: none">• Anxiety, anger, pervasive sadness• Disturbed sleep• Fatigue• Decreased performance and presenteeism• Social avoidance	<ul style="list-style-type: none">• Nervousness, irritability, sadness• Trouble sleeping• Tired/low energy• Procrastination• Decreased social activity	<ul style="list-style-type: none">• Normal fluctuations in mood• Normal sleep patterns• Has energy• Consistent performance• Socially active	<ul style="list-style-type: none">• Highly productive• High well-being e.g. engaged, enthusiastic• Appetite for learning & growth• Connection & meaning

WIR Work & Well-Being Survey Preliminary Findings (N=100)



- More than half in the sample report symptoms of **burnout**
- 39% report high/very high **psychological distress** (this is higher than benchmarks for the Australian population & similar to FIFO workers during COVID)

Correlates of mental health and well-being for WIR sample (preliminary findings)

Demographics- age, level, contract status, contract type, role - all non-significant for burnout, but younger people more anxiety/depression

Work Design	Burnout	Engagement	Anxiety	Depression
Stimulating work (varied, challenging, etc.)	-.072	.349	-.039	.028
Mastery (clarity, feedback)	-.039	.196	-.192	-.117
Agency (autonomy & participation)	-.338	.354	-.193	-.285
Relational (support from leaders/ peers)	-.101	.282	-.257	-.229
Tolerable demands (e.g., manageable work load, home-work interference, role conflict)	-.548	.090	-.284	-.214

Broader Context	Burnout	Engagement	Anxiety	Depression
Resources & rewards	-.177	.213	-.136	-.139
Politically supportive climate	-.212	.293	-.262	-.271
Non discriminatory workplace	-.165	.187	.068	-.095
Practical support	-.361	.182	-.131	-.277
Job stability/ security	-.241	-.043	-.198	-.142

Leadership	Burnout	Engagement	Anxiety	Depression
Leader feedback	-.147	.206	-.207	-.079
Leader goal setting	-.119	.269	-.193	-.149
Leader vision	-.181	.344	-.293	-.287
Leader intellectual stimulation	-.197	.292	-.213	-.202
Leader inspirational communication	-.147	.324	-.315	-.207
Leader developmental leadership	-.062	.200	-.168	-.136
Leader ethical leadership	-.199	.303	-.209	-.209

Correlates of mental health and well-being for WIR sample (preliminary findings)

Demographics- age, level, contract status, contract type, role - all non-significant for burnout, but younger people more anxiety/depression

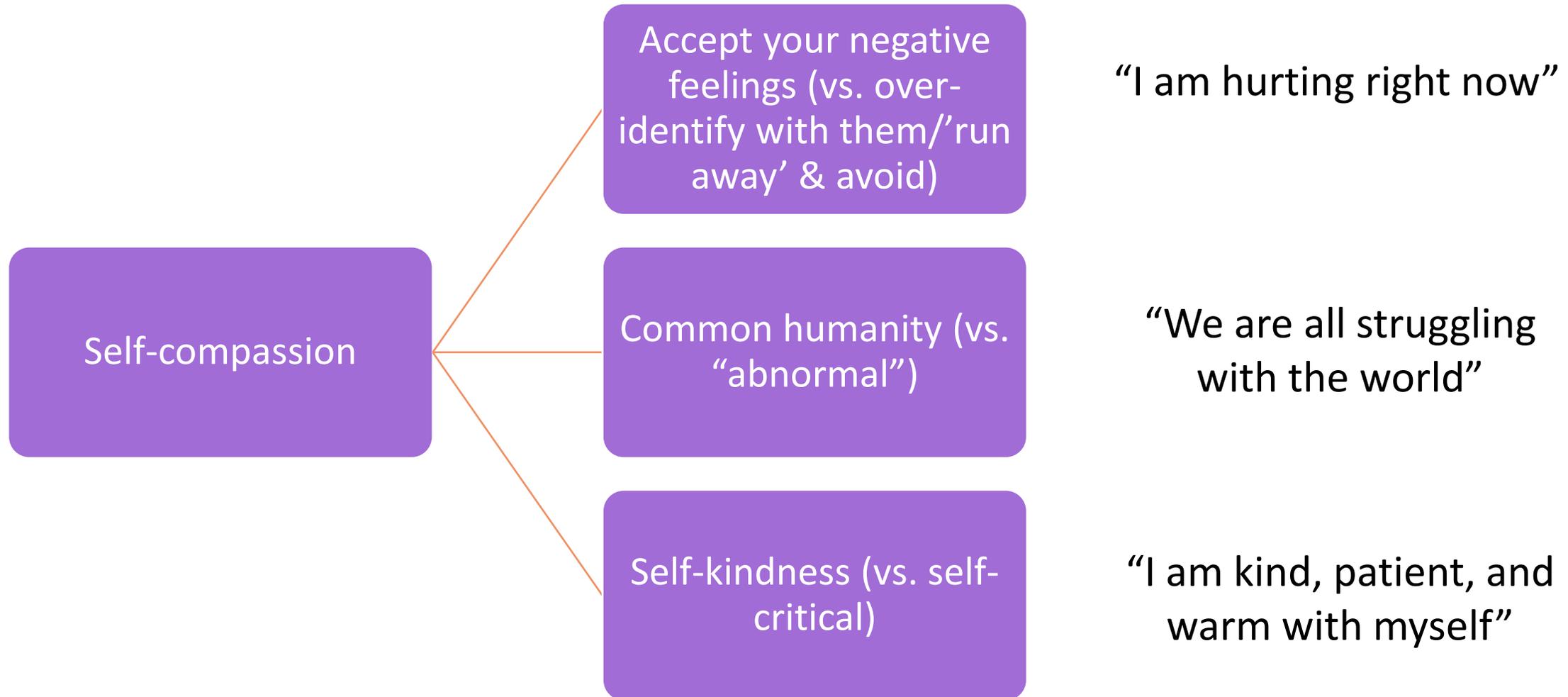
Behaviors and strategies	Burnout	Engagement	Anxiety	Depression
Job crafting: increase structural resources	-.088	.288	-.117	-.033
Job crafting: increase social resources	-.065	.062	.002	.047
Job crafting: increase challenging demands	.155	.189	.039	-.046
Job crafting: crafting towards strengths	-.161	.313	-.119	-.190
Job crafting: crafting towards interests	-.221	.441	-.219	-.264
Job crafting: decrease hindering demands	-.032	-.076	.050	.132
Psychological detachment after work	-.357	-.009	-.137	-.112
Relaxation after work	-.275	.059	-.200	-.203
Mastery after work e.g., learning	-.102	.155	.077	.080
Control in activities after work	-.254	.189	-.071	-.175
Coping - Emotional release	.072	-.103	.124	.056
Coping - social support	-.082	.113	-.154	-.157
Coping - recovery and preparation	-.021	-.020	-.165	-.154
Coping –Step back	-.217	-.017	-.130	-.084
Coping - passive toleration	.052	-.075	-.103	-.155

Mindsets/ traits	Burnout	Engagement	Anxiety	Depression
Overperformance mindset	.410	-.237	.327	.284
Workaholism	.402	.100	.323	.211
Grit	-.056	.141	-.198	-.190

Self-compassion- Why

- Compared to men, women show more **compassion to others** (e.g., Eisenberg & Lennon, 1983) **let less self-compassionate** (meta analysis by Yarnell, et al., 2015)
- Women tend to be **critical of themselves & use more negative self-talk** (DeVore, 2013; Leadbeater et al., 1999)
- Self-compassion reduces **anxiety, depression and stress** (meta analysis by MacBeth & Gumley, 2012) **because self-compassion allows:**
 - Better coping with negative events
 - Less rumination AND less suppression of negative thoughts
 - Greater happiness, optimism, wisdom, personal initiative, & resilience

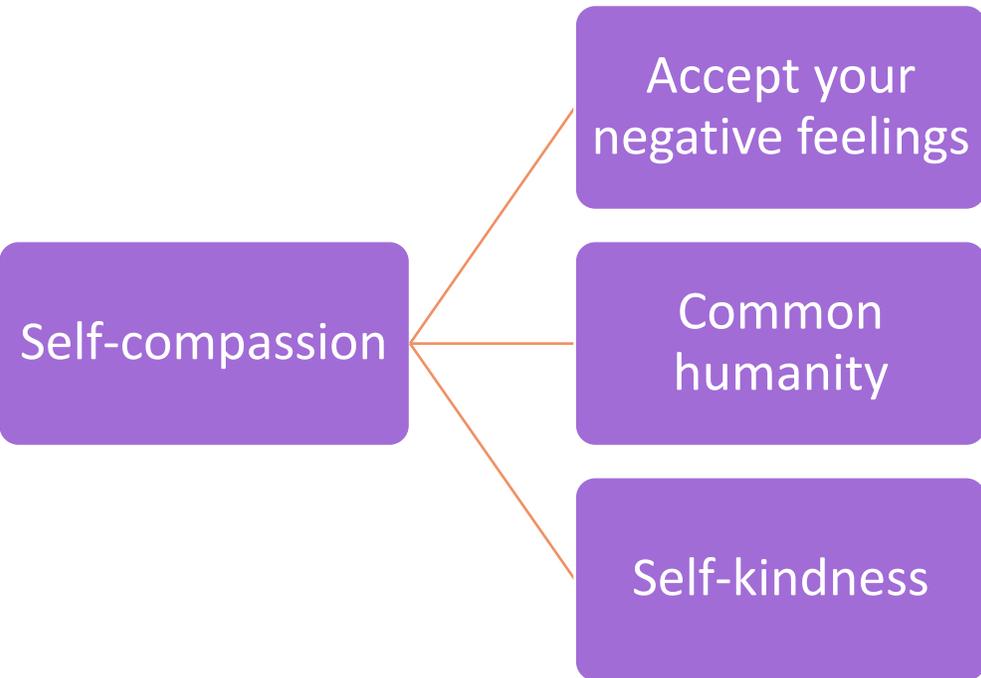
Self-compassion- What



Self-compassion: How

Example

Your paper is rejected....



Low self-compassion

“This is a disaster”, “my career is destroyed” (or “move on, its not important anyway”)

“I am the problem...”

“I’m useless, a failure, rubbish at this, etc. etc.”

High self-compassion

“This is really difficult for me right now” ;
“I put so much into this, “I am hurting at this moment”

“I am not alone- all academics get their papers rejected”; “none of us are perfect”

“What would I say to my friend if my friend’s paper was rejected?”

Do not confuse self-compassion with selfishness!

For more detail, see Sharon’s blog and video on self-compassion
<https://www.transformativeworkdesign.com/post/be-kind-to-yourself-self-compassion-in-difficult-times>

Some very good websites with resources:

<https://self-compassion.org/category/exercises>

<https://ggia.berkeley.edu/#filters=self-comp>

Many more strategies for improving mental health & well-being

- Managing demands (saying no assertively, reducing your demands, don't try to be superwoman)
 - Job crafting esp. towards interests
 - Recovery after work - detachment
 - Mindfulness training
- Counselling / therapy/ other forms of support
 - Physical exercise

For More Information, See:

www.womeninresearch.org.au

www.thriveatwork.org.au

<https://beyondblue.org.au/>

<https://ggsc.berkeley.edu/>

Introducing today's panel



Professor Christine Beveridge
University of Queensland

ARC Laureate Fellow
Centre Director, 2020 ARC Centre of Excellence
for Plant Success in Nature and Agriculture

Recommended
podcast from
Christine

<https://www.chat10looks3.com/>

*To learn more about
Christine & Lorraine,
check out the WIR
website for videos and
podcasts!*



Professor Lorraine Mazerolle
University of Queensland

ARC Laureate Fellow
Chief Investigator with the ARC Centre of
Excellence for Children and Families over the
Life Course
Research interests are in experimental
criminology, policing, drug law enforcement,
regulatory crime control, and crime prevention.

Reminder: Set yourself a SMALL GOAL....



Sharon
Christine
Lorraine

Please share your goal on the members-only Facebook group
(<https://www.facebook.com/groups/womeninresearch>)

With thanks.....

...to the **ARC and Curtin University** for investing in this project

... to the **Christine & Lorraine** who so graciously participated in today's webinar

... to the **wonderful team of women** working behind the scenes

... to **you** for attending!



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