

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

ACT-Based Resilience and Wellbeing Programme

Psychological Flexibility for High-Performance Teams

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



मनस् – Center for Mental Wellness & Counselling



Programme Overview

This programme introduces Acceptance and Commitment Therapy (ACT), a scientifically-backed approach to building resilience in the workplace. It focuses on developing the ability to act effectively and purposefully, even when facing challenging thoughts and emotions, rather than solely on eliminating them.

Learning Objectives

- ✓ Participants will understand the core principles of ACT and psychological flexibility, learning why this approach is effective for navigating workplace demands.
- ✓ Participants will learn techniques to detach from unhelpful thought patterns and internal narratives that can hinder productivity and well-being.
- ✓ Participants will identify their core work-related values, gaining clarity on what truly motivates them and leads to meaningful contributions.
- ✓ Participants will explore the detrimental impact of emotional avoidance on performance and learn strategies for embracing difficult feelings constructively.
- ✓ Participants will develop skills for taking consistent, value-driven action, even in the face of discomfort or uncertainty.
- ✓ Participants will gain practical tools to integrate these principles into their daily work, fostering a more adaptive and effective professional life.

WHO SHOULD ATTEND

This programme is designed for all employees, managers, and high-performers seeking to enhance their resilience, effectiveness, and overall well-being in the corporate environment.

Programme Content

1. Understanding ACT and Psychological Flexibility

This section introduces the foundational concepts of Acceptance and Commitment Therapy (ACT) and its central aim: psychological flexibility. We will explore how developing the capacity to be present with our experiences, while committing to actions aligned with our values, leads to more adaptive and effective functioning. You will learn why this approach moves beyond simply trying to feel good, focusing instead on living a rich and meaningful life, even amidst challenges. This enhanced flexibility is crucial for navigating the inevitable stresses and complexities of the modern workplace, enabling better decision-making and sustained performance.

 **Activity: Group discussion: Share one workplace challenge and how a more flexible response might look.**

2. Defusion: Unhooking from Unhelpful Workplace Narratives

Many workplace challenges stem from getting entangled in our own thoughts, leading to unhelpful narratives that dictate our behaviour. This segment focuses on 'defusion' techniques, which help you observe your thoughts without letting them control you. You will learn to see thoughts as just words or images, rather than absolute truths, thereby reducing their power to cause distress or impede action. By unhooking from self-limiting beliefs and worries about the future, you can free up mental energy to focus on what truly matters in your professional role, leading to greater clarity and effectiveness.

 **Activity: Individual exercise: Practice naming thoughts as 'thoughts' (e.g., 'I am having the thought that...').**

3. Values at Work: Identifying Your Driving Forces

Understanding your core values is essential for sustained motivation and finding purpose in your work. This section guides you in identifying what genuinely matters to you in your professional life, beyond external rewards or pressures. We will explore how aligning your daily actions with these deeply held values can lead to greater job satisfaction and a stronger sense of accomplishment. Clarifying your values provides a compass for making meaningful decisions and commitments, ensuring your efforts are directed towards what is truly important and fulfilling for you.

 **Activity: Guided reflection: Write down three core values relevant to your work.**

4. Acceptance vs. Avoidance: The Cost of Dodging Difficulties

This segment examines the common human tendency to avoid uncomfortable thoughts, feelings, and situations, and why this often backfires in the workplace. We will explore how 'acceptance' in ACT does not mean liking or agreeing with difficult experiences, but rather making room for them without struggle. You will learn how persistent avoidance can consume significant energy and distract from productive work, ultimately hindering performance and well-being. Embracing acceptance allows you to engage more fully with your tasks and relationships, even when they bring challenges.

 **Activity: Pair share: Discuss a time when avoiding a difficult situation led to worse outcomes.**

5. Committed Action: Doing What Matters, Even When Uncomfortable

The ultimate goal of ACT is to foster 'committed action' – taking consistent steps towards your values, even when facing internal or external obstacles. This section provides practical strategies for setting meaningful goals and taking persistent action, regardless of challenging emotions or thoughts. You will learn how to break down large aspirations into manageable steps and maintain momentum, building confidence and effectiveness over time. By focusing on doing what matters, you can create a more impactful and fulfilling career trajectory.

 **Activity: Small group planning: Outline one value-driven action step for the coming week.**

6. Integrating ACT Principles into Daily Work Life

This final section focuses on consolidating the learnings from the previous modules into actionable daily practices. We will discuss how to create a personal toolkit of ACT strategies to navigate common workplace stressors, enhance focus, and improve interpersonal dynamics. The aim is to empower you to apply these principles consistently, fostering ongoing growth in psychological flexibility and resilience. By integrating these tools, you can cultivate a more adaptive, effective, and satisfying professional experience.

 **Activity: Individual commitment: Write down one ACT technique you will practice this week.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate the programme's availability and benefits to all employees.	HR Department	Week 1	Highlight the focus on practical skills for resilience and performance enhancement.
Schedule and promote the initial workshop sessions.	HR Department	Month 1	Ensure easy accessibility and encourage early registration.
Provide managers with a brief overview of ACT principles to support their teams.	Learning & Development	Week 2	Equip managers to encourage value-based actions and flexible responses.
Integrate ACT-related themes into ongoing internal communications.	Internal Communications	Month 1	Share success stories and practical tips related to psychological flexibility.
Offer follow-up resources or advanced sessions for interested employees.	HR Department	Month 2	Provide continued support for deepening ACT practice.
Assess the programme's impact on employee well-being and performance metrics.	Leadership	Quarter 1	Use feedback and relevant data to refine future wellness initiatives.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

UDYAM-MP-10-0120839

Ready to Partner With Us?



Website

manas365.com



Corporate Enquiries

manu@manas365.com



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



Book a Meeting

manas365.com/book-session

Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224