2 marks,7---5 Marks,7---10 Marks questions for every course
4.Fields in yellow are to be filled by the faculty
5.Under the type column faculty is supposed to choose T/N as per the type of question
6.Use the dropdown box in the type column to select between T/N
7.Table 1-Syllabus Summary (to be

Name of	Workplace Mental Health	DEPT :-	ALL
Year(SE/	TE/T.T	Subject Code:	HSMC601
Scheme:	CBCGS HME 2020		
Faculty I	Mr. Tulshiram Kudale, Ms. Bhumika Malhotra, Ms. Tanvi Shah, Ms. Tamanna Upadhayay		
Insructions to candidate	*Mention additional instructions such as use of graph,chart,code book,design book ,IS code etc whicever is applicable		

Sr No.	Questions	Marks	CO	RBT	PI	Type
1	What is workplace mental health, and why is it important for organizational success?	1	CO1	U	9.1.1	T
2	What is the key sign of mental health issues among employees?	1	CO1	R	10.2.1	T
3	Mention any one organizational policy that support workplace mental health.	1	CO1	R	10.3.2	T
4	Case: An employee with OCD constantly checks their work for errors. How can this affect team productivity?	1	CO1	A	10.1.1	N
5	Define stigma in the context of mental health at the workplace.	1	CO1	R	9.2.1	T
6	Mention two strategies for managing mental health at work.	1	CO1	R	6.1.1	N
7	List two signs of social well-being	1	CO1	R	9.2.2	T
8	What role does leadership play in fostering a healthy work environment?	1	CO1	U	6.1.1	T
9	What is the relationship between job satisfaction and mental health?	1	CO1	U	10.3.2	T
10	Describe the potential consequences of breaching confidentiality in the context of an employee's mental health.	1	CO1	U	9.2.1	T
11	A manager observes that an employee has become increasingly irritable and withdrawn. What could be the possible causes?	1	CO1	U	9.2.1	N
12	As a manager, how would you address a situation where an employee shows clear signs of anxiety? Discuss your approach to supporting the employee and involving colleagues.	5	CO1	A	9.3.1	N
13	What happens if we implement a strategy focused on Resilience?	5	CO2	U	2.4.1.	T
14	Describe a scenario in which mental health issues could negatively impact a team's performance. How should the situation be identified and what steps should be taken to address and support the affected team members?	5	CO1	R	9.3.1	N
15	Develop a mental health awareness campaign for your organization. What would be the key elements you would focus on?	5	CO1	R	10.1.1	T
16	Explain the relationship between physical symptoms and anxiety in patients. How can healthcare professionals or managers in the workplace recognize these physical signs and provide appropriate support or accommodations for affected individuals?	5	CO1	U	9.2.4	T
17	Identify ways in which depression disorders can be misdiagnosed or misunderstood in the workplace. As a team leader, how would you ensure that employees receive the proper support and avoid common misconceptions related to depression?	5	CO1	A	9.2.1	N
18	Explain how socio-economic factors contribute to the stigma surrounding bipolar disorder. Discuss the role these factors play in shaping public perceptions and how they can impact individuals seeking support or treatment.	5	CO1	A	10.1.1	T
19	Explain the significance of implementing mental health awareness programs and training in the workplace, and how they contribute to overall employee well-being and organizational success.	5	CO1	U	10.1.1	T
20	Describe the concept of "Duty of Care" with an example of a breach related to mental health at work.	5	CO1	R	10.1.1	T
21	Explain the concept of mental health stigma and discuss its impact on workplace dynamics, including how it can affect employee interactions, productivity, and overall organizational culture.	5	CO1	U	9.3.1	T
22	Provide a short case example where poor mental health affected workplace productivity and how it was managed.	5	CO1	A	10.1.1	N
23	If you are an HR manager at a mid-sized company. The company has been facing increasing absenteeism and a decline in employee productivity. After conducting a survey, it is found that mental health issues are a significant concern among employees. As the HR manager, how would you take ethical responsibility in promoting mental health at the workplace? Discuss specific strategies you would implement, ensuring they align with ethical principles of respect, fairness, and responsibility.	5	CO1	A	9.3.1	N
24	Ravi is a software engineer working in a leading tech company. The company has been rapidly growing, and with this growth, the workload has increased significantly. Ravi's team is working on a high-stakes project with tight deadlines. With frequent late-night meetings and excessive overtime, Ravi begins to feel exhausted and emotionally drained. His productivity starts to decline, and he has trouble focusing. He has begun avoiding social interactions and finds it hard to sleep. Despite his hard work, the pressure continues to build, and Ravi feels like he is reaching his breaking point. His manager notices the change in Ravi's behavior but tells him to push through, stating, "Everyone is under pressure, but this project is critical for the company's future." **QUESTIONS**: 1. What are the key signs of burnout that Ravi is experiencing? 2. How could Ravi's manager have handled the situation differently to prevent burnout in the team? 3. In terms of workplace policy, what steps can the company take to promote mental well-being and prevent burnout among employees? 4. Explain the role of work-life balance in managing workplace stress. 5. Suggest three strategies Ravi could use to manage his stress better.	10	CO1	A	9.3.1	N
25	Discuss how time management, regular physical exercise, and meditation contribute to reducing work-related stress. Support your answer with suitable examples.	10	CO1	U	6.1.1	T
26	Discuss the potential causes and consequences of job-related stress in high-risk industries. How does this stress affect workers' mental health, and what is the stigma associated with seeking help for mental health issues in such environments?	10	CO1	A	9.3.1	T

27	Analyze a situation where poor mental health among employees led to a decline in organizational productivity. Discuss the causes and consequences of these mental health issues, and propose effective strategies and interventions the organization can implement to improve employee well-being and enhance overall productivity.	10	**CO1**	A	10.1.1	N
28	Explain the signs and symptoms of Post-Traumatic Stress Disorder (PTSD) and Obsessive-Compulsive Disorder (OCD). Discuss how these mental health conditions affect individual employees and their overall impact on workplace	10	**CO1**	U	10.3.2	T
29	Evaluate the emotional, social, and psychological well-being of employees and its effect on workplace performance, job satisfaction, and organizational productivity.	10	**CO1**	A	9.2.2	T
30	Examine an organization's response to employee mental health during the COVID-19 pandemic. Analyze the benefits of creating a psychologically safe environment for employees.	10	**CO1**	A	9.3.1	N
31	Examine a scenario where employee mental health challenges had a significant impact on organizational productivity. What strategies can be implemented to address these challenges and enhance both employee well-being and overall organizational performance?	10	**CO1**	A	9.3.1	N
32	Discuss the common myths and misconceptions about anxiety and depression in the workplace. How can these myths affect employees' mental health and performance? Provide evidence-based facts to counter these misconceptions.	10	**CO1**	U	8.2.2	T
33	Discuss the physical, mental, and social impacts of anxiety disorders on an individual's daily life, highlighting how these effects influence personal and professional functioning. Compare and contrast anxiety disorders with depression, focusing on their key symptoms and the stigma associated with each condition.	10	**CO1**	U	10.1.1	T
34	Examine an organization's response to employee mental health during the COVID-19 pandemic. Analyze the benefits of creating a psychologically safe environment for employees.	10	**CO1**	A	9.3.1	N
35	How can setting realistic deadlines contribute to better workplace mental health?	1	**CO2**	U	9.2.1	T
36	An employee feels uncomfortable speaking about mental health at work. How can the workplace encourage openness?	1	**CO2**	R	2.4.1	N
37	Mention two ways in which companies can support employees' mental health.	1	**CO2**	R	2.4.1.	N
38	How does Resilience relate to workplace mental health?	1	**CO2**	U	2.1.1.	T
39	How can flexible work policies improve employee mental health?	1	**CO2**	A	2.4.1.	T
40	Name two legal protections for employees regarding mental health in the workplace.	1	**CO2**	A	2.4.3.	T
41	You notice that a team member is frequently absent and disengaged during meetings. What could be a possible mental health	1	**CO2**	A	2.1.1.	N
42	Your manager introduces a new policy to encourage mental well-being. What are two key aspects it should include?	1	**CO2**	A	10.2.1	N
43	A coworker seems disengaged and quiet lately. What are two possible reasons related to mental health?	1	**CO2**	A	9.2.1	N
44	What is duty of care?	1	**CO2**	R	2.4.2.	T
45	How does Well-being relate to workplace mental health?	1	**CO2**	A	2.1.1.	T
46	An employee feels uncomfortable speaking about mental health at work. How can the workplace encourage openness?	5	**CO2**	A	6.1.1	N
47	Why is reducing the stigma around mental health important in the workplace?	5	**CO2**	U	10.1.1	T
48	Explain the connection between diversity, inclusion, and workplace mental health policies.	5	**CO2**	A	3.1.1.	N
49	How would you use Motivation in a real workplace scenario?	5	**CO2**	A	3.1.2.	T
50	How can an organization create a mentally healthy work environment? Provide at least three strategies.	5	**CO2**	A	3.1.1.	N
51	Discuss the role of emotional intelligence in managing workplace mental health.	5	**CO2**	A	2.4.1.	T
52	What legal protections exist for employees dealing with mental health conditions at work? Provide examples.	5	**CO2**	A	3.1.3.	T
53	What steps can organizations take to support employees returning to work after a mental health-related absence?	5	**CO2**	A	3.1.1.	T
54	How can leadership play a role in reducing workplace mental health stigma?	5	**CO2**	A	3.1.2.	T
55	What is a workplace mental health policy, and why is it important?	5	**CO2**	A	3.1.2.	N
56	How would you use Motivation in a real workplace scenario?	5	**CO2**	A	3.1.2.	T
57	How does the application of Well-being affect employee engagement and satisfaction?	10	**CO2**	A	3.1.1.	T
58	Imagine your company wants to launch a mental wellness app for employees. What features should it include?	10	**CO2**	A	10.1.1	N
59	What steps should HR take to ensure zero tolerance for workplace bullying?	10	**CO2**	U	5.3.1.	T
60	What steps should HR take to ensure zero tolerance for workplace bullying?	10	**CO2**	U	5.3.1.	T
61	Your company wants to introduce a comprehensive workplace mental health policy to support employees.	10	**CO2**	A	9.1.1	N
62	How can Well-being be applied in real-world workplace scenarios?	10	**CO2**	A	3.1.1.	T
63	What are the implications of considering Resilience in a broader workplace context?	10	**CO2**	E	5.3.1.	T
64	How can we approach the issue of Well-being from a different perspective?	10	**CO2**	E	5.3.1.	T
65	What questions might challenge our current understanding of Well-being?	10	**CO2**	E	5.3.1,	T
66	How would applying Resilience in a workplace situation change the outcome?	10	**CO2**	A	3.1.1.	T
67	What decision-making process would you follow if you encountered Resilience in your team?	10	**CO2**	A	3.1.1.	N
68	State two examples of positive coping mechanisms.	1	**CO3**	R	10.3.2	T
69	Define the term "work-life balance."	1	**CO3**	R	10.1.2	T
70	List two common mental health conditions linked to stress.	1	**CO3**	R	10.1.1	T
71	Describe the relationship between stress and productivity.	1	**CO3**	U	10.2.2	T
72	How does workplace culture contribute to stress?	1	**CO3**	U	9.2.1	T
73	Explain the concept of burnout and its causes.	1	**CO3**	U	10.3.2	T
74	Suggest two ways to manage stress during exams	1	**CO3**	U	10.1.1	T
75	List any two workplace triggers for stress?	1	**CO3**	R	10.2.1	T
76	State the difference between eustress and distress.	1	**CO3**	U	6.1.1	T
77	Define time management in the context of stress reduction.	1	**CO3**	R	6.1.1	T
78	How would you create a supportive environment for a stressed colleague?	1	**CO3**	A	10.1.1	N
79	Define coping mechanism and any two coping strategies.	5	**CO3**	R	9.2.4	N
80	Define stress and describe its types with examples.	5	**CO3**	R , U	10.1.1	T
81	List and explain the physical and behavioral effects of stress.	5	**CO3**	R , U	9.2.4	T
82	List the common sources of workplace stress and explain any two.	5	**CO3**	R , U	9.2.1	T
83	Discuss the relationship between stress and mental health in high-pressure jobs.	5	**CO3**	U	10.1.1	N
84	Define social withdrawal and explain its connection to stress.	5	**CO3**	R , U	9.2.4	T
85	List and explain the key elements of effective time management for stress reduction.	5	**CO3**	R , U	9.2.1	T
86	A manufacturing company introduced a new shift system that requires employees to work irregular hours. Several employees reported feeling fatigued, stressed, and less motivated. The management noticed a decline in productivity and an increase in absenteeism. Question: Evaluate the impact of the new shift system on employees' mental health and suggest measures the company can implement to address these issues.	5	**CO3**	A	9.1.1	T
87	Reflect on a time when you felt stressed due to academic or professional responsibilities. What strategies did you use to cope with the stress?	5	**CO3**	U, A	9.2.1	N
88	Imagine you are a manager in a company. How would you ensure that your team members maintain good mental health?	5	**CO3**	U, A	10.3.3	N
89	A software engineer, Ravi, has been working on a critical project with tight deadlines. Over the past few weeks, he has been experiencing sleep disturbances, irritability, and difficulty concentrating. His productivity has decreased, and he feels overwhelmed. Question: Analyze Ravi's situation and identify the stressors affecting his mental health. Suggest strategies he can adopt to manage his stress effectively.	5	**CO3**	A	9.1.1	T
90	Explain the emotional and behavioral effects of stress on interpersonal relationships.	5	**CO3**	U	10.1.1	T

91	Ramesh is a 28-year-old software developer working in a competitive IT firm. Recently, he has been assigned a project with tight deadlines. He often skips meals, works late into the night, and finds it challenging to balance his professional and personal life. Ramesh has started experiencing frequent headaches, fatigue, and difficulty concentrating on tasks. Despite his efforts, his manager has criticized his performance, making him feel undervalued and stressed. Ramesh is now considering whether he should speak to his manager about his struggles or keep pushing himself to meet expectations. Questions (2 Marks Each) What are the key stressors in Ramesh's professional life? Identify the physical and emotional symptoms of stress that Ramesh is experiencing. How does the criticism from Ramesh's manager contribute to his stress? Suggest two ways Ramesh can improve his work-life balance. Why is it important for Ramesh to communicate his concerns to his manager?	10	**CO3**	A	9.2.1	T
92	Meena works as a customer support executive. She handles complaints from customers daily and often deals with angry or frustrated callers. Recently, she has been feeling emotionally drained and dreads going to work. Meena has started experiencing frequent headaches and feels that her efforts are not appreciated by her supervisor. She is unsure how to cope with the constant pressure and maintain her mental health. Questions (2 Marks Each): What are the main stressors in Meena's job? How is Meena's stress manifesting in her physical health? What could be the possible consequences of Meena's stress if left unaddressed? Suggest two strategies Meena can use to manage emotional stress. Why is it important for Meena's supervisor to recognize and address her concerns?	10	**CO3**	A	10.1.1	T
93	Explain the stages of General Adaptation Syndrome (GAS) as proposed by Hans Selye.	10	**CO3**	R	9.3.1	T
94	Critically analyze the impact of technology on work-life balance. Does it help in reducing stress, or does it create additional challenges? Support your answer with examples.	10	**CO3**	U	9.3.1	N
95	Reflect on the statement: "A mentally healthy workplace is not a luxury but a necessity." Do you agree or disagree? Justify your answer with examples.	10	**CO3**	U, A	9.2.1	T
96	Explain the different types of coping mechanisms (problem-focused, emotion-focused, and avoidance-focused) with examples. Which type do you think is most effective in the workplace, and why?	10	**CO3**	U	10.1.1	T
97	If you were to create a stress-free workplace, what key elements would you prioritize?	10	**CO3**	U	9.2.4	N
98	A call center employee faces consistent verbal abuse from customers, leading to increased stress and absenteeism. The company introduces stress management training but sees minimal improvement. Question: Discuss why stress management training alone might not be effective. Propose a comprehensive plan to address the root causes of stress in this scenario.	10	**CO3**	A		T
99	Imagine you are the HR manager of a company where employees frequently report feeling stressed due to tight deadlines and high expectations. Design a comprehensive plan to address workplace stress and improve mental health.	10	**CO3**	U, A	9.2.4	N
100	Amit is a final-year mechanical engineering student who has taken up an internship at a manufacturing company. He struggles to manage his academic responsibilities alongside the demands of the internship. Amit feels exhausted and often skips meals to save time. His grades are declining, and he is worried about completing his internship project on time. Amit feels stuck and unsure how to handle the mounting pressure. Questions (2 Marks Each): What are the stressors Amit is facing in his academic and professional life? How might Amit's skipping meals affect his overall stress levels? Suggest two ways Amit can prioritize his tasks effectively. Why is it important for Amit to seek support from his mentors or supervisors? How can time management help Amit reduce his stress?	10	**CO3**	A	10.1.1	T
101	Analyze the relationship between workplace stress and mental health. How can organizations create an environment that minimizes stress while promoting employee well-being?	10	**CO3**	R	8.2.2	T
102	How would employee turnover change if mental health support systems were enhanced?	1	**CO4**	R	10.3.2	N
103	What are the implications of neglecting mental health awareness in workplaces?	1	**CO4**	U	6.1.1	T
104	What are sensitive issues in workplace mental health discussions?	1	**CO4**	U	10.2.2	T
105	What connections can be made between mental health literacy and employee retention?	1	**CO4**	U	9.2.1	T
106	What are the observable indicators of a mentally supportive workplace?	1	**CO4**	U	10.2.2	T
107	How can you encourage participation in mental health programs in a scenario involving stigma?	1	**CO4**	U	10.1.1	T
108	In a case study of an organization with high turnover rates, how might mental health literacy initiatives improve retention?	1	**CO4**	A	9.2.4	N
109	What is mental health literacy?	1	**CO4**	U	9.1.1	T
110	Which communication strategies can be applied to manage conflicts arising due to mental health issues?	1	**CO4**	A	9.2.4	N
111	What evidence supports the idea that facilitating open dialogue reduces stigma?	1	**CO4**	R	10.1.2	N
112	Discuss the importance of facilitating open dialogue in workplaces.	5	**CO4**			N
113	Analyse the impact of poor communication skills on mental health discussions in the workplace. Propose strategies to improve communication and build trust among employees.	5	**CO4**	U	10.1.1	T
114	Design a feedback mechanism that allows employees to share their mental health concerns while maintaining confidentiality. How would this promote open dialogue?	5	**CO4**	C	10.1.1	N
115	You're a teacher, and one of your students, Emily, seems hesitant to participate in class discussions. When you speak with her privately, she reveals she's struggling with social anxiety. Write a brief response (around 200 words) on how you would create a supportive classroom environment, encourage Emily's participation, and foster open communication among all students.	5	**CO4**	A	9.1.1	N
116	Role-play exercises are often used to build communication skills. Describe a scenario involving a mental health discussion that could be used for such an exercise. What key skills would the participants learn?	5	**CO4**	A	9.2.1	N
117	Explore the ethical considerations in managing mental health issues in the workplace. Discuss the balance between organizational interests and employee well-being in decision-making processes.	5	**CO4**	U	10.1.1	T
118	How would you explain the importance of non-verbal communication in mental health discussions?	5	**CO4**	C	9.1.1	T
119	What are the early signs of mental health struggles that managers should be aware of, and how can early intervention help improve outcomes?	5	**CO4**	U	10.1.1	T
120	How can engineering students manage their own emotional responses during high-stress projects, and what lessons can be applied to mental health conversations?	5	**CO4**	A	9.2.1	N
121	With the increasing integration of technology in the workplace, such as remote work tools and AI, analyse how technology can both positively and negatively affect employees' mental health.	5	**CO4**	AN	9.1.1	N
122	A mid-sized IT company conducted an internal survey revealing that over 60% of employees lack basic knowledge about mental health and its impact on workplace performance. In response, the company rolled out an e-learning program on mental health literacy, including self-paced courses, webinars, and expert talks. However, only 30% of employees have completed the program, citing reasons like a lack of time and relevance. Questions: i.What could be the underlying reasons for low participation in the mental health e-learning program? ii.How can the organization make the content of the program more engaging and relevant to employees' daily challenges? iii.Propose strategies to integrate mental health literacy into regular workplace activities. iv.What are the potential benefits for both employees and the organization if mental health literacy improves? v.How can the company motivate employees to prioritize mental health education alongside their workload?	10	**CO4**	AN	9.2.1	N
123	What role does empathy play in mental health discussions? Explain how empathy can be integrated into communication strategies to foster a supportive work environment.	5	**CO4**	U	10.1.1	T
124	What key indicators could be monitored to assess changes in employee attitudes towards mental health after impl	5	**CO4**	U	10.1.1	T
125	Reflect on the importance of reducing stigma around mental health in workplaces. How can individuals contribute to this change?	10	**CO4**	E	9.2.1	N
126	Different communication styles can impact how mental health conversations unfold. How can a manager's communication style (e.g., empathetic vs. directive) affect the outcome of these discussions? Provide examples of effective communication styles that promote openness and trust.	10	**CO4**	A	9.2.5	N
127	Outline the practical steps that employers can take to promote and sustain good mental health at work.	10	**CO4**	C	8.2.2	N
128	For a remote team struggling with mental health challenges, develop a strategy to support employee well-being in virtual work environments.	10	**CO4**	C	9.3.1	N

129	How can artificial intelligence tools, such as chatbots or virtual assistants, be used to enhance communication skills and facilitate open dialogue about mental health in the workplace? Discuss both the opportunities and potential ethical challenges.	10	**CO4**	E	9.3.1	N
130	A multinational corporation has decided to make mental health a core part of its organizational culture. It plans to introduce regular workshops, flexible working hours, and an anonymous counseling service. However, senior leaders are concerned about measuring the return on investment (ROI) for these initiatives and ensuring long-term employee engagement. Questions: i.How can the organization effectively integrate mental health initiatives into its culture? ii.What metrics can be used to measure the success and ROI of these mental health programs? iii.What strategies can ensure sustained employee participation and engagement in these initiatives? iv.How can the leadership team actively contribute to normalizing mental health discussions in the workplace? v.Suggest innovative ways to tailor these initiatives to meet the diverse needs of a multinational workforce.	10	**CO4**	AN	9.2.2	N
131	How can an organization manage absence and facilitate the return to work for employees facing mental health issues?	10	**CO4**	A	9.3.1	T
132	At Creative Solutions, an advertising firm, mental health issues had been quietly affecting employee performance and morale. The HR department noticed an increase in absenteeism and declining productivity, but employees were reluctant to talk about it. In response, the company organized a series of workshops aimed at enhancing mental health literacy and raising awareness. The workshops included information on identifying mental health issues, understanding the importance of mental well-being, and available resources. These sessions were mandatory for all employees, and managers were encouraged to participate actively. Questions: i.What role did the workshops play in improving mental health awareness among employees at Creative Solutions? (2) ii.How can improving mental health literacy help reduce stigma in the workplace? (2) iii.What challenges might employees face when trying to openly discuss their mental health issues in the workplace? (2) iv.How can managers facilitate open dialogue after the mental health awareness sessions? (2) v.How do you think raising awareness about mental health would impact employee performance in the long term? (2)	10	**CO4**	A	10.1.1	N
133	Examine the role of peer support programs in addressing sensitive mental health issues. What are their advantages and limitations, and how can they be effectively implemented in a workplace?	10	**CO4**	U	9.2.4	T
134	Explain how positive thinking can help improve employee performance.	1	**CO5**	U	10.3.3	N
135	How can a leader apply positive thinking to enhance their effectiveness in managing teams, driving performance, and improving workplace culture?	1	**CO5**	A	9.2.1	N
136	What is positive thinking, and how does it relate to mental health?	1	**CO5**	R	9.3.1	T
137	What is the relationship between positive thinking and job satisfaction?	1	**CO5**	U	10.2.1	T
138	You are leading a team with diverse personalities, and there's ongoing friction between two key team members. How can you use positive thinking to mediate the conflict and foster a harmonious work environment	1	**CO5**	A	9.3.1	T
139	Imagine you are part of a team facing a tight deadline, and tensions are rising due to differing opinions on how to approach the project. How can you apply a positive mindset to manage the conflict and keep the team focused on achieving the goal?	1	**CO5**	A	9.3.3	T
140	Suppose you receive negative feedback from a client regarding your team's work. How can you apply positive thinking to address the feedback constructively and inspire your team to improve?	1	**CO5**	A	10.1.1	T
141	Discuss the role of organizations to create an environment that supports positive thinking for better mental health?	1	**CO5**	U	6.1.1	N
142	what is the relation between positive thinking and good leadership skills in the workplace? Explain.	1	**CO5**	R	6.1.1	N
143	What is the impact of a positive mindset on employee motivation?	1	**CO5**	R	9.2.1	N
144	What is the role of optimism in creating a healthy work environment?	1	**CO5**	R	9.3.1	T
145	After a major project failure, the team members feel demoralized and are blaming each other for the mistakes. The team leader notices a lack of communication and motivation among the employees, which is affecting their productivity and mental well-being. Questions: 1.How can the team leader use positive thinking techniques to rebuild the team's morale and foster better communication? 2.What steps can the leader take to shift the team's focus from failure to future opportunities and growth? What practical strategies can leadership team and employees use to stay focused and productive while managing the stress of organizational changes? Explain how leaders can model positive thinking to inspire resilience and optimism in their teams during challenging projects, and how this approach can help reduce workplace stress and promote a healthier work-life balance	5	**CO5**	A	9.3.5	T
146	How can positive thinking enhance creativity and innovation in a collaborative work environment, and how can it help employees adapt more effectively to organizational changes such as mergers, restructuring, or new leadership?	5	**CO5**	R	8.2.2	T
147	Explain how positive thinking can be leveraged as a tool to strengthen resilience and improve mental health in employees navigating continuous workplace changes. Support your explanation with relevant real-life situational examples.	5	**CO5**	U	9.3.1	N
148	How does maintaining a balanced lifestyle contribute to positive mental health and enhance academic performance? Provide relevant examples.	5	**CO5**	R	10.1.1	T
149	Analyze how positive thinking can help employees handle workplace challenges such as conflict, setbacks, or performance pressure. Provide relevant examples.	5	**CO5**	A	9.2.1	
150	As a project leader facing unexpected obstacles that have frustrated your team, how can you use positive thinking to shift their perspective and view these challenges as opportunities for growth and innovation? Additionally, what strategies can you implement to promote positive thinking and support the team's mental well-being?.	5	**CO5**	A	6.1.1	
151	Explain the psychological effects of adopting a positive thinking mindset on mental health.	5	**CO5**	U	9.2.1	
152	After a major project failure, the team members feel demoralized and are blaming each other for the mistakes. The team leader notices a lack of communication and motivation among the employees, which is affecting their productivity and mental well-being. Questions: 1.How can the team leader use positive thinking techniques to rebuild the team's morale and foster better communication? 2.What steps can the leader take to shift the team's focus from failure to future opportunities and growth? What practical strategies can leadership team and employees use to stay focused and productive while managing the stress of organizational changes? Explain how leaders can model positive thinking to inspire resilience and optimism in their teams during challenging projects, and how this approach can help reduce workplace stress and promote a healthier work-life balance	5	**CO5**	A	8.2.2	T
153	How can managers foster a positive mindset among employees to boost engagement and job satisfaction, and how can employees use positive thinking to effectively navigate workplace politics while maintaining professional integrity	5	**CO5**	U	9.2.1	N
154	How can positive thinking enhance creativity and innovation in a collaborative work environment, and how can it help employees adapt more effectively to organizational changes such as mergers, restructuring, or new leadership?	5	**CO5**	R	8.2.2	T
155	Discuss how positive thinking can influence an individual's emotional, social and psychological well-being.	5	**CO5**	U	10.1.1	
156	A newly promoted manager is struggling to gain the trust of their team. Despite their efforts, the team is not responding positively to the new leadership style. Questions: 1. What steps can the manager take to use positive thinking to build trust and improve team dynamics? 2. How can the manager encourage open communication and create an environment where team members feel valued and respected? Explain how positive thinking can help an employee manage multiple responsibilities at work while maintaining a healthy work-life balance and preserving their mental well-being. Explain how positive thinking can help a team view failure to meet targets due to unforeseen challenges as a learning experience, and how it can inspire resilience and motivation for future projects.	5	**CO5**	A	10.1.1	T

157	"You are leading a project in your final year of engineering to create a solar-powered water purification system. The project is for a competition, and your team is facing many challenges like limited time, not enough resources, and technical problems. You have just three weeks left to finish. Some of your team members are feeling stressed and unmotivated, and overall team spirit is low. However, you still need to complete the project successfully." 1. How can you, as the team leader, use a positive attitude to encourage your team and help them stay confident while working through the challenges to complete the solar-powered water purification system? 2. Imagine one of your teammates is feeling stressed and unsure because of the technical problems. How can you help them regain their focus and perform better by staying positive? 3.Explain how having a positive mindset in your team can help with creativity and problem-solving, especially when you don't have enough resources and face technical issues. Use examples from real life, either your own or others. 4.Think about a past experience where being positive helped you overcome difficulties in a project or your studies. How did this attitude impact the final result, and what lessons did you learn that you're using in this project? 5. As you get closer to the project deadline, how will you make sure your team stays positive to avoid burnout, handle changes, and stay productive? What specific steps will you take to keep everyone motivated and on track?	10	**CO5**	A	6.1.1	T
158	Discuss the relationship between positive thinking and overall mental well-being, and explain how positive thinking can improve performance in high-pressure environments like work or sports. Using a case study, illustrate how a student struggling with anxiety before exams can apply positive thinking techniques to improve both their mental health and exam performance.	10	**CO5**	A	8.2.2	N
159	Explain the role of stress management techniques, such as deep breathing, cognitive reframing, and mindfulness, in fostering positive thinking. How do these techniques contribute to improving mental health and work or academic performance? Provide examples of how individuals can apply these techniques in high-pressure situations, such as during exams or at the workplace. Additionally, discuss the potential long-term benefits of consistently using these stress management techniques on overall well-being and productivity.	10	**CO5**	A	10.1.1	N
160	A person faces consistent failure at work, leading to negative thoughts. How can they apply positive thinking strategies to improve both their mental health and work performance? Additionally, describe the role of self-talk in positive thinking. How can individuals change negative self-talk to promote mental health and productivity	10	**CO5**	A	9.3.1	T
161	In the context of positive thinking, explain how cultivating an optimistic mindset can contribute to psychological, emotional, and social well-being. Illustrate with real-life examples how an individual can apply positive thinking techniques to overcome stress, improve relationships, and foster emotional resilience in challenging situations. Discuss the potential long-term benefits of this practice on overall mental health and social interactions.	10	**CO5**	U	9.3.1	N
162	Evaluate how the principles of positive thinking can be applied to reduce stress and enhance productivity in engineering students during examinations. Analyze the feedback loop between positive thinking, mental health, and academic performance, and provide a practical guide for maintaining this cycle. How can students use positive thinking strategies to improve their mental well-being and exam performance, ensuring long-term academic success?	10	**CO5**	A	6.1.1	N
163	How can positive thinking techniques be integrated into educational systems to enhance student performance and well-being? Provide a detailed plan for its implementation.	10	**CO5**	U, A	9.2.1	N
164	Analyze how maintaining a positive outlook during engineering education and project work can contribute to an individual's long-term success and professional growth. Imagine you are leading a sustainable engineering project under tight deadlines and constraints. How can positive thinking foster adaptability and problem-solving in your team? Provide examples from your academic or project experiences.	10	**CO5**	A	9.2.1	T
165	In the context of positive thinking, explain how cultivating an optimistic mindset can contribute to psychological, emotional, and social well-being. Illustrate with real-life examples how an individual can apply positive thinking techniques to overcome stress, improve relationships, and foster emotional resilience in challenging situations. Discuss the potential long-term benefits of this practice on overall mental health and social interactions.	10	**CO5**	U	9.3.1	N
166	Explain the impact of negative thoughts on an individual's performance at work. How can positive thinking techniques be applied to improve both mental health and work output? Provide examples of strategies that could be used to manage negative thoughts in a work setting	10	**CO5**	U	6.1.1	T
167	Imagine you are a manager overseeing a team where several members are struggling with low morale due to recent setbacks. How would you use positive thinking to motivate your team and help them regain confidence in their work? Explain with real life scenario.	10	**CO5**	A	10.1.1	T
168	Define telehealth. Mention two benefits of telehealth mental health services.	1	**CO6**	U	9.2.1	N
169	How would you align workplace policies with SDG-8 to promote decent work?	1	**CO6**	A	6.1.1	N
170	What is the significance of community resources in mental health?	1	**CO6**	U	6.1.1	N
171	Define the term "mental health disparities."	1	**CO6**	U	9.3.1	N
172	Describe the benefits of online mental health platforms.	1	**CO6**	U	8.2.2	N
173	A small business cannot afford expensive mental health services. Suggest two cost-effective ways for the business to support employee mental health.	1	**CO6**	A	6.2.2	N
174	Define the term "organizational mental health support plan."	1	**CO6**	U	6.1.1	N
175	If your workplace lacked mental health resources, what two solutions would you propose to the management?	1	**CO6**	A	9.2.1	T
176	Mention any two components of a mental health support plan.	1	**CO6**	R	10.1.1	N
177	What are crisis intervention services?	1	**CO6**	R	9.1.1	N
178	What is meant by "health for all ages" in SDG-3?	1	**CO6**	U	8.2.2	N
179	State five benefits of integrating SDGs into workplace policies.	5	**CO6**	R	9.3.1	T
180	Describe five workplace practices that align with SDG-8.	5	**CO6**	R	9.2.1	N
181	Discuss how SDG-3 and SDG-8 are interconnected in promoting workplace well-being.	5	**CO6**	U	9.2.1	T
182	Explain how SDG-3 promotes universal access to mental health resources.	5	**CO6**	U	8.2.2	N
183	A multinational corporation adopts SDG-3 and SDG-8 by offering mental health workshops and ensuring fair wages. However, employees in lower-tier roles feel excluded from these initiatives. Identify the challenges and suggest two inclusive strategies to ensure all employees benefit from the initiatives.	5	**CO6**	A	8.2.2	N
184	A corporate office promotes SDG-8 by ensuring decent work opportunities for all, including persons with disabilities. However, the workplace lacks adequate mental health support for these employees. Identify the gaps and propose two measures to provide better mental health support while adhering to SDG-8.	5	**CO6**	A	9.3.1	N
185	A retail company introduces SDG-8 policies, including fair treatment and anti-discrimination practices. Despite this, employees from minority groups report higher levels of workplace stress. Analyze the situation and propose two initiatives to address mental health disparities among employees.	5	**CO6**	A	9.2.1	N
186	Identify five resources organizations can use to support employee mental health.	5	**CO6**	R	10.1.1	T
187	Explain the importance of sustainable mental health practices.	5	**CO6**	U	9.3.1	N
188	An organization aligns its policies with SDG-8 but struggles to ensure fair treatment for all employees. Identify the possible gaps and propose actions to promote inclusivity and decent work for all.	5	**CO6**	A	9.2.1	N
189	Reflect on a workplace or academic environment you've experienced. What changes would you make to improve mental well-being for everyone?	5	**CO6**	A	9.2.1	N
190	What are SDG - 3. Analyze how SDG-3 can be integrated into workplace mental health policies.	10	**CO6**	R	6.1.1	N
191	What are SDG - 8. Illustrate the connection between mental health support and SDG-8 targets.	10	**CO6**	R, U	9.3.1	T
192	C2C Corporation, a mid-sized technology company, has been experiencing a significant increase in employee turnover and absenteeism. A recent internal survey revealed that 65% of employees feel overwhelmed by their workload, and 40% reported experiencing symptoms of anxiety and burnout. The HR department decided to address the issue by implementing a mental health support plan aligned with the Sustainable Development Goals (SDGs). The plan included establishing an Employee Assistance Program (EAP), conducting mental health awareness workshops, and partnering with a local mental health organization for external counseling services. Additionally, the company introduced flexible work hours and ensured managers received training on identifying and supporting employees with mental health challenges. After six months, the company observed a 25% decrease in absenteeism and a 15% increase in employee satisfaction. However, some employees felt the stigma around mental health persisted, and others suggested more individualized support options. 1. What were the key components of C2C Corporation's mental health support plan? 2. How did C2C Corporation align its mental health initiatives with the Sustainable Development Goals (SDGs)? 3. What positive outcomes were observed after six months of implementing the mental health support plan? 4. Identify two challenges that C2C Corporation still faced after introducing the mental health initiatives. 5. Suggest one additional measure the company could take to further improve its mental health support plan.	10	**CO6**	A	10.1.1	N

193	Swift Transport, a global logistics company, aimed to align with SDG-8 (Decent Work and Economic Growth) by improving working conditions for its drivers. The company reduced long shifts, increased rest breaks, and introduced mental health support programs. However, many drivers still experience high levels of stress due to uncertainty in job stability and fluctuating wages. Some drivers avoided taking breaks out of fear of reduced earnings, making it difficult for the company to enforce well-being policies. 1. What key workplace issue was Swift Transport trying to address? 2. Why did some employees struggle to benefit from the new mental health policies? 3. How does this case illustrate the link between financial stability and mental well-being? 4. What does the reluctance to take breaks suggest about workplace incentives? 5. How could Swift Transport ensure employees prioritize mental health without financial concerns?	10	**CO6**	A	9.3.1	N
194	With the rise of the gig economy, many workers lack access to employer-provided mental health resources. What innovative solutions can be introduced to support their well-being?	10	**CO6**	A	8.2.2	T
195	Your organization wants to set up a sustainable mental health resource hub for employees. What key elements should be included to ensure long-term accessibility and effectiveness?	10	**CO6**	A	6.1.1	N
196	How does workplace inclusion (e.g., gender, disability, ethnicity) impact mental health, and how can organizations align inclusion policies with SDG-3 and SDG-8?	10	**CO6**	U,A	9.3.1	N
197	Propose a framework for integrating SDG-3 and SDG-8 into workplace policies	10	**CO6**	R	10.1.1	T
198	Textile Trends Manufacturing, a large-scale factory, noticed a rise in workplace stress and conflict among employees. Many workers reported difficulty in managing their workload, and some even faced physical health issues due to stress. The management decided to introduce internal mental health resources, including an in-house counselor and peer support groups. Additionally, employees were encouraged to take short mental wellness breaks during their shifts. Despite these efforts, some employees hesitated to seek help due to stigma, and others found it difficult to balance their workload with the wellness initiatives. 1. What internal mental health resources did Textile Trends Manufacturing introduce? 2. How did the company encourage employees to manage workplace stress? 3. What challenges did employees face in accessing the mental health resources? 4. Why might some employees hesitate to use mental health support services? 5. Suggest one way Textile Trends Manufacturing could improve its mental health support system.	10	**CO6**	A	9.3.1	N
199	At Tech Innovations Software Solutions, employees frequently worked overtime to meet tight project deadlines. Over time, the management noticed an increase in absenteeism and a decline in overall productivity. A company-wide survey revealed that many employees were experiencing burnout, anxiety, and lack of motivation. To address this, Tech Innovations Software Solutions introduced a flexible work policy, mandatory mental health breaks, and stress management workshops. While some employees benefited, others continued working overtime out of fear of missing promotions. The company struggled to create a culture where taking breaks was not seen as a sign of weakness. 1. What underlying issue did LMN Software Solutions attempt to address? 2. How did the company's new policies aim to improve employee well-being? 3. Despite the new initiatives, why did some employees not fully benefit? 4. What does this case suggest about workplace culture and mental health? 5. How could LMN create an environment where employees feel safe prioritizing mental well-being?	10	**CO6**	A	10.1.1	T
200	Creative Pulse Corporation developed a comprehensive mental health support plan that included free counseling, stress management training, and peer support groups. While these initiatives were well-received, a significant number of employees hesitated to participate, fearing their mental health records might affect career growth. The HR department assured employees that their information would remain confidential, but skepticism remained. Some employees felt that discussing mental health at work could make them seem less capable, leading to a lack of engagement with the support programs. 1. Why did Creative Pulse Corporation introduce a mental health support plan? 2. What prevented some employees from fully engaging with the available resources? 3. How does this case reflect the role of trust in workplace mental health initiatives? 4. What does employee hesitation reveal about perceptions of mental health in professional settings? 5. What strategies couldCreative Pulse Corporation use to build trust and encourage participation?	10	**CO6**	A	6.1.1	N