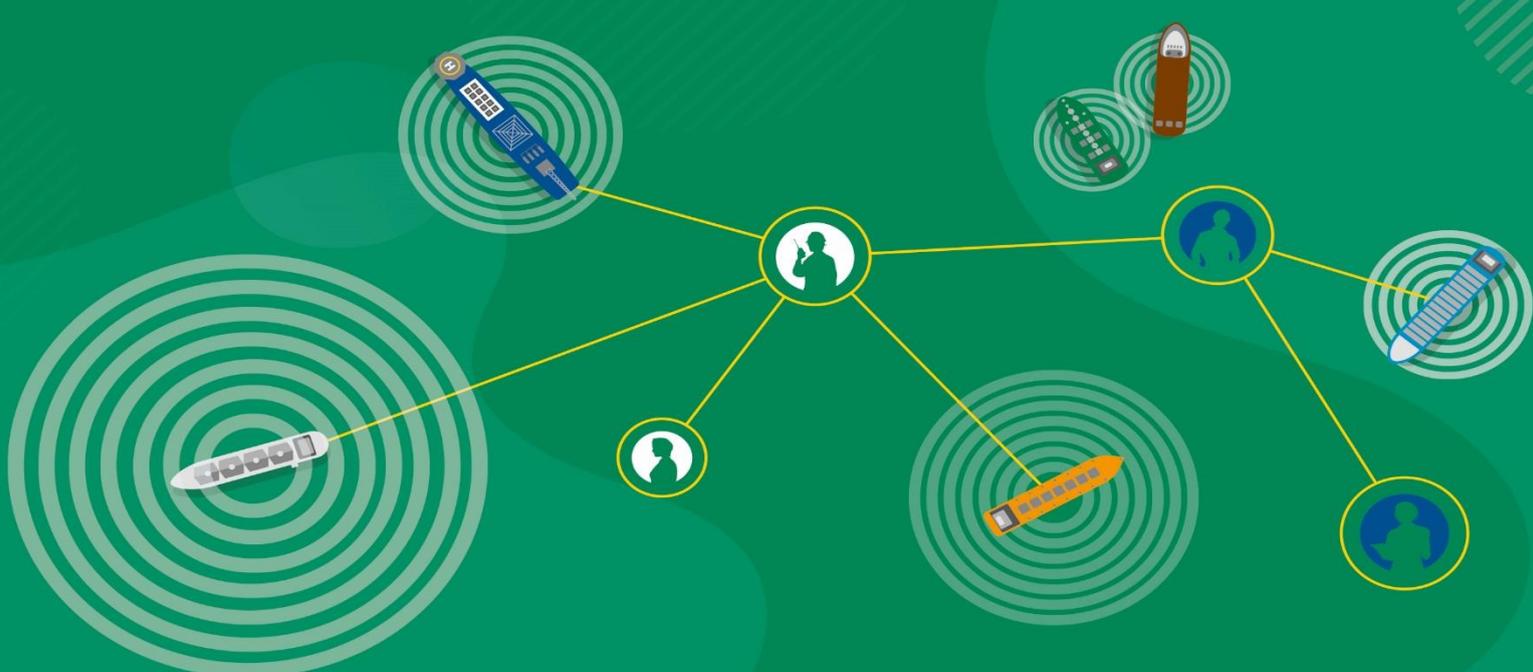


# Maritime Wellbeing

## Volume 1

### Individual Awareness

Develop your emotional fitness to know yourself and manage your moods



# Introduction to Volume 1

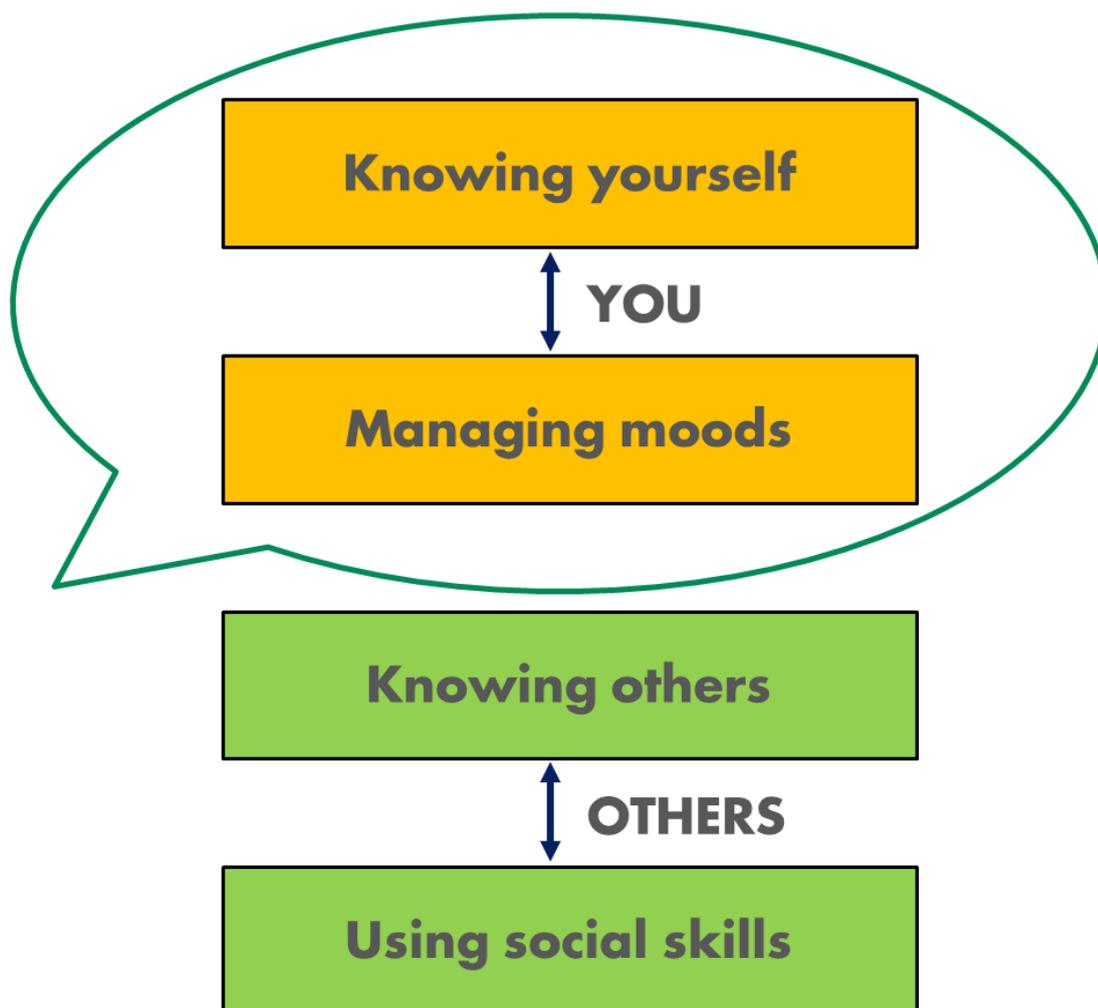
## Knowing yourself and managing your moods

You may already be familiar with the idea that we all have different levels of emotional fitness.

Someone with a lot of emotional fitness knows themselves well, they are aware of their strengths, weaknesses and values. They can manage their moods effectively and are aware of the effect they have on others.

They are also able to get to know and understand other people, and they have the social skills to interact well and get the best out of other people.

In this volume we are going to focus on the top two boxes of this model, **knowing yourself and managing moods**. We will consider you both as a seafarer (knowing yourself at work) and you as a person (knowing yourself as an individual), before continuing in volume two to look at knowing others and using social skills.



# Individual Awareness Volume 1

## Module 1: Emotional Fitness

Participant Workbook

MODULE 1



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# Module 1: Emotional Fitness

## Goals of this module

- 1 Explain the meaning of emotional fitness and the importance of managing our emotional state to have a good effect on others
- 2 Consider how emotional fitness benefits seafarers
- 3 Understand that we can all improve our emotional fitness



Read the following information then take a moment to answer the question below.

We all have different levels of emotional fitness.

Someone with a lot of emotional fitness knows themselves well, they are aware of their strengths, weaknesses and values. They can manage their moods effectively and are aware of the effect they have on others.

They are also able to get to know and understand other people, and they have the social skills to interact well and get the best out of other people.



How might good emotional fitness benefit seafarers?

Many scientific studies show emotional fitness helps many areas of our lives, but particularly in the workplace. It is important to know how you personally cope with difficulty and competing demands.

# Emotional Fitness: Scenario 1

As humans, we are strongly affected by our circumstances – we all have good days and bad days.



Read the following scenario then discuss with a partner.

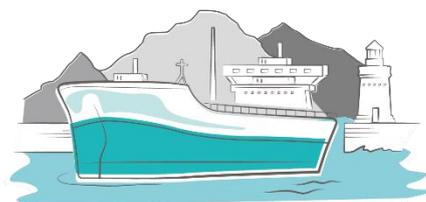
## Scenario 1

The regular pilot is onboard. He lights a cigarette without asking. You have asked him in the past not to smoke on the bridge as it is bad for people's health and against the rules of your company.



How do you feel? How do you respond?

Someone with a low level of emotional fitness may respond differently to someone with a high level of emotional fitness.



# Emotional Fitness: Scenario 2

Knowing yourself includes knowing what effect you have on others.



Read the following scenario then discuss with a partner.

## Scenario 2

Weather conditions are bad and there are very high seas. You see something breaking loose on deck that needs immediate attention. You step out onto deck and immediately someone calls you back and shouts at you because you were not wearing a safety line or flotation device.



How do you feel? How do you respond?

Your level of emotional fitness can influence the time it takes to accept a situation. It can also influence how positively or negatively you see why the person was shouting at you.



# Signs of Good Emotional Fitness



Look at this list of signs of good emotional fitness. Tick each one that you can confidently do:

Signs of good emotional fitness <sup>2</sup>	
Help another person change a negative emotion to a positive emotion	
Express joy when good things happen	
Manage your own emotions when under pressure	
Help another person regulate emotions after they have suffered a loss	
Not be discouraged by criticism	
Use positive emotions to generate good ideas	
Know what emotion another person is feeling by looking at their facial expression	
Quickly deal with bad experiences and move on	
Cheer yourself up when an unpleasant event has happened	
Put yourself in a mood that best suits the occasion	



Keep practicing! Nobody is *permanently* in a state of mental fitness....

# Emotional Fitness: Scenario 3



Read the following scenario then discuss the question with a partner.

## Scenario 3

There are two vessels crossing a busy sea-lane at night. The weather conditions are bad, and even seasoned sailors are suffering.

On one vessel the Chief Engineer (C/E) receives a high temperature alarm on the main engine freshwater cooling system which automatically shuts down the main engine. The C/E calls the engineering team together. He is obviously stressed, and angrily tells everybody that this is a problem that should not have happened. He says that someone hasn't done their job, and they need to urgently solve the problem, and to get the engine restarted, whatever it takes. After that he intends to find out who was responsible for allowing this situation to develop and will personally make sure that person is never employed by the company again.

On the other vessel the C/E receives the same message about the high temperature alarm and the engine shuts down. He calls the team together. This C/E recognises that he is anxious – after all this situation is serious. He realises that he needs to remain calm when speaking to the team. He manages his emotions during the meeting, calmly sets out what needs to be done, and encourages the team to work together, calmly and without rushing, to repair the cooling system and get the engine restarted. One of the junior engineers is particularly nervous and the C/E responds supportively and talks them through what they need to do.



Which Chief Engineer is likely to complete the task successfully, safely and with the trust and support of their team? Why do you think that?

Managing your own fears, anxiety, anger or uncertainty can help support other members of your team.

# Emotional Fitness: Summary

## Summary of Volume 1, Module 1

 Take a moment to write down what you will remember from this session and what you want to do as a result.



Note down your key take-aways as a reminder:

### Summary

In this session we have talked about what we mean by emotional fitness and why it helps seafarers. We looked at the signs that someone has a high level of emotional fitness. We considered some typical scenarios and how people who know themselves can be aware of their emotional state and manage it so it does not have a bad effect on other people, or on the operation of the vessel.

Like most things in life, emotional fitness requires practice. Next time you find yourself in a stressful situation, at work or at home, ask yourself – am I monitoring my emotional state? Are my emotions making this situation better, or worse?

---

References for this module include the following sources:

<sup>1</sup> Di Fabio, A and Saklofske, D (2020) *The relationship of compassion and self-compassion with personality and emotional intelligence*, *Personality and Individual Differences*, <https://doi.org/10.1016/j.paid.2020.110109>

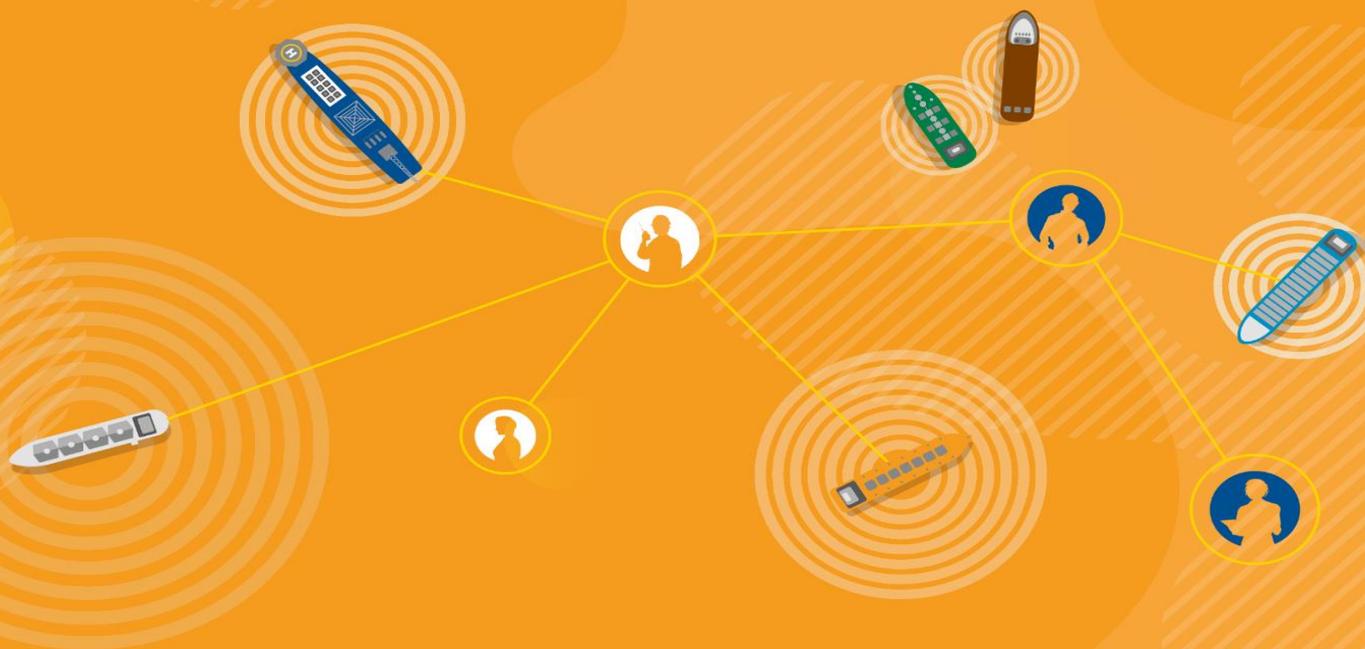
<sup>2</sup> *Emotional self-efficacy*, Nicola S Schutte, *An Introduction to Emotional Intelligence*, Wiley

# Individual Awareness Volume 1

## Module 2: Social Styles at Work

Participant Workbook

MODULE 2



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# Social Styles at Work

## Goals of this module

- 1** Describe the different ways in which people prefer to work together, using a helpful model of four social styles.
- 2** Explore how these influence different approaches to teamwork onboard and why sometimes people find it hard to work together
- 3** Know that adapting to other people's preferred style can improve teamwork

It is useful to identify your social style, the way you prefer to work with other people. It will help you understand why sometimes people find it hard to work together. This is not because they dislike each other, but that the ways that they each like to work are different.

When you know that, it means you can adapt to each other's preferred style, and use the different approaches to improve teamwork.

The ways we like to work are linked to our personality and there are lots of different ways of measuring them.



# Social Styles at Work: What's My Style



Which style best describes you?

## Style 1

You are fast moving and adventurous

You like to come up with new ideas. Your favoured approach is to create a vision of the future and then get others' support by selling the benefits of your vision. You specialise in energy, enthusiasm, humour, and risk-taking. Others tend to see you as persuasive, full of ideas, and impulsive. You like freedom to explore new things. When you have done something you like to receive praise.

Your strengths are:

- Stimulate creativity
- A sense of fun
- Energy and enthusiasm
- Focus on vision
- Promote team spirit
- Willingness to try new things, break new ground
- Encourage the team to be the best

## Style 2

You are thoughtful and cautious

You like to make sure all of the details are in place before moving ahead. Your favoured approach is to minimise risk by looking at all the options before making a decision. You specialise in correctness, caution, and proof. You are balanced, and don't get over-excited, but remain rational.

You devote a lot of focus and skill to getting things right. If enough information and time is provided, you will not only deliver excellent work, but with all the backup and contingency plans anyone could ever want!

Your strengths are:

- Objectivity
- Precision
- Thoroughness
- Attention to detail
- Systematic thinking
- Emotional consistency
- Willing to explore alternatives
- Encourage the team to think carefully and rationally

# Social Styles at Work: What's My Style

## Style 3

You are fast paced and decisive

And you can be **impatient with those who don't keep up with you**. Your favoured approach is to act quickly, based on the information you consider relevant – and to make any necessary corrections later. You specialise in being practical, telling it how it is, being cool under pressure and completing tasks quickly. Others tend to see you as work-focused, efficient and demanding. You can tune out distractions and focus on delivering results.

Your strengths are:

- Decisiveness
- Efficiency
- Tell it how it is
- Results focused
- Practical
- Tough
- Willing to take risks
- Encourage team to make fast decisions and take action

## Style 4

You are considerate and supportive

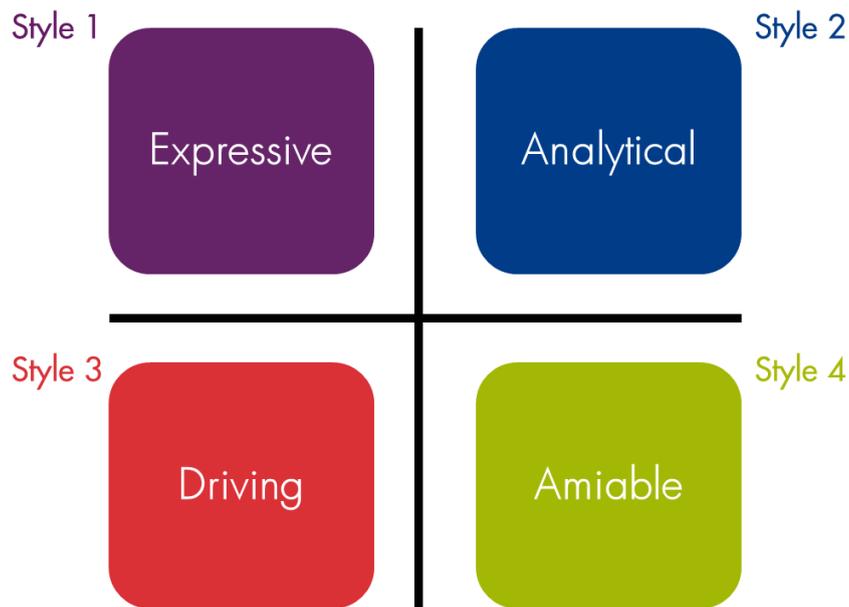
You like to take time to **build good relationships and to focus on team results**. Your favoured approach is to **find common ground and to gain general agreement**. You believe the best solution is generally one where everyone involved is “on board.” You specialise in **compassion, loyalty, and building trust**. Others tend to see you as **kind, skilled with people and teams, and somewhat humble**.

Your strengths are:

- Supportive
- Show empathy
- Loyal
- Team focused
- Concern with others development
- Willing to share recognition
- Encourage the team to look for win/win solutions

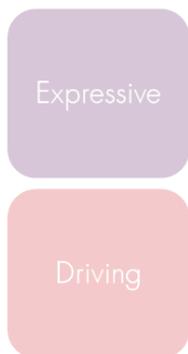
There are no rights and wrongs, and as you can see, each style has considerable strengths.

# Social Styles at Work: What's My Style



These styles can be grouped into people who will stand up more for what they want and what is best for them, and people who do not generally put their needs first. And those who are more strongly influenced by fact versus feeling.

## More assertive



## Less assertive



As this diagram shows, people who are Expressives and Drivers tend to put their needs first, where people who are Analytical or Amiable tend to put other people first.

## Influenced by facts and data



## Influenced by feelings and emotions

Expressive and Analytical people tend to be more interested in facts and data, whilst Driving and Amiable people tend to be more motivated by feelings and emotions.



Do you think this sounds like your usual style?

# Social Styles at Work: What's My Style



Imagine that you are planning a big holiday – somewhere far from where you live. Quickly write down the first few things that you need to do.



What do I need to do to prepare for my big holiday?

1.

2.

3.

4.

etc.



Why do you think it is useful to understand your particular social style at work?

People with different social styles may not approach situations in the same way.

You may need to adapt your style to the person you are working with or explain your approach.



# Social Styles at Work: Weaknesses



Choose one style that is not your own and make a list of possible weaknesses



One style that is not your own \_\_\_\_\_

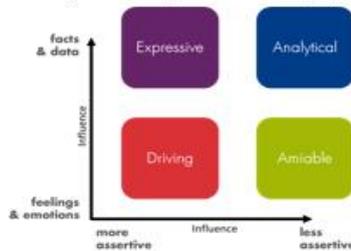
Possible Weaknesses:

- 1.
- 2.
- 3.



People have different styles of working with others.

If you are aware of them you can help create stronger, more diverse teams.



Each style has its strengths but also some possible weakness. What are they?

Expressive	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Stimulate creativity</li> <li>• A sense of fun</li> <li>• Energy and enthusiasm</li> <li>• Focus on vision</li> <li>• Promote team spirit</li> <li>• Willingness to try new thing, break new ground</li> <li>• Encourage the team to be the best</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

Analytical	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Objectivity</li> <li>• Precision &amp; thoroughness</li> <li>• Attention to detail</li> <li>• Systematic thinking</li> <li>• Emotional consistency</li> <li>• Willing to explore alternatives</li> <li>• Encourage the team to think carefully and rationally</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

Driving	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Decisiveness</li> <li>• Efficiency</li> <li>• Tell it how it is</li> <li>• Results focused</li> <li>• Practical</li> <li>• Tough</li> <li>• Willing to take risks</li> <li>• Encourage team to make fast decisions and take action</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

Amiable	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Supportive</li> <li>• Show empathy</li> <li>• Loyal</li> <li>• Team focused</li> <li>• Concern with others' development</li> <li>• Willing to share recognition</li> <li>• Encourage the team to look for win/win solutions</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

You may also want to make a note of how others see the weakness of your social style.

# Social Styles at Work: Scenario 4



Read the following scenario and think about the social styles of the different people.

## Scenario 4

The Second Engineer (2/E) was in a very good mood. Everything on the Daily Work Plan had been done ahead of schedule.

He called the Fourth Engineer (4/E) over and said, *'Let's show the Chief Engineer (C/E) how lucky he is to have us on his team. I've hidden a pack of cigarettes and a sum of money somewhere in the engine room. But you will only find it if you clear up that area. OK?'*

The 4/E raced from the room. He knew there were piles of garbage and filters that needed incinerating and he was sure that the money would be hidden in there. He grabbed an oiler on his way there, instructing him to drag the garbage bags and start to throw them into the Atlas Incinerator.

Ten minutes later the Oiler was standing by the incinerator. The 4/E said, *'what are you doing? We're meant to be searching!'*

The Oiler said that an oil filter had jammed in the sluice door and he was reading through the manufacturer's incineration manual for guidance. The 4/E rolled his eyes and told the Oiler to go and find something to push the filter down. The Oiler put the instruction manual back when it was kept, then went over to a plan on the wall.

*'What are you doing now?'*, the 4/E shouted.

*'Trying to work out where I might find the right sort of tool for pushing an oil filter...'* The Oiler didn't get a chance to finish. The 4/E stuck his arm into through the main chamber door and managed to release the oil filter



What social styles at work were shown by the 2/E, the 4/E and the Oiler?  
Discuss with a partner.

# Social Styles at Work



Think of a time when you had a work-related problem that was solved successfully by a team of people. What social styles did they demonstrate? Describe the event to your partner.



Be proud of your own social style at work – it has many strengths, but also there are potential downsides, particularly when you are working with others who have a different preferred style of working.

# Summary for Module 2

## Summary of Volume 1, Module 2

 Take a moment to write down what you will remember from this session and what you want to do as a result.



Note down your key take-aways as a reminder:

### Summary

In this module we have seen how people tend to prefer different styles of working alongside other people. We called the styles expressive, driver, amiable and analytical.

We saw how each style had strengths, but also some potential weaknesses.

We considered how an awareness of these different styles can create stronger more diverse teams.



# Individual Awareness

## Volume 1

### Module 3: Values and Who You Are

Participant Workbook

MODULE 3



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# Module 3: Values and Who You Are

## Goals of this module

1

Explore what are your core values and how they influence your behaviour

2

Describe a model for understanding that observable (what people can see) behaviour is affected by what is not observable (what people don't see)

3

Recognise that being part of different communities and groups is a good source of support and motivation

Your values, your individual qualities, background, culture and experiences make you unique, different but equally valuable as a crew member, to everyone else<sup>1</sup>.

What motivates you as an individual can be very different.

It is valuable to know what motivates you, as it will explain some of your automatic behaviours. It might also explain why you become frustrated with others who are not driven by the same values.



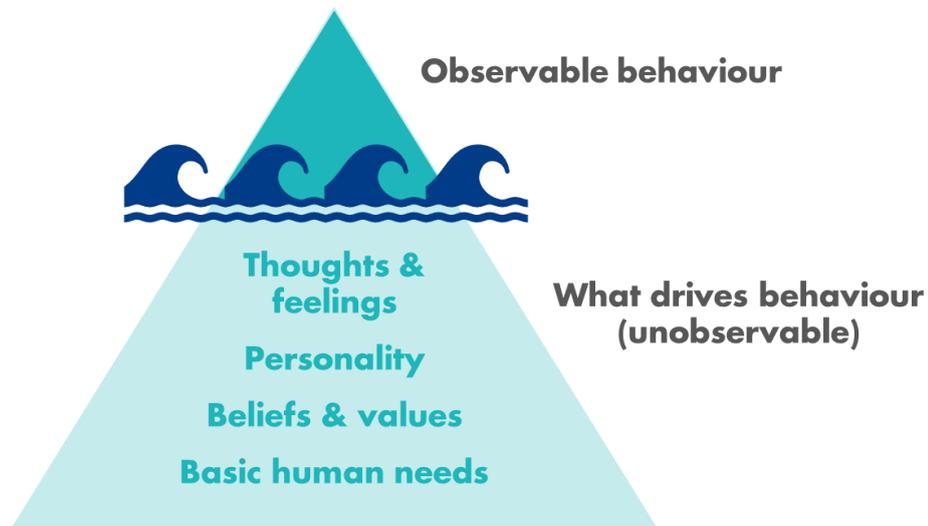
# Module 3: Values and Who You Are



Read the below list and circle those that matter the most to you.

Personal achievement	Having influence over others	Dominating
Happiness	Fully expressing yourself	Being unique
Earning money	Becoming an expert	Being the best
Loving someone	Making a positive difference	Gaining security, safety
Being loved, accepted	Developing people or things	Controlling
Popularity	Making a worthwhile contribution	Having fun
Competence	Seeing how much you can get away with	Working hard
Independence	Winning	Gaining mastery
Risking	Finding the good in others	Connection
Being different and still fitting in	Gaining recognition	Seeking adventure
Being your best	Building something	Power, authority
Reaching your potential	Gaining the approval of others	Prestige
Finding excitement	Creating something	Increasing effectiveness
Being a leader	Getting things done	Experiencing life to its fullest
Learning, gaining wisdom	Doing good	Waiting until the last minute
Freedom		

# Values and Who You Are: Iceberg Model



## The iceberg model

Knowing yourself and managing your moods is made easier if you understand what is below the surface of your behaviour.

To begin, our basic human needs are met by food, shelter and being part of a supportive community or family.



Individually, make a list of the groups you identify with. For instance, family groups, ethnic groups, being members of the bridge or engine room teams, the company you work for, clubs or sports teams, and so on.

Being part of a social group can be important for your wellbeing and sense of purpose.



In pairs discuss what are the benefits of being associated with certain social groups and what are the possible disadvantages?

# Values and Who You Are: Iceberg Model

You have written down groups that you are part of and that therefore go to make up your social identity. You are never 'just' a crew member, or 'just' a junior officer. You have a much more complex identity that makes you unique.

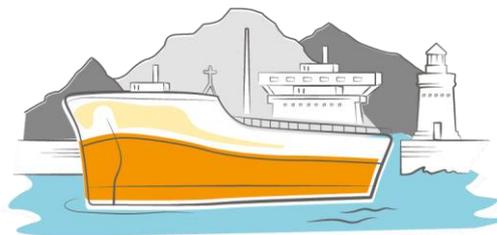
Sometimes people will try to put you down, or make you feel bad, because their identity is different. Let that be their problem – not yours – and be careful not to put people in boxes by assuming things about people that you don't know are actually true.

Focus on including others. It is important to realise that if you are not actively including people you may be excluding them, and there is far more that unites us than divides us.

*( Inclusion is a separate subject but you could watch this YouTube video after the session as a very powerful reminder <https://youtu.be/jD8tjhVO1Tc> )*



On board a vessel how can you stay connected to some of your most important social groups?



# Values and Who You Are: Summary

## Summary of Volume 1, Module 3



Take a moment to write down what you will remember from this session and what you want to do as a result.



Note down your key take-aways as a reminder:

### Summary

In this session we have looked at values and how they drive behaviours. We have considered how each of us is a member of different social groups, and how that gives us our identity. We are part of different communities and groups and this is a source of support and motivation.

---

References for this module include the following sources:

<sup>1</sup> This session is drawn loosely from Social Identity theory. Social identity is a person's knowledge that they belong to a category or social group.

# Individual Awareness

## Volume 1

### Module 4: Mood, Emotion and Developing Your Strengths

Participant Workbook

MODULE 4



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# Module 4

## Goals of this module

- 1 Recognise there is a difference between moods and emotions
- 2 Understand that there are seven universally recognised emotions
- 3 Share strategies for managing our moods and emotions

 In pairs discuss the following question.

 What is the difference between an emotion and a mood?

One large study asked people to describe the differences and the results are shown on the next page<sup>1</sup>:



# Moods and Emotions: Scenarios 4 and 5

Emotion	Mood
Related to the heart	Related to the mind
Person is aware of the cause	Person may not be aware of the cause
Hard to control	Controllable
Brief	Longer lasting
About something	Not about anything in particular
Volatile	Stable
Starts and goes away quickly	Starts and goes away slowly



Read the following two scenarios and after each, write down the first emotion that enters your mind.

## Scenario 4

You have arrived on the vessel, dropped off your bags in your cabin and gone immediately to undertake your handover.

Sometime later you return to your cabin. You open one of your cases and a very large snake rears up at you.



Write down the first emotion that enters your mind:

## Scenario 5

There have been lots of unexplained equipment breakdowns.

The Captain calls the crew together and announces that the Chief Engineer has discovered that a crew member has been guilty of deliberate sabotage and has been disciplined and told he would be sent home next port.



Write down the first emotion that enters your mind:

# Module 4: Emotions

## The seven universal emotions

There are seven universal emotions felt by everyone irrespective of their culture or ethnicity



There are other emotions, for example shame, guilt, frustration, relief, gratitude and trust. Trust is of course essential onboard. But the seven universal emotions are common to everyone.

Emotions prepare us to deal with important events without having to think about them. Emotional responses are usually automatic. We don't *choose* to feel them, they just happen<sup>1</sup>.

Moods can be harder to spot and to understand.

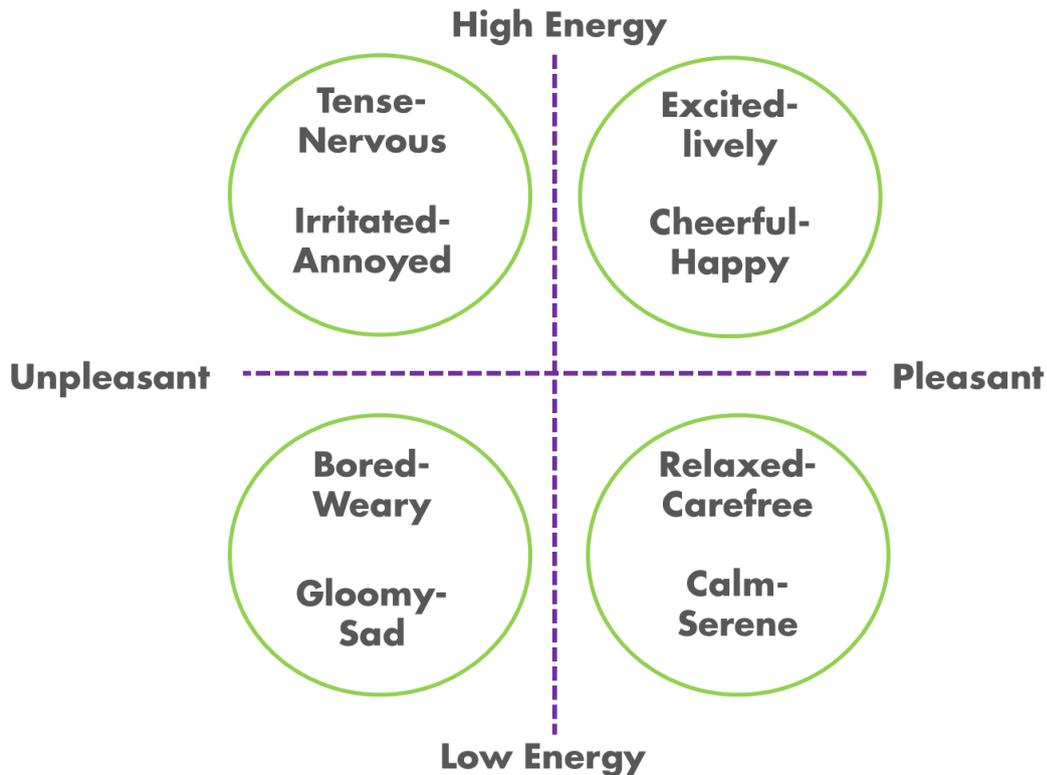


In pairs, discuss what sort of mood are you in now? Why do you think you are in that mood?

# Module 4: Moods



Look at the following model<sup>2</sup> which shows eight descriptions of moods



Some of these moods are more pleasant for the person in that mood but may have a different effect on others.



Read the following scenario and make a note on the next page of how this makes you feel.

## Scenario 7

You are exhausted, having had to do an extended watch, due to illness.

You are approaching port and the pilot has come onto the bridge. They are very lively, making jokes and trying to make other members of the bridge team laugh.

They tell you that their daughter has just had a baby and they are thrilled to be a grand-parent.

# Module 4: Managing Moods



How does scenario 7 make you feel?

What you are thinking to yourself and what do you actually say or do may be different. You may manage your mood to match the situation.



In general, what strategies do people use to manage their moods?

Healthy strategies

Unhealthy strategies



# Module 4: Your Strengths



We spend a lot of time focusing on what we are not very good at, for example, 'I can't draw', or 'I am useless at sports'. Most of us don't spend much time thinking about what we are good at. We take it for granted.

Write down one thing you are good at (a strength) which other people here may not know about. It could be anything at all, from being good at playing darts, or remembering to send birthday cards, to speaking three languages or playing a musical instrument. You all have strengths, or you would not be on this vessel!



Write down one thing you are good at:



Write down your top three strengths. Work with a partner to think how you could boost your strengths. The questions below the table to help you come up with some ideas.

Strength	How can I boost this strength
1.	
2.	
3.	

Example questions that can help you think of some ideas:

- What opportunities are out there for me to develop this strength?
- How could I use this strength more onboard and at home?
- What is behind this strength and how could I turn it into an opportunity?
- What ideas have I been putting off? What could I enjoy?
- Where could I use this strength to make a difference in my life, job and relationships?
- Where could I really shine by just being myself?

# Module 4 Summary

## Summary of Volume 1, Module 4



Take a moment to write down what you will remember from this session and what you want to do as a result.



Note down your key take-aways as a reminder:

### Summary

In this session we have looked at emotions.

We noted that people of all cultures recognise seven universal emotions.

We considered the difference between an emotion and a mood and how moods can affect other people.

We have also looked at our individual strengths and how we might boost them.

---

References for this module include the following sources:

<sup>1</sup> Beedie C, Terry P, & Lane, A (2005) Distinctions between emotion and mood, *Cognition and Emotion*, 19, p847-878

<sup>2</sup> Paul Ekman, *Paul Ekman.com*

<sup>3</sup> (Desmet et al. 2012)

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