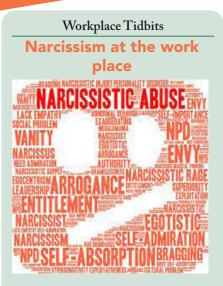
27<sup>th</sup> May, 2022

## REREC NE Weekly Bulletin Week No. 21



Narcissistic personality disorder - one of several types of personality disorders - is a mental condition in which people have an inflated sense of their own importance, a deep need for excessive attention and admiration, troubled relationships, and a lack of empathy for others.

Narcissists in the workplace principally make others unhappy, often leading to those employees exhibiting healthy worker syndrome.

Narcissistic traits (exaggerated feelings of self-importance, an excessive need for admiration, a lack of empathy, seeking abusive power over others) run counter to desirable personality in work traits (e.g. inclusivity, openness, sharing) but narcissists frequently enjoy promotion.

UK Psychologist Oliver James identifies narcissism as one of three dark triadic personality traits in the workplace. Narcissists rely on narcissistic supply (harnessing other people's good will to feed their vision of themselves).

https://www.shrm.org/resourcesandtools/ hr-topics/people-managers/pages/narcissism-and-managers

## **IMPORTANCE OF MENTAL HEALTH**



## Creating awareness on mental health.

For many years, the stigma around mental health has been growing because many people still fail to accept and treat mental illness. As we bid goodbye to May, which is Mental Health Awareness month, it is important to familiarise ourselves on the importance of nurturing a healthy mind to safeguard good physical health. Mental and physical health are important components of overall good health. For example, depression increases the risk for many types of physical health problems such as diabetes, heart disease and stroke. Similarly the presence of chronic conditions can increase the risk for mental illness.

Culturally, mental illness remains a taboo in Africa and many find themselves in a society or community that believes that there is a spiritual omen against an individual or families which have been affected by mental illness. However, it is now possible for people to thrive in life despite being diagnosed with mental illness by taking medicines and going to see a psychologist frequently.

In the recent past, Kenya has witnessed increasing cases of mysterious deaths caused by trivial disagreements in intimate relationships between lovers or spouses, or irreconcilable differences between family members and some among children. Most of these cases are caused by mental illness whereby people make life threatening decisions to resolve personal issues that are not being addressed within themselves or by others.

A report by a Ministry of Health task force on mental health in Kenya, recommended that mental illness should be declared a national emergency of epidemic proportions, therefore making it a priority for public health and socioeconomic agendas. The contents of the report were revealed by the Cabinet Secretary for

Health, Hon Mutahi Kagwe, who stated that depression and anxiety disorders are the leading mental illnesses diagnosed in Kenya, followed by substance abuse disorders. The report also noted that among the different types of substances, alcohol contributes the largest burden of substance use related illnesses in Kenya including depression. Of great concern is that alcohol abuse is most prevalent in the 18-29-year-old age group, which is also the most productive and youthful age.

Depression can have significant effect on multiple areas of one's life including work performance. A recent World Health organisation (WHO) study indicates that depression costs at least Kshs 100trillion globally in lost productivity. The modern workplace is unpredictable with ever changing dynamics of both positive and negative energies that can lead to workplace depression.

It is therefore imperative that employers take a realistic approach to workplace mental health and formulate health policies that address the issue of mental health. These policies should promote and support employee wellness and work-life balance that can enhance early recognition of symptoms and encourage those affected to seek help.

## **Projects' Progress** Report

Projects Commissioned



29No. projects were commissioned in the week ending 27/05/2022, in various parts of the country. The total number of commissioned projects in the current financial year stands at 993No. with 1156 No. projects in progress. 123No. projects are awaiting either joint inspection, shutdown, or commissioning

