



IPINCLUSIVE
Working for diversity and inclusion in IP



Jonathan's Voice
Speaking out for mental health

Workable Ranges

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Penelope Aspinall

Jonathan's Voice

www.jonathansvoice.org.uk

Registered Charity 1180424



Jonathan's Voice
Speaking out for mental health

Introduction to Jonathan's Voice



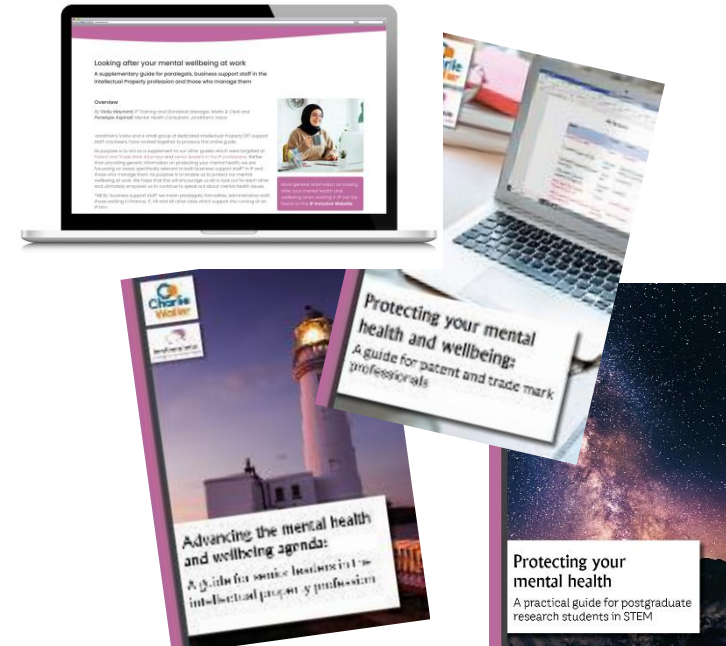
Jonathan was a patent attorney in Bristol. On the outside, life appeared to be going well. But a month after his 35th birthday he tragically took his own life on 30th October 2017. An “out of the blue” suicide. Sadly, he had been masking his mental health struggles very, very well.

Shortly after this tragic event his family founded Jonathan's Voice, now a registered charity, to promote better mental health in the workplace.



What do we do?

- ▶ Because of our history we have a particular focus on the staff working in intellectual property sector and associated professions.
- ▶ We work alongside professional institutions, individual firms and CIPA, CITMA and IP Inclusive to help develop mentally healthy workplaces where all may thrive.
- ▶ We provide workshops, webinars and resources. As a charity, we can offer these free at the point of delivery.
- ▶ We also fund vital research into better understanding of male suicide and preventative steps.



All available to download free of charge from

www.jonathansvoice.org.uk

Workable Ranges

A map and method for better
balance and wellbeing

Sally Rose and Nicola Neath

MAPPING AND MONITORING

**Healthy balance
and stress reactivity**

THE WORKABLE RANGE

Chaos

Higher threshold of tolerance

THE WORKABLE RANGE

Dynamic Stability / integration

Window of tolerance / psychosocial safety

Optimal for wellbeing, effectiveness and resilience

- Feelings and reactions are tolerable and can be reflected on
- Thinking is more open flexible and creative
- We can take perspective, focus on workable and wise actions and adapt our responses to fit the situation

Lower threshold of tolerance

Rigidity

Our workable ranges

Chaos

Higher threshold of tolerance



- What is it like for us when we are in our workable range?
- What do we notice in our bodies and minds?
- How does it feel like?
- How does it support our work?
- What do others see?

Lower threshold of tolerance

Rigidity



Hyper arousal reactions and habits

MOBILISATION – HIGHER ENERGY

- frazzled, overwhelm and panic
- fractured attention, racing thoughts
- agitation, impulsive
- anger-rage, frazzled
- hyper vigilance

CHAOS

FIGHT/FLIGHT



Comfortable, coherent calm higher energy

WORKABLE RANGE - window of tolerance and effectiveness

Comfortable, coherent calm lower energy



Hypo arousal reactions and habits

IMMOBILISATION - LOWER ENERGY

- passive, lack of feelings, numb
- can't think or critical or pessimistic thoughts
- shut down, given in, can't protest

RIGIDITY

FREEZE

What is it like when we cross our upper threshold?

MOBILISATION THREAT REACTION

- What is it like for us when we are in a mobilised state?
- What do we notice in our bodies and minds?
- How do we feel?
- How does it impact on us at work? What do others see?

FIGHT/FLIGHT



Comfortable, collected calm higher energy

WORKABLE RANGE - WINDOW OF TOLERANCE AND EFFECTIVENESS

Comfortable, collected calm lower energy

FREEZE

Hypo arousal reactions and habits

IMMOBILISATION - LOWER ENERGY

RIGIDITY



What is it like when we cross our lower threshold?



Hyper arousal reactions and habits

MOBILISATION –

FIGHT/FLIGHT

Comfortable, collected calm higher energy

WORKABLE RANGE - WINDOW OF TOLERANCE AND EFFECTIVENESS

Comfortable, collected calm lower energy

- What is it like for us when we are in a immobilised state?
- What do we notice in our bodies and minds?
- How do we feel?
- How does it impact on us at work? What do others see?

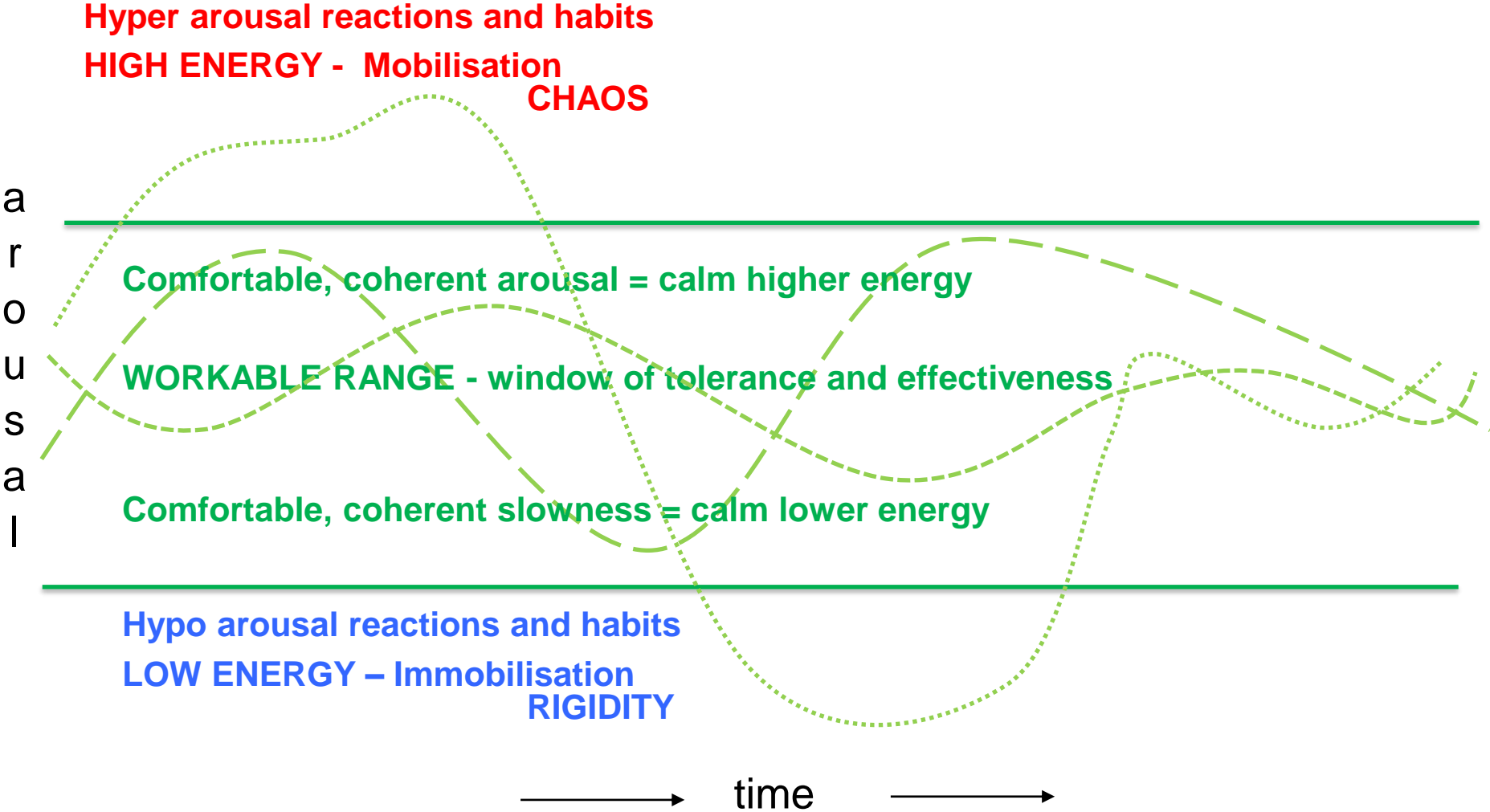
IMMOBILISATION

Hypo arousal reactions and habits

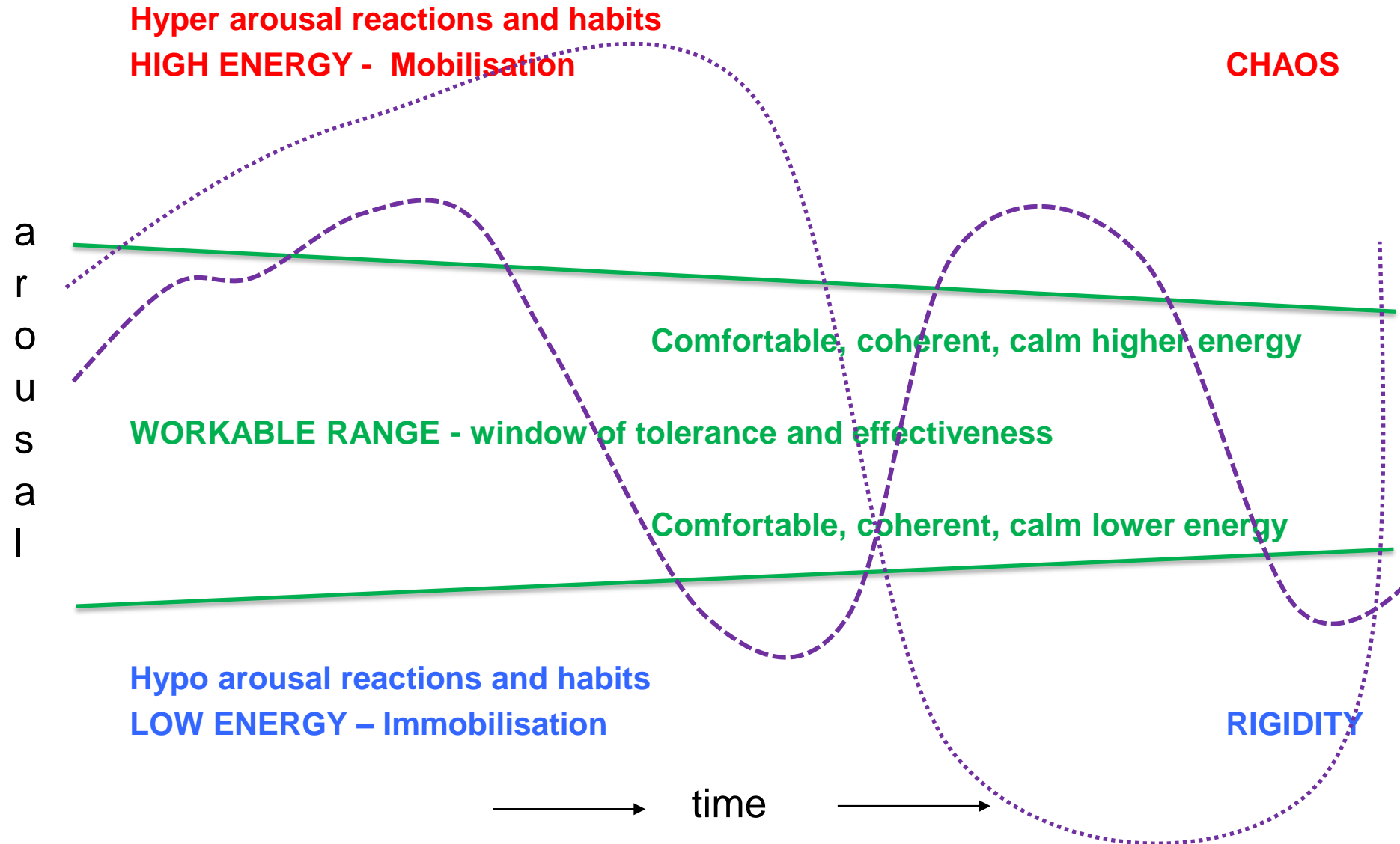
FREEZE



Paths of regulated stress and emotion

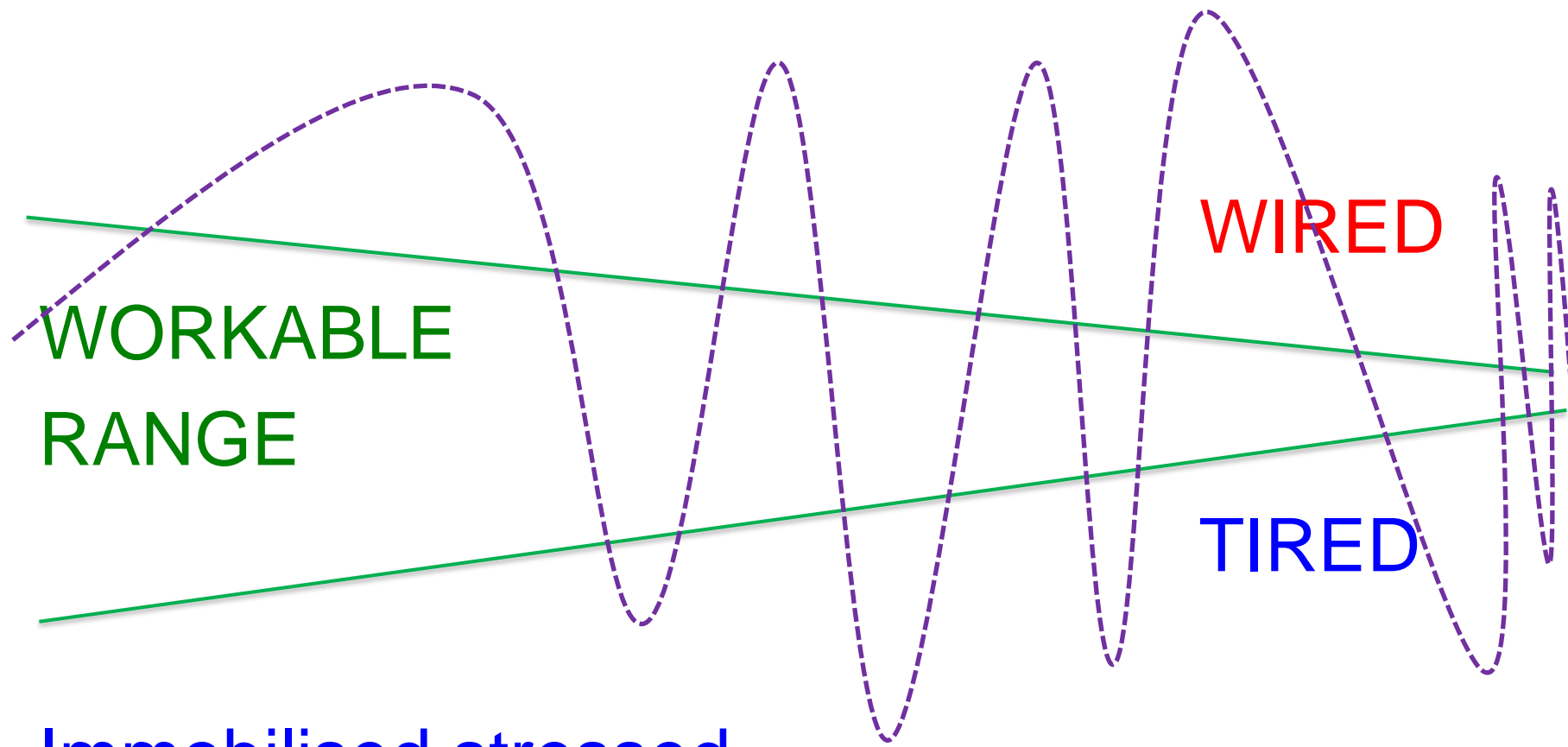


Paths of dysregulated stress and emotion



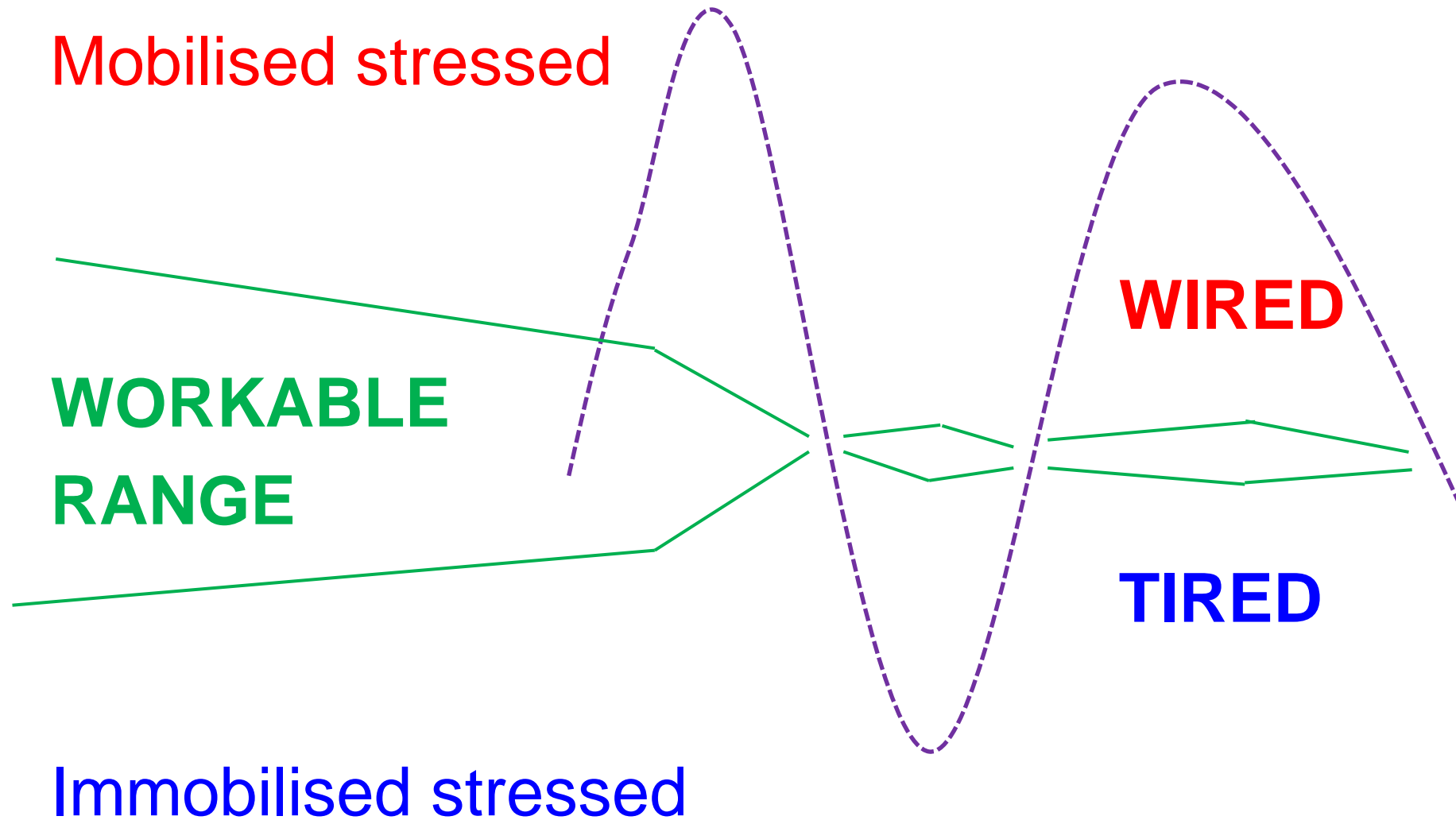
Fluctuating, unworkable dysregulation

Mobilised stressed



Immobilised stressed

Pinch points



PERSONAL REFLECTIONS

PLOTTING and TRACKING

ON THE

WORKABLE RANGES MODEL / MAP

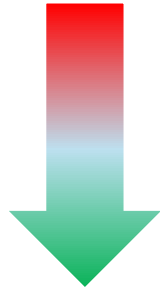
**Threats,
destabilisers and
balancers**

Ideas for stabilisation and restoring regulation

HIGH ENERGY - Threat based Mobilisation

CHAOS
FIGHT/FLIGHT

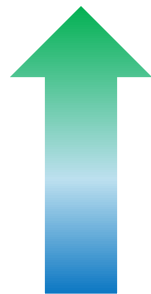
Breathing out
letting go



Non threatening down regulation
Safe self or social engagement – body awareness
Calming - slowing down movements

WORKABLE RANGE **dynamic stability**

Breathing in
Uplift – vitality



Non threatening up regulation
Safe self or social engagement – body awareness
Energising and enlivening movements

LOW ENERGY – Threat based Immobilisation

FREEZE
RIGIDITY



Where to get help

- ▶ Your GP or practice nurse, especially if you have physical symptoms that need checking out; in a crisis call 111, 999 or go to A & E
- ▶ Hub of hope <https://hubofhope.co.uk/>
- ▶ Your line manager, supervisor or colleague
- ▶ Human Resources
- ▶ Mental Health First Aider or Mental Health champion
- ▶ Employee Assistance Programme, if you have one
- ▶ For student members of CIPA, there's also the Informals' MHFAer support line via informalswelfare@gmail.com (see <https://yellowsheet.wordpress.com/access-to-mental-health-first-aiders-and-support-helplines/>).
- ▶ LawCare <https://www.lawcare.org.uk/> 0800 279 6888
- ▶ Samaritans <https://www.samaritans.org/> 116 123
- ▶ Calmzone <https://www.thecalmzone.net/> 0800 585858



Find out more about us

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- ▶ **Email us:** info@jonathansvoice.org.uk
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