

#WORK-LIFE

Judging Mental Health Posts On Social Media

Mental health posts on platforms such as LinkedIn could have unforeseen consequences for people disclosing their mental health challenges



Mental health disclosures on platforms like LinkedIn can affect the way potential employers view job applicants, a study finds.

"People are often encouraged to discuss their mental health struggles on social media with the goal of reducing the stigma associated with mental health challenges," says Lori Foster, co-author of a paper on the study and a professor of psychology at North Carolina State University.

"We think reducing stigma around mental health is extremely important, but our study suggests that mental health posts on platforms such as LinkedIn could have unforeseen consequences for people disclosing their mental health challenges."

"Specifically, we found that these disclosures can influence the way people view us in professional contexts," says Jenna McChesney, first author of the study and assistant professor of psychology at Meredith College. "It's important for people to take that into consideration when determining whether to share their mental health experiences online."

For the study, the researchers set out to determine the extent to which posts about mental health on LinkedIn affected perceptions of an individual's personality and future performance in the workplace.

To address the question, the researchers enlisted 409 professionals with hiring experience to participate in a study. About 25% of the participants saw the LinkedIn page of a job candidate, with no mention of mental health challenges. Another 25% of the participants saw the same LinkedIn page, but it included a post mentioning the candidate's experiences with anxiety and depression.

A third quarter of the study participants saw the LinkedIn profile and heard an audio interview with the candidate. And the last 25% of participants saw the LinkedIn profile, including the post about anxiety and depression, and heard the audio interview.

All of the study participants were then asked a series of questions about the job candidate's personality and future performance in the workplace. "We found that study participants who saw



the LinkedIn post about mental health challenges viewed the job candidate as being less emotionally stable and less conscientious," McChesney says. "Hearing the interview lessened a study participant's questions about the candidate's emotional stability, but only slightly."

And hearing the interview did not affect the views of participants about the job candidate's conscientiousness. In other words, the perceptions evaluators had after seeing the LinkedIn profile largely persisted throughout the interview.

"Our findings don't mean people should refrain from posting about anxiety and depression on LinkedIn," McChesney says. "However, people who are considering posting about these issues should be aware that doing so could change future employers' perceptions of them."

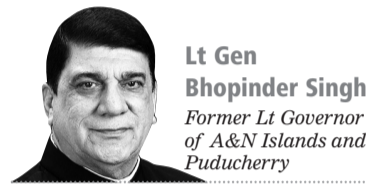
"There is a big push for people to always be their full authentic selves, but there has been little research into any positive or negative consequences associated with that," Foster says. "This study is a step toward getting a more complete picture, and it highlights just how much additional work is needed."

"There are also implications for employers," Foster says. "Organizations should implement guidelines for using LinkedIn during the hiring process to encourage equitable comparisons among all candidates, including those who openly discuss mental health challenges."

There was one vital and unique element that differentiated the Indian Armed Forces from all other global Militaries, which made Kargil possible, despite its counterintuitive draw of unfavourable militaristic ratios and assumptions i.e., cliched as it sounds, 'leading from the front'! Put simply, the Officer-to-Soldier fatality/wounded ratio of the Indian Army is by far the highest as compared to any other professional Military in the world. In the thick of battle, that reality of leadership matters more than anything else, ever does. In Kargil, India is believed to have lost 26 Officers out of a total casualty of 527. Considering that there are approximately 18-20 officers per Infantry battalion of about 800 odd soldiers, the value of 'leading from the front', can never be overstated.



The Tradition of leading from the front



Lt Gen Bhopinder Singh
Former Lt Governor of A&N Islands and Puducherry

Three recent losses of precious lives i.e., Colonel Manpreet Singh, Major Ashish Donchak, and DSP Humayun Bhatt, seems to be a timely reminder of the civilisational and constitutional values in some amongst us, that guarantees our freedom. Colonel Manpreet Singh was commanding 19 Rashtriya Rifles (RR) Battalion and died in a counter-insurgency operation in Anantnag, was about to complete his tenure with RR in four months.

Distracted, as the nation was in peddling phony controversies, fake outrage, meaningless rhetoric, or sheer bombast – these men simply gave their all for the nation. They did not unleash hate or anger amongst us internally, instead, they chose to 'lead from the front' by letting their work (and lives) do the talking, not words. To reiterate, they didn't incite or order from the comfort and safety of distance, but put themselves in harm's way, fully knowing the possible consequences, as only true leaders do.

The saga of Indian Armed Forces is not necessarily etched by the better-known Generals, Admirals or Air Marshals, in as much, if not more, by the unmatched steel, fire, and ramrod straight posture of its junior-middle leadership (from Junior Commissioned Officers to Unit Commanding Officers and their equivalents), who hold fort, literally.

Beyond the hagiographies of victory, the Kargil War is a grim reminder of doing-the-impossible

with the hearts, legs, arms, and sharp minds of the junior-middle leadership, and not so much on account of any strategic brilliance by senior leadership, be it Military or Political. Many international Military historians marvel the surreal conditions of impossibilities (in terms of topography, weather conditions, battle lines et al) that were not matched, before or after, in modern battle accounts. Yet, the Indian Armed Forces had triumphed, against all odds and disproven all militaristic ratios and assumptions, that govern the conduct of warfare.

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#BRAVADO OR BRAVE



Colonel Manpreet Singh, Major Ashish Donchak, and DSP Humayun Bhatt.



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Even in the unforgiving conditions of Galwan Valley, the heroics of Col BS Babu (Commanding Officer, 16 Bihar Regiment) who was killed in action is a testimony.

There is never a similar reportage of a leadership level officer getting killed in action, amongst Militaries of neighbouring China or Pakistan (occasionally in ambush or IED blast, but never in combat). This culture of 'leading from the front' is borne out of an inexplicable admixture of regimentation, normalised-expectation and esprit-de-corps that has withstood the test of time, civilian morass, regression, and polarisations.

Some lazily attribute 'leading from the front' to overambition, misplaced bravado or momentary lapse of better sense – it may be some shades of all of the above, and the likes of Kargil was only possible thanks to that unique josh that is still fires and cranks up performance. Never forget, those who dare, do so knowing that they are in the line of fire (when they needn't be), but still choose to do so.

The irrepressible and probably the boldest Military General of the Indian Army 'led from the

front' and never lost a battle in his life i.e., Lt Gen Sagat Singh. Legend of him liberating Goa, inflicting a bloody nose on the

World Tourism Day



Travel has been said to broaden the mind, exploring the world and seeing the broad vistas and cultures that the people of the world offer. Tourism can describe travel for pleasure both foreign and domestic, and has been happening as long as mankind. World Tourism Day is your opportunity to broaden your own world a little, find a location you've always wanted to make time to visit, and finally, get around to making time to do it. So find your inner traveller and get out there and experience the places you've always wanted to see.

#WELL-BEING

Connect To Your Senses

Whether you want to feel energized, find presence, enhance pleasure, or bond with others, your five senses can help. Discover how perception can elevate your mood.



A chill on our skin tells us that fall is in the air. Our noses let us know someone nearby is baking bread – or that it's trash day. The sounds of songbirds, emergency sirens, or music playing in a passing car stir emotions. Our eyes show us that leaves are changing colour. And our taste buds determine if its pumpkin-spice season or the soup needs a tad more salt.

Our senses provide endless information, yet unless we're paying attention, their input can be easy to overlook. We get used to certain sounds, sights, and smells to the point that we no longer actively experience them. People who've ever lived near train tracks, a freeway, or an airport may know that best once they no longer notice the sound of trains chugging along, traffic whizzing by, or planes overhead.

Intentionally tuning in to our sensory perceptions can have big benefits for well-being. Senses bring us into the present moment when anxiety or panic strikes. Paying attention to what we see, hear, smell, touch, and taste can bring us deeper into the present moment, evoke meaningful memories, and help us connect with other people in the world.

The popular 5-4-3-2-1 technique grounds us in the now by asking us



Embrace time and colour

Vision tends to be our dominant sense. It occupies the most space in our brain of any of the senses and has been the most studied and may be the most valued. Because sight is such a useful tool, we may neglect to tap into this sense for pleasure and comfort. One way to use sight as a source of delight is to visit the same place every day. Seeing things change over time can be very interesting and satisfying. Another fun way to engage vision is to collect items in a single colour. A bunch of things that are the same colour "look like an art object."

Practice active listening

Listening to other people is one of the most important things we do with our hearing. Becoming an active listener deepens relationships, as it allows those we're in conversation with to truly feel heard. Active listening requires complete engagement with what the other person is saying, rather than half paying attention while planning what you're going to say when they stop talking.

Smell your kitchen

The kitchen offers a bounty of scents – good and bad. The compost bin? A sure source of yuckiness. But what about the variety of spices in the cupboard and all those jars of condiments in the fridge? When you're walking through the kitchen, just open up a jar of this or that, and take a sniff. See if you can identify with it and really enjoy it.

Take a mindful shower

The sense of touch is experienced through the body's largest organ: the skin. A compelling place to explore touch is in the shower. Water is inherently healing. And in the shower, all the skin is exposed, allowing for maximized sensations.

Throw a taste party

You can always explore your sense of taste by going out for a meal or making one yourself. However, for a whimsical social exercise, consider throwing a taste party. Have a few friends over to sample and discuss different flavours. You could set up a blind taste test of different brands of potato chips or chocolate ice cream or offer a sampling of sauces from different traditional cuisines and gather guests' impressions.

#FOOD-TALK

In general, foods "that are low on the food chain don't require feed-based agriculture, so their net emissions are generally low."

High-Protein Alternatives to Meat

Cutting out meat and replacing it with plants could have a huge carbon-cutting effect. In fact, according to a report covered by Popular Science in 2020, "the most effective regimens [for cutting climate changing-causing emissions] were veganism, which swaps meats out for plants, and a low-food-chain plan, which swaps them for insects, foraging fish, and bivalves." In general, foods "that are low on the food chain don't require feed-based agriculture, so their net emissions are generally low." Luckily, there are a variety of plant-based, high-protein foods for our gustatory pleasure. Here are just a few:

Quinoa
Technically, quinoa is a seed, and a cup of it cooked boasts 8 grams of protein and 5 grams of fiber, plus potassium and iron. It's cheap, filling, vegan, and the perfect base layer to top with vegetables, nutritional yeast, tofu, sriracha, or whatever else floats your boat. It's easily cooked in a pot and there's a whole trove of Instapot recipes out there, too.

Beans
Not only are beans high in protein and delicious, they'll help you reach your budgeting and fibre intake goals as well. Soak a few cups of dried beans in a bowl overnight, then cook them low and slow with onions and bay leaves the next day. Eat a couple servings and put the rest in the freezer for later. A cup of cooked black beans has around 14 grams of protein.

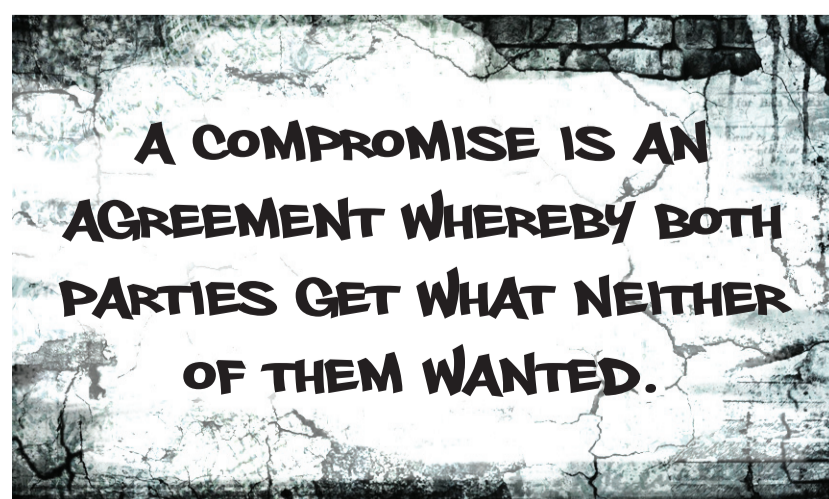
High-Protein Snacks
If you're looking to really reduce your carbon footprint, you should also stay away from highly processed snacks that are shipped across the country. But if you're looking for a treat and don't want to give your money the beef industry, you can reach for these high-protein, crunchy snacks.

Texturized Vegetable Protein (TVP)
Although texturized vegetable protein doesn't sound so appealing, it's an excellent meat substitute to incorporate into pasta sauces, stews, chilis, taco fillings and more. It's economical and easy to prepare: reconstitute the particles in boiling water and then use it in recipes as you would any browned ground beef. It offers 12 grams of protein per serving (a quarter-cup dry).

Legumes
A cup of cooked lentils holds around 18 grams of protein, or about what's in three large eggs. It also boasts 16 grams of dietary fibre. Cook them with coconut milk, tomato paste, onion, and spices like curry powder, cumin, and coriander.



THE WALL

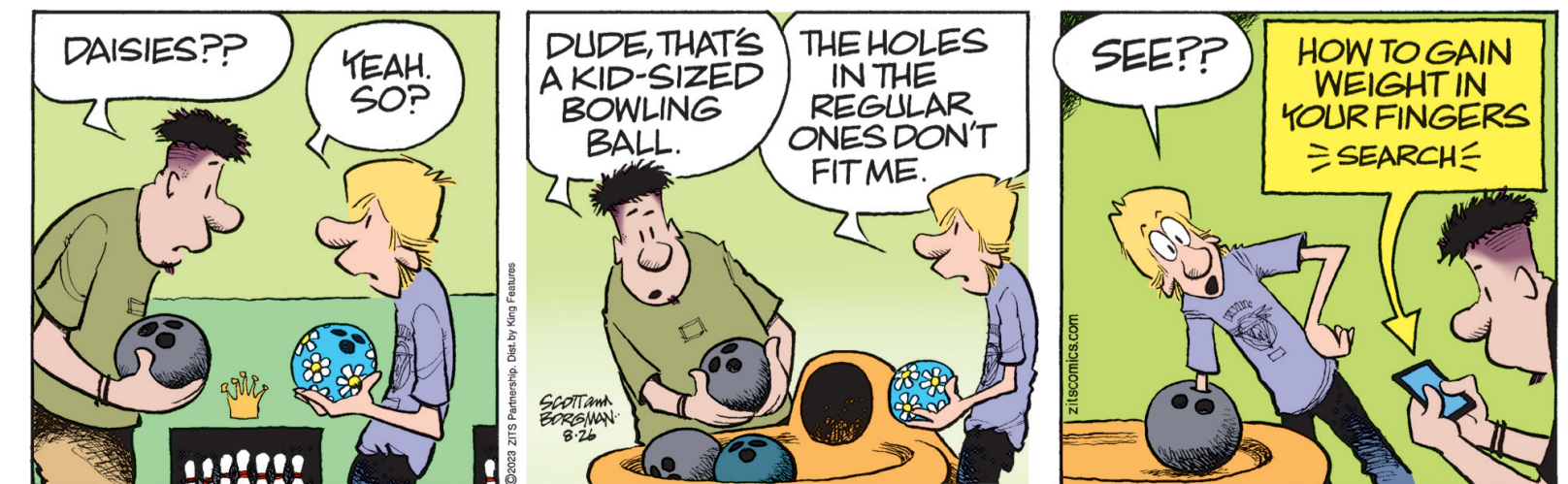


BABY BLUES



By Rick Kirkman & Jerry Scott

ZITS



By Jerry Scott & Jim Borgman

