



MINDFLEX

# THE MINDFLEX PSYCHOLOGICAL FITNESS SERIES

*"Dr Moulton has been instrumental in helping us help our staff cope with all their own psychological fitness. The positive impact of the work she has done with our teams cannot be underestimated and the feedback has been overwhelmingly positive."*

**Simon Daghish, Deputy Managing Director,  
ITV plc.**



# WHAT IS IT?

This series is a simple and digestible **training programme** which activates a new mindset and way of approaching Psychological Health **for all staff**. We can all positively protect our psychological health if we are armed with an understanding of our minds and the tools required to **build and maintain Psychological Fitness**. And this is what 'The Mindflex Psychological Fitness Series' is all about.

It has never been more important to protect the psychological health of our friends and colleagues, but it requires a different way of thinking about psychological health that allows us to separate it from mental 'ill' health.

The 'Psychological Fitness Series' is delivered to **all staff in three parts, or "The Fundamentals"**.

 <h2>1</h2> <h3>Psychological Fitness 'Immersion Session'</h3> <p><b>1-hour live webinar run by Dr Moulton covering:</b></p> <ul style="list-style-type: none"> <li>– an understanding of what Psychological Fitness is (and isn't!)</li> <li>– the scientific foundations of Psychological Fitness (key to motivating engagement post immersion session)</li> <li>– how staff can start to activate the Psychological Fitness tools in their daily lives</li> </ul>	 <h2>2</h2> <h3>The Psychological Fitness 10-day 'Training Series'</h3> <p><b>10 x five minute Psychological Fitness videos which:</b></p> <ul style="list-style-type: none"> <li>– provide the science and tools for each of the ten 'Psychological Fitness Factors' which form the 'Mindflex Map of Psychological Fitness'</li> </ul>	 <h2>3</h2> <h3>'The Mindflex Lab Pack'</h3> <p><b>A 'Mindflex Lab Pack' which provides the tools required for staff to build and maintain psychological fitness.</b></p> <ul style="list-style-type: none"> <li>– provides 20 x body-behaviour based and mind based Psychological Fitness Tools</li> <li>– provides the 'Mindflex PsyFit Check', a questionnaire which can be used to keep track of and guide staff on their own Psychological Fitness</li> </ul>
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# ONBOARDING & ACTIVATION

Targeted at the Senior Leadership Team, this helps manage a change in their teams' mindset. Leaders must be the change, so we have SLT and management-specific components which can be incorporated into the delivery of 'The Mindflex Psychological Fitness Series'. These provide an essential part of embedding Psychological Fitness into the culture of an organisation.

- **'Onboarding and Activation Psychological Fitness' webinar**
  - A 1hr live session following the first two stages of 'The Fundamentals', educating all SLT members around how they 'onboard' and embed a positive attitude to Psychological Fitness within their teams
  - The session aims to arm the SLT and managers with the ability to bring Psychological Fitness into their team's everyday mindset
- **'Moments with Mindflex'**
  - Ongoing podcasts recorded by Dr Vanessa Moulton answering any questions from the SLT in terms of onboarding and embedding psychological fitness into the teams
  - Podcasts are also available for all-staff depending on demand (Q&A, Hints & Tips, Psychological Fitness 'Hacks')



## WHY HAS THE SERIES BEEN DEVELOPED?

'The Mindflex Psychological Fitness Series' has been developed in response to the current requirement for organisations to provide their staff with a positive, proactive and preventative approach to their psychological health. To help PROTECT psychological health.

With lockdown and the ongoing disruptions to people's lives both in and out of their working day, there has never been a more crucial time for organisations to proactively protect the psychological health of their staff. Especially given the ongoing rise in the prevalence of mental ill health, which is expected to increase.

At a national level, extreme measures have been taken to protect the physical health of individuals, but such measures are not required for the proactive protection of psychological health. This can be provided through simple education around the scientific foundations of Psychological Fitness, alongside quick and simple daily tools and strategies.

Providing staff with an understanding around how they can proactively protect their psychological health will actively contribute towards the prevention of mental ill health.

*"Dr Moulton has helped us shift our whole way of thinking about Psychological Fitness as a charity. She helped us design a bespoke programme to suit our needs but had the flexibility to adapt this as the pressures of lockdown hit us hard. It's been brilliant seeing how positively our colleagues have responded to her seminars and sessions."*

**Guy Foxell, CEO, One YMCA**

*"I really feel pleased as a CEO, knowing we've been able to offer the team practical advice on how to boost their wellbeing at this difficult time. I've learnt lots myself during this process and would recommend Mindflex to any organisation looking to develop greater resilience and psychological fitness for its team members."*

## WHY A 'PSYCHOLOGICAL FITNESS' BASED APPROACH:

Despite the reported apparent drop in stigma, the phrase 'mental health' still holds a negative connotation for many, and is synonymous with e.g. depression, anxiety, panic, addiction. This is due to the phrase 'mental health' historically being used to talk about 'mental **ill** health' and the historic focus on **REACTING** to and **TREATING** 'mental ill health'.

Therefore, we are left with the majority of the population believing that their psychological health is something that is negative, challenging, potentially debilitating and disempowering. Something that only requires attention when things feel like they are challenging, tough, or when things need to be talked about or treated. However, this is not the case because our psychological health sits on a continuum.



# THE PSYCHOLOGICAL WELLBEING CONTINUUM:



*"During these strange times, like many companies at ITV we have been very aware of the psychological wellbeing of our teams around the country. Dr Moulton has been instrumental in helping our staff cope with all their own psychological fitness. The positive impact of the work she has done with our teams cannot be underestimated and the feedback has been overwhelmingly positive. To the point we are now*

*looking at extending the workshops beyond the commercial teams and across the whole of ITV. Both Dr Moulton's deep understanding of her subject matter and her professional delivery have made the difference between success and failure. I would highly recommend her to any company that cares about the psychological wellbeing of its staff".*

**Simon DGLISH, Deputy Managing Director, ITV plc**

At the healthy end of the **'Psychological Wellbeing Continuum'**, individuals experience **positive** and **empowering** psychological health where they have a **sense of autonomy, ownership** and **self-efficacy**. We refer to this as 'Psychological Fitness'. At the other end of the continuum, individuals experience 'mental **ill** health' e.g. depression, anxiety, panic and addiction. At this end, many report feeling **overwhelmed, out of control, powerless** and **disempowered** by their minds and emotions.

Because the focus has been so dedicated to how we 'treat' or 'react' to 'mental ill health', people are almost unaware that there is a positive side to our psychological health. That we can engage with positive behaviours and thoughts through simple tools and strategies which will contribute towards PREVENTING us moving back down the continuum towards 'mental ill health', enabling us to experience positive psychological health and wellbeing and be Psychologically Fit.

This reflects how we understand our physical health. There is an understanding now that proactive physical activity can improve physical fitness, our general health and assist in the prevention of disease. So, we know that by being active, be that through walking or more intense exercise or by eating the right foods, we are contributing towards keeping ourselves physically healthy. This has become part of our everyday understanding of physical health. We talk positively about physical activity, as something that is motivating for some and aspirational for many.

So a positive, preventative and **'applies to all'** approach is vital moving forward for our psychological health. By introducing the notion of positive Psychological Fitness, we arm people with the understanding and recognition that we can't just pay attention to our psychological health when we have reached the need for more formal and structured support.



# WHO IS DR VANESSA MOULTON?

Dr Vanessa Moulton is a Chartered Counselling Psychologist who is passionate about enabling and maintaining psychologically fit minds. She is the founder of 'Mindflex Group', a psychological consultancy which provides a range of treatment and prevention-based support to enable and maintain Psychological Fitness. From therapy for more complex mental health issues, to workshops, seminars and webinars as well as executive coaching for performance and psychological fitness needs, both in and out of the workplace.

She has worked across private, charity and public settings. Her background incorporates a military mental health specialism, which includes working as part of the mental health team at the MoD's Rehabilitation Centre 'Headley Court', during the peak of the Afghanistan conflict. She spent 5 years as the Head of Psychological Wellbeing at 'Help For Heroes', where she developed and governed the psychological support service across their four Recovery Centres. She also worked at 'Combat Stress' on the inaugural PTSD high intensity programme, and was the Expedition Psychologist for The South Pole 'Walking with the Wounded' challenge.

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Dr Moulton was the Clinical Lead on the joint Ministry of Defence/Royal Foundation project 'HeadFit', where she developed the psychological approach and content for the mental fitness platform, providing tools and strategies to build and develop mental fitness for the whole MoD workforce.

More recently, Dr Moulton was appointed as the Mental Health Consultant for the 'Invictus Games Foundation' and sits on the Advisory Board of the Government's Office of Veterans' Affairs.

