

WHAT IS THE 49N™ MENTAL FITNESS ASSESSMENT?

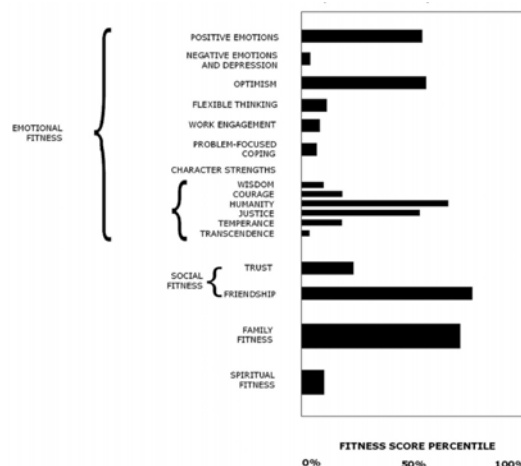
The MFA is a self-report questionnaire designed to measure the psychosocial well-being of participants. It results in an inventory and systematic and comprehensive measure that allows the psychosocial fitness of participants to be described in multidimensional terms within four specific domains; *emotional, social, family and spiritual* fitness.

Emotional Fitness reflects one's positive mood, life satisfaction, freedom from depression, optimistic vs. catastrophic thinking, strengths of character, and active problem-focused versus passive emotion-focused coping.

Social Fitness indicates how one feels about their organization, leaders and colleagues.

Family Fitness refers to how one is faring in personal and familial relationships.

Spiritual Fitness reflects whether one has a sense of meaning, purpose, and accomplishment in life that extends beyond the self.



WHY ASSESS?

Psychosocial well-being is defined not simply by the absence of problems but also by the presence of well-developed clusters of assets, dispositions, and resources. Although these clusters are not independent of one another, neither are they redundant. It is important to take a comprehensive approach and describe psychosocial fitness in terms of a profile of a participant's characteristics. The MFA should be undertaken as part of an integral program designed to promote the measurable well-being of participants by recognizing and building their psychosocial fitness, thereby bolstering their well-being while reducing their problems.

WHAT ARE THE BENEFITS?

When a participant completes the MFA, immediate feedback about the participant's profile of strengths is provided as well as their personal measures in the domains of *emotional, social, family and spiritual fitness*. The MFA also introduces a common vocabulary for describing what is right about participants, and as this vocabulary becomes familiar, it will provide a way to articulate the strengths and assets of an individual participant's own self as well as those with whom he or she works (Resnick & Rosenheck, 2006). A personal and collective identity explicitly framed in terms of psychosocial strengths should sustain and build morale (Peterson, Park, & Sweeney, 2008).

In organizations that comprehensively take the MFA, it provides a method to gauge the psychosocial fitness of organizations as a whole and the stigma surrounding "mental health" assessment and services may be reduced (cf. Hoge et al., 2006). No participant will feel singled out; all participants will receive feedback phrased in terms of strengths; and no participant will be left behind. In doing so, leadership can more effectively focus on tailored organizational training for all participants which is likely to be more effective than current ["one-size-fits-all"] training models (Prochaska, DiClemente, & Norcross, 1992).

**FOR MORE INFORMATION AND PRICING CONTACT:
CHRISTOPHER POE, COMMUNITY DEVELOPMENT DIRECTOR
49N™, A DIVISION OF TECHWERKS LLC**

E-Mail: chris@mymentalarmor.com | Phone: (804) 955-9846 | Web: www.mymentalarmor.com

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