# **Mental Health**

### Prediction & Measurement of Accidents & Recoveries

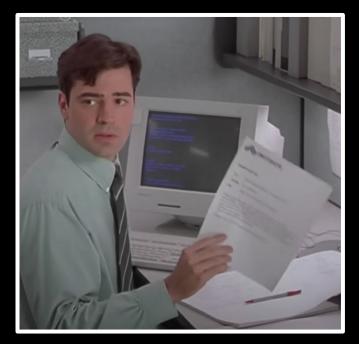
#### Data Community Conference

André Delafontaine



26 November 2024

# Personal Background



"I got the memo and I understand the policy"

### >SELECT \* FROM cv WHERE name = 'André Delafontaine';

> Geek

> Code in Linux distribs, kernel patches

- > programmed Ada ... zsh
  - > Ada, assembly, awk, Basic, C, Java, {,La}TeX, Lex, lisp, machine code, Modula-2, Pascal, Perl, Python, sql, Tcl/Tk, tcsh, YACC/Bison, zsh



 ▶ 17 yrs in corporate
 ◆ 5 multinationals with ↗ responsibilities
 ♦ Midsize Company ⇒ COO

The Evil Manager



#### » 2015 - ...

 Consultant, Coach & Entrepreneur
 dream job, billed 1st MCHF
 lots of requests...

#### The Consultant

A véhicule

# Something happened in March 2019





# Diagnostic: burnout...





#### The Consultant phase

#### » 2015 - ...

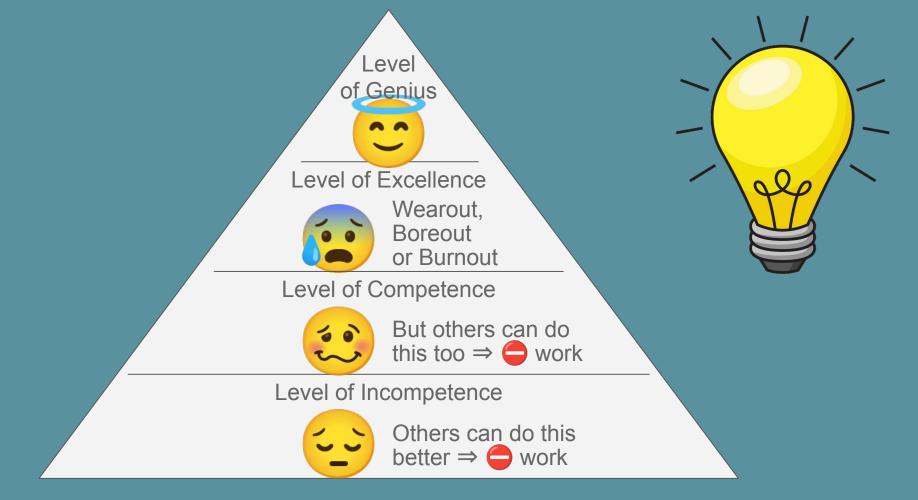
Consultant, Coach & Entrepreneur dream job, billed 1st MCHF lots of requests tired stressed worn out

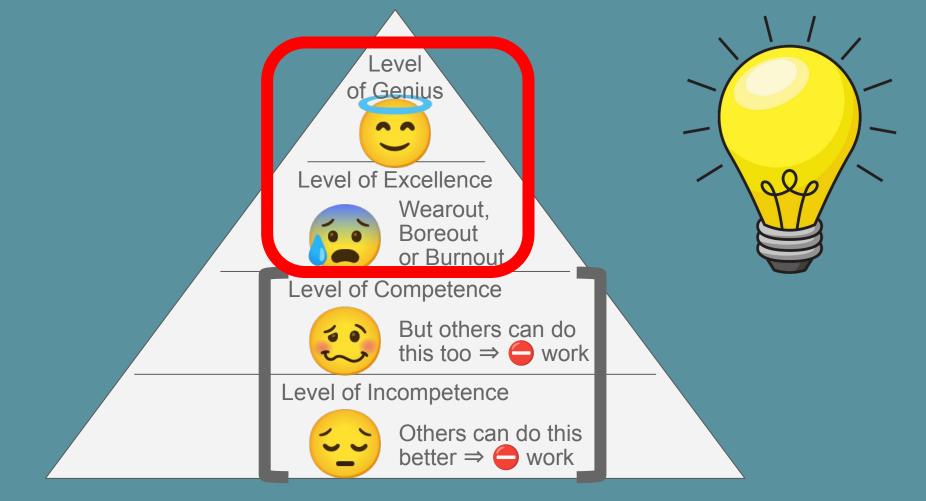
# Why?

# Personal Discoveries

# What I learned

# ... and What You can Apply





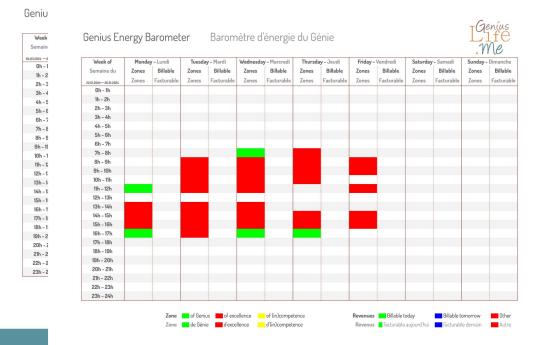
#### **Case employee "Christine" - context**

- 2 years ago, burn-out with sick leave after taking over of her boss' activities, himself also in burn-out
- □ Sick leave lasted months
- Problem started again a few months ago
- ⇒ Doctor suggests/imposes new sick leave
- □ C: "If I go off work again, I'll be fired".
- □ M: "Given the work environment,

would that really be a bad thing?"

Desperate, Christine contacts me to find a new job

#### Case employee Christine: productive week, non-productive week



After 1h<sup>1</sup>/<sub>2</sub>: "I realized that my burn-out wasn't due to too much work, but to too much time spent in the wrong zones."

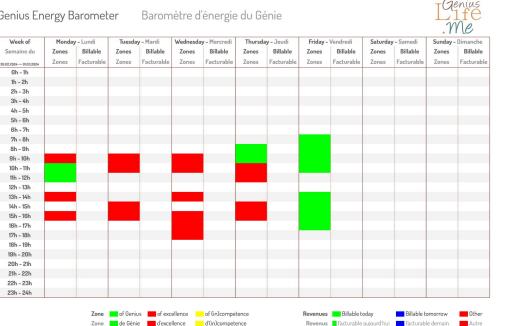
#### Test your Own Time Allocation with this Checklist



#### This works for the Past and Present...



Genius Energy Barometer Baromètre d'énergie du Génie



"Now I understand why I was having good days and bad days..."

#### ... also works for the Future



#### **Genius Zones** Communicating Leading Empathy Presenting Dedication zones of excellence Building relationship Analytic Adaptability Dvnamic

#### **Retail Trainer Job Description**

Our company is growing rapidly and is searching for experienced candidates for the position of retail trainer. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don't fill all of the qualifications, you may still be considered depending on your level of experience.

#### Responsibilities for retail trainer

- Partner with Director, Education for all seasonal education updates and advisements
- Work in store (i.e., sell) during key retailer events to assist in counter goal achievement
- Partner and communicate weekly with the Director, N.A
- Demonstrate the highest level of leadership and professionalism, always upholding the GLAMGLOW message and image, while maintain a positive attitude at all times
- Collaborate with Stores, Dealers, and Sales and Marketing teams to provide the best In Store training experience
- Undertake regular reviews and analyse procedures and materials to measure the impact of training on store performance
- Work from your closest Head Office in Cheltenham 1-2 days a week for material review, design and evolution
- Work from your closest Head Office in Cheltenham, Brussels, New York or Munich for 1-2 days a week for material review, design and evolution
- Oversee the schedule of the Resident Trainer(s) with Regional Training
  Manager and in collaboration with SRM/MRO
- Help provide an atmosphere that motivates, encourages, empowers, recognizes and challenges Resident Trainers to achieve excellence

#### Qualifications for retail trainer

- 2+ years' experience in training and sales
- Event (in-store) planning skills
- Product Training by Season
- Customer Service Be a CCI Champ in their Markets in conjunction with SM and Franchise Sr
- Selling Techniques
- Encourage and facilitate and environment that encourages the open exchange of ideas and inspires people to look beyond their own roles and understand how they can contribute to the business

#### n>350 ⇒ Looking for Companies to Experiment



#### We're looking for

 3 companies that are hiring
 share the job description
 time spent in each task
 letting us observe 3 interviews per company
 Send us performance after 3, 6, 9 and 12 months

In return, we will give you a score of 0 to 10 on the chances of a job match

# 2 Key Wellbeing Components

#### Time spent in each level of competence

 Modely - Longi
 Tanday - Moriti
 Modeling - Normal
 Decay - Social
 Dec

Psychological safety of the environment

# ~ Employee Employer

# **2 Key Wellbeing Components**

#### Time spent in each level of competence

Psychological safety of the environment

# ~ Employee Employer

Psychological safety is definable... ... and measurable

#### **Case Data Scientists:**





COMMENT SE REPÉRER DANS LE MONDE NORMÉ QUAND ON EST ATYPIQUE



Reading for Neuroatypicals



Amy Edmondson - TED Talk - Psychological Safety https://www.youtube.com/watch?v=LhoLuui9gX8

### A Big Thank You... ... and a small Gift



## Never ever forget your Genius



André's LinkedIn

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