

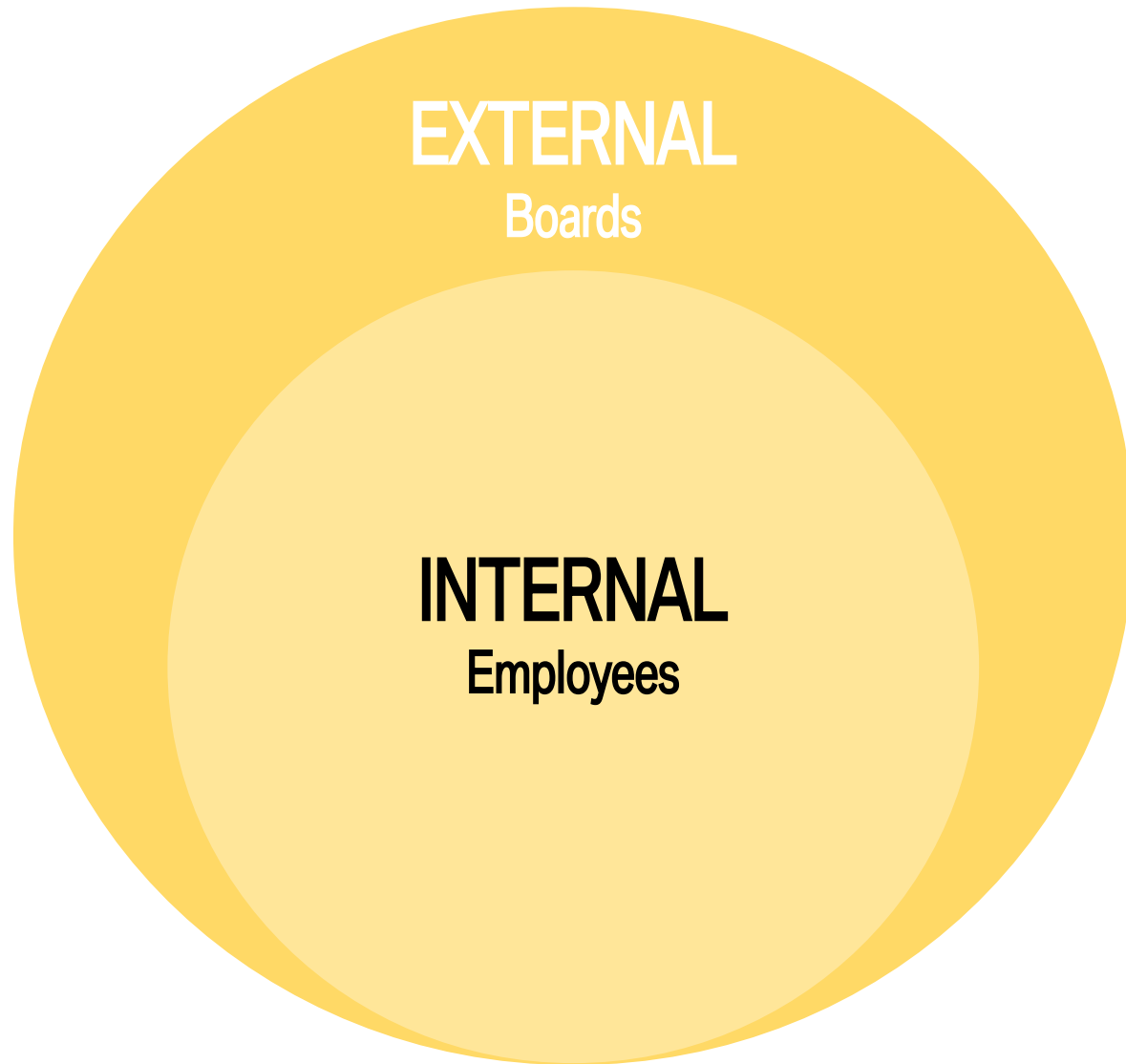
Malaysian Dutch Business Council (MDBC)  
Mental Health Event  
Thursday | 17 October 2024 | 9:30 a.m. – 12:30 p.m.

Ongoing  
**Our Journey with Mental Health**  
The ICDM Story



**Jackie Mah**  
Executive Vice President  
ICDM





**Mental Health Leadership**  
Tone from the Top

**Building Awareness**  
Promote Mental Wellbeing



# WELL-BEING@WORK<sup>©</sup>

## MOVEMENT

*Championing Better WorkLife*

Malaysia Well-being@Work<sup>©</sup> Index  
**STUDY & BENCHMARK REPORT**

Well-being  
**WORKSHOPS**

Well-being  
**CONFERENCE**

The Well-being@Work  
Wavemakers<sup>©</sup>  
**AWARDS**

**Our Current Co-operators and Collaborative Partners Include:**



# The W@W<sup>®</sup> Index Assessment Questions

## Psychosocial Risk

“What’s Causing Chaos in your 9 to 5?”



40 Items



20 Risk Factors

- |                                    |  |
|------------------------------------|--|
| 1. Quantitative Demands            | 11. Quality of Leadership              |
| 2. Emotional Demands               | 12. Commitment to the Workplace        |
| 3. Tempo, Work Pace                | 13. Job Satisfaction                   |
| 4. Influence at Work               | 14. Work-Life Conflict                 |
| 5. Possibilities for Development   | 15. Vertical Trust                     |
| 6. Meaning of Work                 | 16. Organisational Justice and Respect |
| 7. Social Support from Supervisors | 17. Stress                             |
| 8. Predictability                  | 18. Burnout                            |
| 9. Rewards (Recognition)           | 19. Self-Rated Health                  |
| 10. Role Clarity                   | 20. Offensive Behaviour                |

## Psychosocial Well-being

“Are You at Your Best State to Score Goals?”



14 Items



3 Well-being Domains

- |                             |  |
|-----------------------------|--|
| <b>Emotional Well-being</b> | 11. Quality of Leadership              |
| 1. Positive Affect          | 12. Commitment to the Workplace        |
| 2. Quality of Life          | 13. Job Satisfaction                   |
| <b>Social Well-being</b>    | 14. Work-Life Conflict                 |
| 1. Social Contribution      | 15. Vertical Trust                     |
| 2. Social Integration       | 16. Organisational Justice and Respect |
| 3. Social Growth            | 17. Stress                             |
| 4. Social Acceptance        | 18. Burnout                            |
| 5. Social Coherence         | 19. Self-Rated Health                  |
|                             | 20. Offensive Behaviour                |

## Psychological Safety

“Do You Feel Safe to be Brave?”



7 Items



4 Safety Domains

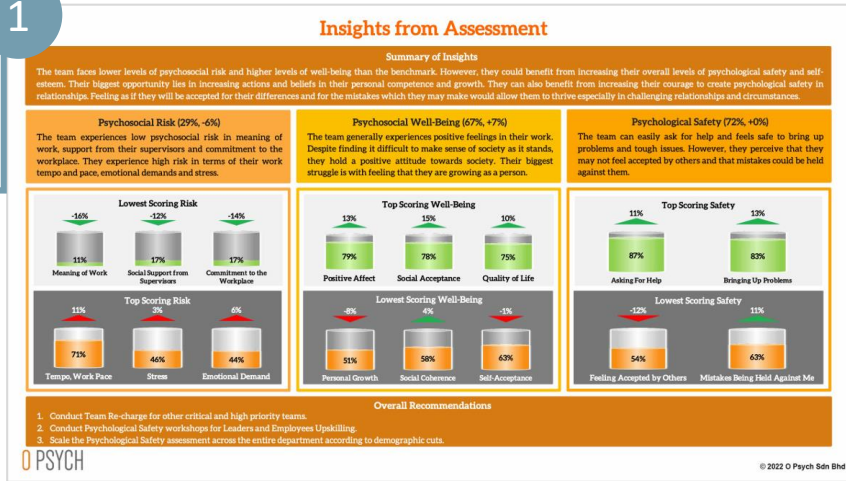
1. Inclusion Safety
2. Learner Safety
3. Contributor Safety
4. Challenger Safety

### Note

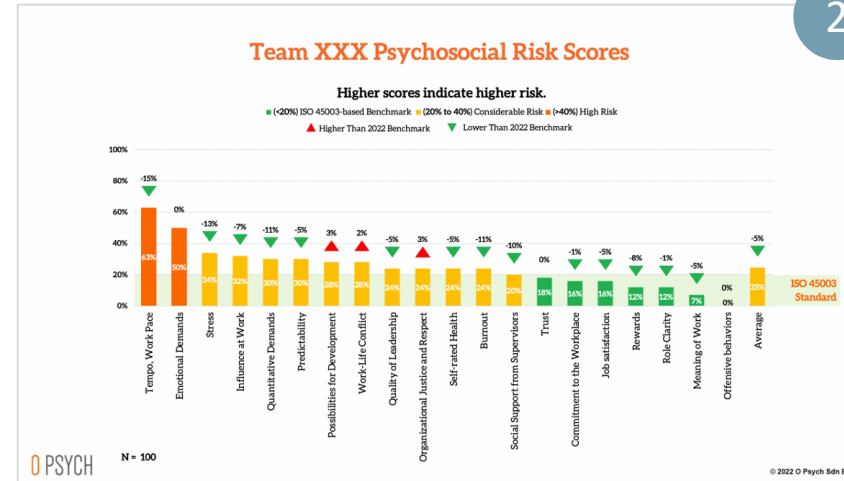
- There are 61 items in total; it will approximately take **20 minutes** to complete them all.
- Participants will remain **anonymous**, and **personally identifiable data will be indirect** to ensure confidentiality.

# Example of Management Dashboard & Report

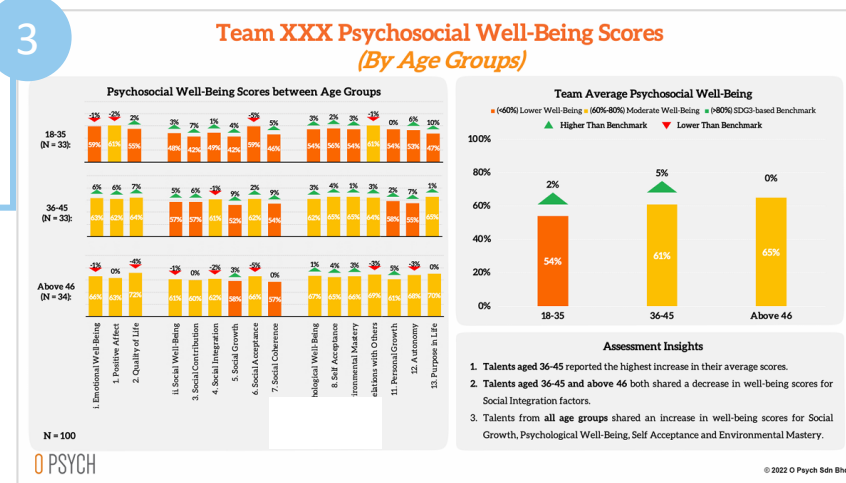
1  
A summary insights with overall recommendation



2  
An overall insight report that benchmarks against ISO 45003 standards, WHO SDGs 3 & 8, and national data.



3  
Customised reports with demographic comparisons



4  
Corporate Well-Being and ESG Alignment Report



Scan here to find out more

# What We Have Experienced

## Do's

1

Openness to  
Feedback

2

Empathetic  
Leadership

3

Consistent  
Actions

4

Constant  
Communication

## Don'ts

1

Dismiss / Invalidate  
Feelings

2

Not Just Lip  
Service

3

Inaction vs  
Bad Decision

4

Don't Avoid  
the Issue



# ICDM Staff Activities 2024

