

PRESENTED BY



SAGAR MEIN YOG

THE HOLISTIC WELLBEING CURRICULUM FOR
THE MARITIME SECTOR

PREPARED BY
Trijog Know Your Mind

2025

Acknowledgment

The development of this training curriculum is the result of extensive contributions from industry experts, healthcare professionals, financial advisors, and maritime training specialists. Their expertise and insights have played a vital role in shaping a comprehensive and impactful program that meets the needs of maritime professionals at all stages of their careers.

We extend our sincere gratitude to the Directorate General of Shipping, in partnership with the National Union of Seafarers of India (NUSI) [Relevant Authorities, Partner Institutions, and Subject Matter Experts] for their unwavering support in the design and refinement of this curriculum. Their commitment to promoting holistic wellness and professional development has significantly influenced the structure and depth of the modules.

A special acknowledgment goes to the seafarers, trainers, and facilitators who provided real-world perspectives on the challenges faced in the maritime industry. Their feedback and practical insights have been instrumental in ensuring that the curriculum remains relevant, engaging, and effective.

We also recognize the invaluable contributions of research institutions and professional bodies whose studies and recommendations have informed the evidence-based approach of this program. Their ongoing research continues to shape industry standards and best practices, reinforcing the credibility of our training materials.

Lastly, we express our appreciation to the internal teams, designers, and educators who worked tirelessly to develop and structure the curriculum. Their dedication to creating a seamless and engaging learning experience has helped bring this initiative to fruition, making it accessible and impactful for all participants.

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INTRODUCTION

BACKGROUND

We stand at a historic juncture — one where the tides of change are being shaped by vision, collaboration, and purpose. Under the **visionary leadership of the Directorate General of Shipping** and in strong partnership with **National Union of Seafarers of India (NUSI)**, with **Trijog – Know Your Mind** as knowledge partners, we proudly introduce **Sagar Mein Yog (SMY)**: a once-in-a-lifetime wellness movement designed to **redefine the wellbeing paradigm for Indian seafarers**.

Sagar Mein Yog is not just a program—it is a holistic movement that integrates mind, body, and spirit into the seafaring experience, bringing forth a culture of resilience, care, education, and empowerment. This initiative is committed to supporting maritime professionals through **every stage of their career — Pre-Sea and Post-Sea**, by addressing their **multidimensional wellness needs**.

ABOUT DG (DIRECTORATE GENERAL OF SHIPPING)

The **Directorate General of Shipping, India**, serves as the apex regulatory authority under the Ministry of Ports, Shipping, and Waterways. It is entrusted with the formulation and effective implementation of shipping policies and legislation to ensure the **safety of life and vessels at sea**, as well as the **prevention of marine pollution**. The Directorate plays a pivotal role in the **promotion of maritime education and training**, working in close coordination with the **International Maritime Organization (IMO)** to uphold global standards.

It also oversees the **regulation of employment conditions and welfare of seafarers**, the **development and promotion of coastal shipping**, and the **augmentation of national shipping tonnage**. Furthermore, it is responsible for the **examination and certification of Merchant Navy officers**, ensuring competency and compliance with international norms. The Directorate exercises **supervision and administrative control over allied offices and institutions** functioning under its jurisdiction, thereby strengthening India's maritime governance and global maritime presence.

INTRODUCTION

ABOUT NUSI (NATIONAL UNION OF SEAFARERS OF INDIA)

The **National Union of Seafarers of India (NUSI)** holds the distinct honor of being the **only maritime union in India to have celebrated its centenary in 1996**. With a proud legacy of **124 years**, NUSI continues its unwavering commitment to the **welfare of seafarers and their families**, while contributing significantly to the growth and strength of **Indian shipping**.

Over the decades, NUSI has consistently worked towards the **advancement of working conditions for ratings and petty officers** serving on **offshore, home trade, and foreign-going vessels**. The union is proudly affiliated with both the **Hind Mazdoor Sabha (HMS)** and the **International Transport Workers' Federation (ITF), London**, reinforcing its global presence and influence in championing seafarers' rights and dignity.

ABOUT TRIJOG KNOW YOUR MIND

Trijog is India's **leading organization for Mental Health care**, committed to making wellbeing accessible across the **public, private, and maritime sectors**. Established in 2015, Trijog has positively impacted over 30 million lives globally through its clinical expertise and evidence-based psychological practices.

Trijog operates across **28 Indian states, with 4 physical centers** and a robust digital presence that services key international markets including the **UAE, USA, and UK**.

Each year, Trijog counsels over **3 million individuals**, supporting a wide spectrum of emotional, mental, and behavioral needs.

With a **dedicated team of over 210 professionals**, Trijog has **partnered with more than 400 corporations and government bodies** as their Well-being partner. Including National Union of Seafarers of India (NUSI), Indian Railways, Maersk, MSC, Burger King India, Red Bull India, Spotify India, and Great Place to Work, to name a few.

Trijog offers a comprehensive suite of services—**one-to-one counseling, psychometric assessments, and learning & development trainings**—tailored for individuals across all age groups and organizational levels. The organization specializes in supporting high-stress professions, particularly in the maritime industry, addressing the psychological impact of isolation, long voyages, and emotional fatigue with a customized wellness solution.

PROJECT OVERVIEW

WHAT IS SAGAR MEIN YOG?

SMY is a wellness initiative crafted exclusively for Indian seafarers, with the aim to elevate **awareness, education, and acknowledgment** around holistic well-being. SMY encapsulates wellness through **10 Core Pillars**, customized to meet the **unique challenges** of maritime life. The initiative provides seafarers with the knowledge, tools, and practices necessary to **thrive emotionally, physically, socially, and spiritually** both at sea and on land.

PROJECT STRUCTURE

This section breaks down the training provided before deployment, covering foundational skills and knowledge essential for seafarers as they begin their careers. At the heart of SMY lies the development of a robust curriculum grounded in the **10 Pillars of Holistic Wellness**, each addressing a critical domain of a seafarer's life. The 10 pillars are as follows:

- 1. Emotional Wellness** – Covers key topics such as managing stress, emotional intelligence, and mental resilience before embarking on a voyage.
- 2. Economic Wellness** – Provides insights into budgeting, savings, investment strategies, and financial planning for seafarers.
- 3. Physical Wellness** – Encourages seafarers to maintain physical fitness and balanced nutrition for optimal health at sea.
- 4. Occupational Wellness** – Focuses on work ethics, safety, professional development, and adapting to life at sea.
- 5. Social Wellness** – Includes building interpersonal skills, teamwork, and handling communication challenges in a diverse maritime environment.
- 6. Environmental Wellness** – This will emphasize sustainable practices, waste management, and environmental consciousness at sea.
- 7. Climatic Wellness** - Prepares individuals to adapt to varying climatic conditions while maintaining well-being onboard.

PROJECT OVERVIEW

8. Intellectual Wellness – Addresses continuous learning, problem-solving, and critical thinking skills for career growth.

9. Cultural Wellness - Promotes understanding, respect, and adaptability within diverse cultural environments at sea.

10. Spiritual Wellness – Introduces mindfulness, self-reflection, and ways to maintain inner peace and purpose.

Each Pillar is divided into **2 life phases** -

- **Pre-Sea** (before joining onboard)
- **Post-Sea** (after service or in-between voyages).

These provide a stage-specific curriculum that ensures relevance, engagement, and long-term impact.

PROJECT DELIVERY SEQUENCE

PRE-SEA TRAINING: PREPARING FOR THE JOURNEY

Before starting their journey, seafarers will engage in structured learning covering all 10 Pillars. The intake will follow a progressive sequence, ensuring gradual skill-building as follows -

1. **Self-Paced Learning & Orientation** – Seafarers will go through introductory modules via digital content, PPTs, and interactive tools.
2. **Live/Recorded Workshops & Case Studies** – Simulating real-life onboard scenarios to build mental, physical, and financial preparedness.
3. **Practical Application Modules** – Hands-on exercises to help them adopt best practices before they set sail.
4. **Pre-Voyage Reflection & Strategy Planning** – Encouraging seafarers to map their personal well-being goals for their time at sea.

By completing the Pre-Sea modules, participants will be equipped with tools and strategies to navigate challenges, manage stress, and maintain overall wellness throughout their journey.

POST-SEA TRAINING: REINTEGRATING & SUSTAINING WELLNESS

After completing their journey, seafarers will revisit and deepen their understanding of the 10 pillars with a fresh perspective based on their onboard experiences. The Post-Sea intake includes -

1. **Experience-Based Reflection** – Revisiting Pre-Sea learnings and analyzing personal challenges faced during the voyage.
2. **Advanced Learning Modules** – Diving deeper into recovery strategies, financial sustainability, emotional well-being, and reintegration techniques.
3. **Interactive Q&A & Peer Discussions** – Engaging in discussions with trainers and fellow seafarers to exchange experiences and solutions.
4. **Practical Implementation & Ongoing Learning** – Applying learnings to post-sea life, ensuring a balanced reentry into daily routines, financial planning, and overall well-being.

The Post-Sea training ensures that seafarers not only reintegrate smoothly but also continue to apply long-term strategies for physical, mental, and financial stability.

PROJECT DELIVERY SEQUENCE

ADVICE TO PARTICIPANTS FOR EFFECTIVE LEARNING

1. **Pre-Sea** - Engage in learning **before embarking**, ensuring they are mentally, physically, and financially prepared for life at sea.
2. **During Voyage** - Apply Pre-Sea learning in real time, using coping strategies and wellness techniques as needed.
3. **Post-Sea** - Revisit concepts with a **new perspective**, focusing on **adapting back to shore life**, long-term well-being, and continuous personal growth.

FLOW OF MODULE

The modules are structured as follows:

1. **Interactive Workshops** – Hands-on sessions with activities and exercises to encourage participation.
2. **Case Studies** – Real-life examples and scenarios relevant to seafarers' challenges.
3. **Real-World Scenarios** – Situational problem-solving exercises to develop critical thinking.
4. **Peer Discussions & Group Activities** – Collaborative learning to share experiences and perspectives.
5. **Role-Playing & Simulations** – Practical demonstrations to reinforce learning in a controlled environment.
6. **Self-Reflection & Goal-Setting** – Encouraging personal development through guided reflections.
7. **Assessment & Feedback** – Pre- and post-session evaluations to measure learning outcomes.

PowerPoint Presentations (PPT):

1. **PPT Presentation** – Visually structured content to guide discussions and reinforce key concepts.
2. **Handouts & Workbooks** – Supplementary materials for participants to review and apply concepts.
3. **Infographics & Visual Aids** – Engaging materials to simplify complex topics.

PROJECT DELIVERY SEQUENCE

FAQS

This section will address common concerns, clarify doubts, and provide practical applications for real-world situations. The FAQ will include:

1. **Common Challenges & Solutions** – Addressing typical issues faced by seafarers.
2. **Scenario-Based Troubleshooting** – How to handle on-the-job situations effectively.
3. **Practical Applications** – Guidance on implementing training concepts in daily life.
4. **Support Resources** – Information on helplines, additional learning materials, and expert consultations.

THE TEAM

Here we provide a description of the professional background of all the professionals involved in the making of SMY -

Anureet Sethi: Anureet Sethi stands as the Director & Chairperson at Trijog – Know Your Mind, India's foremost and trusted institution dedicated to mental health care and holistic wellness. With an illustrious career spanning four decades, she is India's highly esteemed and accredited RCI Licensed Clinical Psychologist. Anureet Sethi has played a pioneering and visionary role in the field of Mental Health and Clinical Psychology, shaping and advancing the landscape in India. Her profound impact is evidenced by her instrumental contributions to the development of policies, curricula, frameworks, and resource rooms, all of which have been instrumental in reshaping the mental healthcare landscape in India. Through her tireless efforts, she has positively transformed countless lives, leaving an indelible mark on the nation's mental health landscape. Additionally, Anureet Sethi serves as the Head of Department (HOD) for 140 schools within the Podar Education Network, further underscoring her dedication to fostering mental well-being and holistic education within the academic realm.

Arushi Sethi: Arushi Sethi is the Co-Founder & CEO of Trijog – Know Your Mind, and a trailblazing force in India's mental health landscape. Under her visionary leadership, Trijog has grown from 300 counseling hours in its first year to over 300,000 hours, impacting more than 20 million lives across India and globally. Recognized as a BW Wellbeing 30U30 leader, Arushi has catalyzed mental health advocacy by enabling 250+ companies—including Indian Railways, Bain, Redbull, and Zee Group—to invest in employee well-being. Her reach spans across 28 Indian states and extends to the UAE, UK, and USA, offering hybrid mental health solutions at scale. In 2019, she made history as the youngest board member of the World Federation for Mental Health (WFMH) and currently serves as Chairperson of its Youth Section. She also holds a board position with the Indian Merchants Chamber's Youth Forum. Arushi is deeply committed to grassroots change through initiatives like the Dharavi Dream Counselling Project, The Girl Child Project, and LGBTQIA+ outreach in collaboration with the YANA Foundation. A powerful voice on 120+ global platforms—including UNICEF, WHO, IIM, IIT, and GMH@Harvard—she champions psychological safety, access, and empathy at every level.

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Sahej Sethi: Sahej Sethi is the Chief Operating Officer at Trijog – Know Your Mind and a dynamic force in the mental health and wellness ecosystem. With over 12+ years of experience across business strategy, performance marketing, digital innovation, and startup leadership, Sahej brings a rare blend of analytical precision and visionary thinking. A postgraduate in Digital Marketing & Metrics from SP Jain School of Global Management, he has co-founded three disruptive ventures—Xyra, Motivus, and Sstorm—each reflecting his commitment to innovation, impact, and human-centric growth. At Trijog, Sahej leads with a mission to make quality mental healthcare both scalable and sustainable. He helms therapy operations, leverages data-driven insights to enhance service delivery, and spearheads performance marketing and client acquisition strategies. His work ensures seamless experiences for clients while empowering internal teams with robust systems and agile workflows. Deeply invested in destigmatizing mental health conversations, Sahej combines business acumen with empathy, building infrastructures that not only support emotional wellness but also advance India's position on the global mental health map.

Sakshi Sharma: Sakshi Sharma is a skilled Psychologist with a Master's degree in Industrial Psychology and specialization in Rational Emotive Behavior Therapy (REBT). She applies evidence-based psychological principles across individual and organizational settings, helping clients challenge irrational beliefs to foster healthier emotional responses and behaviors. With expertise in workplace well-being, emotional regulation, and mental wellness education, Sakshi designs and facilitates interactive workshops on stress management, work-life balance, assertiveness, and burnout prevention. Known for her empathetic, insight-driven approach, she integrates REBT with mindfulness and reflective practices to create psychologically safe environments that empower individuals and teams for sustained personal and professional growth.

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Vishakha Salunkhe: Vishakha Sunil Salunkhe is a creative force at Trijog – Know Your Mind, bringing over 2 years of experience and a Bachelor's degree in Management Studies to her role. With a strong flair for design, visual storytelling, and content creation, Vishakha plays a pivotal role in shaping the brand's communication and aesthetic identity. Her expertise lies in translating complex mental health narratives into visually engaging and emotionally resonant content, be it through digital campaigns, social media storytelling, or workshop materials. Adept at both client servicing and creative strategy, she bridges the gap between impactful design and purpose-driven messaging. Vishakha's work reflects a keen understanding of audience engagement and an unwavering commitment to creating content that educates, inspires, and connects.

Arijit Sen: Arijit Sen is a Senior Psychologist with over a decade of clinical and research experience in Mumbai and New York. Currently a PhD scholar at the Tata Institute of Social Sciences (TISS) and a specialist in Rational Emotive Cognitive Behavior Therapy (RECBT) trained at the Albert Ellis Institute, he integrates evidence-based practices with an inclusive, client-centered approach. Arijit's expertise spans anxiety, mood disorders, relationship challenges, and LGBTQ+ affirming therapy, positioning him as a compassionate advocate for emotional well-being across diverse populations. Notably, he extends his specialized knowledge to the maritime sector, supporting seafarers in managing the unique psychological stresses of life at sea with resilience, clarity, and confidence.

Shruti Nedungadi: Shruti Nedungadi is a senior psychologist with over a decade of experience in individual counselling and group interventions. Her work spans diverse sectors including education, disability, and the maritime industry. With a deep understanding of the emotional landscape of seafarers, she brings expertise in addressing mental health challenges through evidence-based practices, making psychological well-being more accessible and relevant to maritime professionals.

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Shefali Arora: CA Shefali Arora is a Chartered Accountant with over 20 years of experience and a Partner at ATMS & Co LLP, where she plays a key role in financial planning, leadership development, and people management. She holds a certification in Wealth Management & Financial Planning from ICAI and has helped grow ATMS from a five-member firm to a thriving team of 190 professionals. A strong advocate for financial literacy, particularly for women, she has guided over 150 families in achieving their financial goals and is a frequent speaker at ICAI platforms. Beyond finance, Shefali is deeply committed to community development, having led impactful education and hygiene initiatives for underprivileged children and championed corporate social responsibility within her firm.

Sanket Shrotri: Sanket Shrotri is a highly respected Evidence-Based Nutritionist and Well-being Trainer with over 7 years of experience in supporting individuals across weight management, performance enhancement, and holistic wellness. As India's first MNU (Mac-Nutrition Universal) Certified Nutritionist and the founder of Element Nutrition, he combines global best practices with a deep understanding of local health needs. Sanket serves as Head Faculty of Nutrition at the National Fitness and Nutrition Academy, where he has trained thousands in applied nutrition. Holding a Bachelor's in Psychology from Symbiosis and integrating principles of clinical nutrition, physiology, and biochemistry, his work emphasizes the mind-body connection and sustainable lifestyle change. Through educational outreach and personalized interventions, Sanket is committed to helping people make informed, lasting choices for better health.

Esha Pahuja Verma: Esha Pahuja Verma is a seasoned psychologist with over 14 years of experience supporting children, adolescents, and adults through a scientific and compassionate approach. Specializing in complex clinical cases, she integrates techniques from Person-Centered Therapy, CBT, REBT, DBT, and Mindfulness to tailor interventions for each individual. Esha is committed to fostering healing, self-discovery, and empowerment through a safe therapeutic environment. With extensive leadership experience, she has also mentored therapists and shaped therapeutic services for diverse clients, including those from the maritime and corporate sectors.

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Aradhana Bhushan: Aradhana Bhushan brings over 20 years of experience in brand management, marketing communications, and nonprofit leadership, spanning both corporate giants and social impact organizations. With a career that includes leadership roles at HSBC, J Walter Thompson, Everest Brand Solutions, and nonprofits such as Planning for Canada and Brilliant Minds Group, she has driven operations, stakeholder engagement, and business development at scale. A certified Life Coach and REBT practitioner, Aradhana is also a seasoned facilitator who has empowered thousands of newcomers to Canada through impactful employment and settlement programs. With a keen understanding of cultural wellness and diversity, especially relevant to sectors like maritime, she integrates inclusive practices that foster well-being and collaboration across diverse teams. Armed with an MBA in Marketing from Symbiosis and advanced certifications from Yale and Simon Fraser University in well-being, diversity, and intercultural dialogue, she blends strategic vision with a people-centric approach to build ventures, strengthen teams, and foster inclusive growth.

Shraddha Iyer: Shraddha Iyer is a certified ERYT-500 yoga instructor and sound healer with over a decade of experience in yoga and holistic wellness. Trained in Yoga Chikitsa, prenatal yoga, and sound healing from the International Academy of Sound Healing, she blends ancient practices with modern techniques to create immersive, therapeutic experiences. Her sound bath healing sessions are known for their calming, restorative impact, integrating movement, breath, and frequency to support mental, physical, and emotional balance. She also conducts sessions on meditation, laughter therapy, and mind-body connection, fostering holistic well-being. Shraddha has facilitated wellness programs for renowned organizations like Aditya Birla, Godrej Industries, and Rolls-Royce. Her approach emphasizes alignment, individualized care, and inner harmony, making her a sought-after name in the space of transformative healing.

Dr. Deepti Mankad: Dr. Deepti Mankad holds a Doctorate in Educational Psychology with a specialization in Multiple Intelligences and has over 15 years of experience in the maritime industry. As the Global Project Head at Sailors Society UK, she has been a key figure in promoting seafarer wellness globally. Dr. Mankad is a certified Wellness at Sea trainer, having trained over 5,000 cadets and pioneered the design of Psychological First Aid for seafarers in India. She has trained more than 3,500 senior officers, equipping them with critical skills to support mental well-being at sea. Her expertise and dedication have made her a leading authority in maritime mental health and wellness.

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Nupur Rajvanshi: Nupur Rajvanshi is a finance educator and corporate trainer with over 14 years of combined academic and industry experience. An MCom, MBA (Gold Medalist), and UGC-NET qualified professional, she has taught at renowned institutions like IIMT, SIES, and ICFAI, and completed the Faculty Development Program at IIM Indore. With a deep-rooted understanding of maritime life—both professionally and personally as the spouse of a seafarer—Nupur brings a unique perspective to financial literacy and planning for maritime professionals. She teaches finance to Merchant Navy Captains and has published research on maritime CSR, making her a strong voice in connecting financial well-being with the realities of seafaring life.

Priyanka Singh: Priyanka Singh is a certified Nutritionist and Naturopath with extensive experience in guiding individuals toward sustainable health through balanced nutrition and lifestyle changes. Having worked at Shushrusa Heart Care Centre and coached over 200 clients in a multinational healthcare setup, she brings deep expertise in weight management, disease prevention, and holistic wellness. Her approach—centered on simple, nourishing, and lasting habits—is especially relevant to the maritime sector, where maintaining health at sea requires practical, mindful strategies that fuel both body and mind amidst demanding conditions.

Bharti Bhandarkar: Bharati Bhandarkar is a trailblazer in the maritime sector, recognized as the first woman editor in shipping media and a long-standing member of the National Maritime Day Celebration Women's Committee. She launched the "Star Women in Maritime" column to spotlight women achievers in the field. Bharati has organized impactful industry webinars on mental well-being, yoga, and mentorship, in collaboration with the Director General of Shipping and leading maritime bodies. Her advocacy helped shape government-led initiatives like Sagar Mein Yog and Sagar Mein Samman, integrating wellness and respect into maritime training and culture.

THE TEAM

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Aditi Vaze: Aditi Vaze is a Senior Psychologist with over 18 years of experience in transforming individual lives across corporate India through 1-to-1 counselling and training-led interventions. She has been a strong advocate for mental health awareness in the corporate sector and has contributed significantly to the development of training content for India's National Mission for Education under the Ministry of Human Resources, as well as for innovative digital performance enhancement platforms. Aditi has also worked with IIT Bombay's counselling centre, helping individuals navigate challenges such as anxiety, depression, social isolation, and addiction.

Dr. Mavis Henriques: Dr. Mavis Henriques is a seasoned clinical psychologist with over a decade of experience, currently serving as a Senior Psychologist. With a PhD from BITS Pilani, Goa, she specializes in mental health education through impactful workshops and webinars across public, private, and maritime sectors. Her expertise lies in supporting adults through challenges like stress, anxiety, trauma, and emotional resilience, offering practical tools tailored to the unique demands of seafarers and maritime professionals.

Durgesh Jha: Durgesh Jha is a Certified Movement Coach and Posture & Strength Specialist with 4+ years of experience in functional fitness. He specializes in improving posture, mobility, and movement efficiency through evidence-based techniques. Durgesh works with individuals to correct muscular imbalances, alleviate pain, and build functional strength, empowering them to move freely and live pain-free. His sessions are practical, personalized, and rooted in biomechanics, making him a trusted coach for sustainable physical well-being.

THE TEAM

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Tatari Kulrath Sai Saran: Tatari Kulrath Sai Saran is a dedicated Yoga Asana Educator based in Powai, Mumbai, with over 5 years of experience and more than 3,500 hours of teaching. Internationally certified with a 200-hour Teacher Training Certification from Shammis Yogalaya, Sai Saran integrates diverse yoga and mobility practices to offer dynamic, fluid, and alignment-focused sessions. His thoughtfully crafted classes—ranging from one-on-one online and private in-home sessions to group classes at 'Svadyaya by Devyani'—engage the whole body, foster mindful awareness, and create an empowering space for students of all levels to explore and deepen their yoga practice.

Dr. Shailesh Umate: Dr. Shailesh Umate, M.B.B.S., D.P.M., D.N.B. (Psychiatry), and Fellow in Clinical Sexology (MUHS), is a highly respected Consultant Psychiatrist and Sexologist based in Thane, Maharashtra, with 20 years of clinical practice. Renowned for his expertise in psychiatric and sexual disorders, Dr. Umate leads the Insight Mind Care Centre and DHI श्री CLINIC, and has extensive experience working with seafarers as patients, addressing their unique mental health and sexual wellness needs. He is also actively involved in mental health awareness through media columns, public education, and professional organizations, making significant contributions to both clinical care and community outreach.

Aakansha Sukum: Aakansha Krishna Sukum is a Sales Manager at Trijog – Know Your Mind, with a background in Management Studies and over 2 years of experience in the mental health and wellness space. She specializes in sales strategy, client onboarding, and service delivery, combining a keen understanding of client needs with a flair for content creation and project planning. Passionate about crafting impactful client experiences, Aakansha plays a vital role in driving engagement and delivering tailored wellbeing solutions that foster meaningful connections and outcomes.

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Priyanka Acharya: Priyanka Prasanna Acharya is a psychology major at Krea University, actively exploring business courses alongside her core studies. She brings a diverse skill set in design, branding, digital marketing, and public speaking, complemented by hands-on experience in marketing, event management, and content creation through internships and workshops with organizations like Digi9, Scorpio India, Habitat For Humanity, and the Tarunya Foundation. A national champion and international competitor in rhythmic gymnastics, Priyanka is passionate about sports psychology, mentoring, and community service. Her dynamic profile reflects strong leadership, a commitment to learning, and a drive to excel both academically and beyond the classroom.

Video & Graphics Production Team

- Rahul Shahani: Director
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EMOTIONAL WELLNESS

Mental Strength Is The Foundation For Everything



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Emotional Wellness

Module 1: Mental Health Awareness

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Anxiety And Panic
- Strategies To Manage Anxiety And Panic
- Understanding Depression And Burnout
- Strategies To Manage Depression And Burnout
- Differences In Professionals

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Understanding Stress And Resilience

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Storm Signals For Stress
- Stress Mapping
- Thought, Feeling, Behavior
- Resilience Toolbox
- Anchor Pledge

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Emotional Wellness

Module 3: Navigating Anger: Managing Emotions at Sea and Beyond

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Anger
- Recognizing Anger Triggers
- Anger Management Techniques
- Personal Anger Management Plan

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Emotional Intelligence

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Emotional Intelligence
- Self-Awareness: Mapping My Emotions
- Personal EI Action Plan
- Empathy & Active Listening

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



EMOTIONAL WELLNESS



EMOTIONAL WELLNESS

MENTAL HEALTH AWARENESS

1.1. PSYCHOLOGICAL SAFETY



EMOTIONAL WELLNESS

UNDERSTANDING STRESS & RESILIENCE

1.2. STRESS



EMOTIONAL WELLNESS

NAVIGATING ANGER: MANAGING EMOTIONS AT SEA AND BEYOND

1.3. ANGER



EMOTIONAL WELLNESS

EMOTIONAL INTELLIGENCE

1.4. EMOTIONAL HEALTH



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EMOTIONAL WELLNESS

1.1. PSYCHOLOGICAL SAFETY

MENTAL HEALTH AWARENESS



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Emotional Wellness

Module 1. 1: Mental Health Awareness

Purpose

The process of educating the public and reducing stigma surrounding mental health issues to improve understanding and encourage help-seeking behavior

Key Components

- Identifying anxiety, depression, and burnout
- Symptom recognition in self and others
- Peer support strategies
- Professional help pathways

Learning Outcomes

By the end, participants will be able to:

- Identify 3 symptoms each of anxiety, depression, and burnout
- Demonstrate 2 peer support techniques
- List 3 steps to access professional help
- Practice encouraging help-seeking behavior

Introduction

Mental health isn't just "in your head." It's the thread connecting everything: how we think, feel, relate, work, and manage our lives. When one part suffers, the rest feel it too. That's why caring for yourself holistically, isn't selfish. It's how you stay strong for the long voyage ahead.

Your mind isn't an island—it's the ocean. Every thought, feeling, choice, and even your body's signals ripple across it. What flows in (stress, joy, fatigue) shapes what flows out (focus, decisions, resilience). Protect your mental health, and everything else sails smoother. Essentially, mental health is the tide—it lifts or sinks every part of your life.

Activity: How's Your Holistic Health?

Distribute individual handouts or ask participants to reflect or journal silently.

Ask participants to think about:

"I am going to ask 5 questions. Take some time to reflect silently or journal on each. Be honest with yourself – this is just for you. Once you complete answering these 5 questions, I'll tell you why I asked you these and what you'll get by answering these questions."

Emotional Wellness

Module 1. 1: Mental Health Awareness

- Emotional: What's something that recently made me feel calm or happy?
- Stress: What's one thing that's been stressing or bothering me?
- Physical: How's my sleep, appetite, and energy been this week – restful or restless?
- Social: Have I felt connected to anyone onboard, or more isolated?
- Financial: Am I stressed about money (e.g., debts, family needs, savings)?

Facilitator prompt after the reflection:

“Notice how these areas – emotions, stress, body, relationships, and finances – all affect each other.

- 01 Poor sleep → irritability → conflicts with crew → more stress → worse sleep.
- 02 Similarly, money worries → anxiety → loss of focus at work → safety risks.”

Facilitator Tip:

For crew reluctant to discuss feelings, frame it as “fitness for duty” – e.g., “Would you ignore a rusty valve? Your mind needs maintenance, too.”

Transition: “Now, let's learn tools to protect all these areas...”

Understanding Anxiety & Panic

Worry is something we all experience. Worry helps us plan, prepare, and stay alert. But when it takes over, it becomes anxiety.

Think of it like a radar:

- 01 Normal worry = Useful signal
- 02 Anxiety = An alarm that won't switch off. This then becomes an anxiety disorder.

Emotional Wellness

Module 1. 1: Mental Health Awareness

Worry vs Anxiety Disorder:



Normal Concern

- You feel uneasy before inspection
- You double-check tasks
- It goes away after the situation passes



Anxiety Disorder

- You feel tense all day
- You can't stop thinking "what if..."
- You feel it in your body – racing heart, sweating, muscle tightness

Below is an example to understand the difference between normal worry and problematic anxiety:

Normal Concern (Healthy Response) - You feel a bit nervous before your first solo watch. You review procedures again, ask the officer one last question, and your stomach flutters when the Chief Engineer walks by. Once you start your tasks, you focus and the nerves fade as you gain confidence. Whereas Problematic Anxiety would look like this. Day's before your watch, you can't sleep—your mind races with "What if I mess up?" Your hands shake during meals. On duty, your heart pounds even though nothing's wrong. Afterward, you replay every moment, convinced you failed, even when praised. The dread starts again tomorrow."

So, normal worry motivates us; anxiety paralyzes us. If your worries feel like that second example—frequent, intense, or out of proportion—it's time to reach out to someone professional. Just like you'd report a mechanical issue early, mental health works the same way."

Understanding Panic & Panic Attacks

Panic is like a storm hitting out of nowhere. Your brain thinks there's danger, even if there isn't.

Panic Attack Symptoms:



Sudden heart
pounding



Trouble
breathing



Sweating &
Shaking



Feeling dizzy or
like you might die

Emotional Wellness

Module 1. 1: Mental Health Awareness

The following is an example of a Panic Attack at sea.”

Scenario: “A cadet is on their first night watch alone in the engine room. The hum of machinery feels louder, the heat more intense. Suddenly, their heart races like they’ve sprinted (but they’re standing still), breath shortens—it feels like sucking air through a straw, hands tingle and chest tightens (mimicking a heart attack). They’ve thoughts like “I’m trapped. What if I pass out? No one will find me!” Reality distorts—time slows, sounds warp. And they might run towards the door (even if it’s unsafe) or freeze entirely. Eventually, they might start to shake/shiver for lasts 10–15 minutes, leaving them exhausted and ashamed: “Why did I freak out over nothing?”

“A panic attack isn’t “fussing”—it’s a false alarm from your brain’s survival system. Like a smoke detector blaring during toast, it’s real distress, even if the threat isn’t. You wouldn’t mock someone for bleeding; don’t dismiss this. Your body reacts like it’s real danger—but there’s no flame.” Panic attacks are real and scary, but not dangerous. They pass.

Strategies to Manage Anxiety and Panic:

Use these like tools in your mental health “first-aid kit”:

Breath Slower



Try: Inhale for 4 counts, hold for 4, exhale for 6



Do it for 2 minutes



Name 5 Things You See (Grounding)



Name 5 Things You See



Focus on the surroundings to break the panic loop



Emotional Wellness

Module 1. 1: Mental Health Awareness

Muscle Reset and Progressive Muscle Relaxation (PMR)

- 01 Tense and release your fists or shoulders
- 02 Tense all muscles at once (arms, legs, core) → hold 5 sec → fully release while exhaling.



Talk it Out

- 01 Share with a mate: “I’m feeling weird — needed to say it out loud”



Body Check:

- 01 Ask: Am I hungry? Tired? Over-caffeinated?



Activity: Worry or Anxiety? Symptom Card Sort

Materials:

- Handout or symptom slips (can also be read aloud if no handouts)

Instructions:

Read each statement and ask participants to call out or sort into two categories:

Normal Concern

Anxiety Symptom

Emotional Wellness

Module 1. 1: Mental Health Awareness

Statement 1

I feel tense before a safety drill

NORMAL

Statement 2

My chest feels tight for no reason

ANXIETY

Statement 3

I can't sleep because I'm overthinking something small

ANXIETY

Statement 4

I double-check my checklist once

NORMAL

Statement 5

I avoid going to the mess hall because I feel nervous

ANXIETY

Debrief

- Which ones were hard to tell apart?
- Why is it important to notice these early?

Emotional Wellness

Module 1. 1: Mental Health Awareness

Understanding Depression & Burnout

Just like the weather at sea, our moods change. Feeling sad sometimes is normal. But when sadness sticks around, it can become **depression**. Depression is a clinical condition and needs diagnosis by a professional. Anxiety and depression exist on a spectrum—from manageable stress or occasional low mood that passes, to overwhelming, persistent symptoms that disrupt work, health, and daily life at sea.

Feeling homesick is normal; crying daily for weeks and losing motivation to eat or work signals clinical depression. Similarly, pre-voyage nerves are expected, but constant dread that interferes with sleep or duties may be an anxiety disorder.

Use a 1–10 scale to describe your sad mood. At 3, you might need self-care. At 8, you need professional support—just like you’d call the medic for a sprain vs. a broken bone.”

Sadness vs. Depression

Normal Sadness

- Comes and goes with life events
- You still enjoy some things
- You can be cheered up
- Usually doesn’t affect your whole body

Depression

- Lasts most of the day, for weeks
- You lose interest in everything
- You feel numb or hopeless, even when others try
- Affects sleep, energy, appetite, & focus

“Depression is not weakness. It’s like being stuck in low tide, hard to move forward, but it’s not permanent.”

Understanding Burnout

Burnout is when the engine is running with no rest, no fuel, and no repairs. It often affects people who work hard and care deeply.

When stress builds up over time without a break and repetitively, we can go towards burnout. When stress builds up over time without relief—like relentless waves eroding a shoreline—it can lead to burnout: a state of emotional, physical, and mental exhaustion. Burnout can mimic depression, with symptoms like fatigue, hopelessness, and detachment, but it’s specifically tied to chronic workplace stress. The key difference? Depression affects all areas of life, while burnout is often work-related—yet both demand attention before they capsize your well-being.”

Emotional Wellness

Module 1. 1: Mental Health Awareness

Burnout Signs:

- Constant exhaustion, even after rest
- Feeling cynical or negative
- Losing motivation or sense of purpose
- Small tasks feel overwhelming
- Detaching from others

Strategies to Manage Depression and Burnout

Break the Isolation

- 01 Talk to someone you trust — even just naming what you're feeling helps



Routine Reset

- 01 Add small moments of structure: wake-up time, meals, breaks



Body First

- 01 Prioritize sleep, hydration, nutrition, movement
- 02 Burnout often improves when the body recovers



Emotional Wellness

Module 1. 1: Mental Health Awareness

Mini Joys



Do one thing you usually enjoy, even if it feels pointless at first



Permission to Pause



It's okay to slow down and say, "I'm not okay, I need rest."



Activity 1: Low Mood or Burnout? Symptom Check

Materials:

- Symptom slips or read-aloud list
- Whiteboard or flipchart with two columns: Depression / Burnout

Instructions:

Read each symptom and ask participants to assign it to the correct column.

Depression

Burnout

Statement 1

Feels tired no matter how much I sleep

BOTH

Statement 2

No motivation and feel hopeless

DEPRESSION

Emotional Wellness

Module 1. 1: Mental Health Awareness

Statement 3

Short-tempered and detached from crew

BURNOUT

Statement 4

Loss of interest in things I used to enjoy

DEPRESSION

Statement 5

Doing everything feels like a mountain

BOTH

Statement 6

I don't care about the job anymore

BURNOUT

Debrief

- What symptoms show up most at sea?
- How can we support a mate showing these signs?

Key Message

“Burnout and depression don’t go away by ignoring them, they need care and connection.”

OR

Activity 2. Symptom Recognition (15 min)

Materials: Distribute the following color-coded cards:

- **Anxiety:** Racing heart, avoidance
- **Depression:** Low energy, hopelessness
- **Burnout:** Cynicism, exhaustion

Emotional Wellness

Module 1. 1: Mental Health Awareness

Symptom Card Examples

Anxiety	Depression	Burnout
Panic attacks	Loss of interest	Constant exhaustion
Over-checking tasks	Sleep changes	Irritability

Instruction:

“Sort these into: Me, I've Seen in Others', or New to Me.”

3. Debrief Questions:

“Which symptoms are hardest to spot at sea? Why?”

“How might culture affect how we show these signs?”

Key Point:

“Mental health symptoms are like engine alarms - ignoring them risks bigger breakdowns.”

Peer Support Strategies

Role-Play Scenarios:

Role-Play Scenarios

Scenario 1

“A crewmate has not left their bunk for two days.”

Technique:

Ask: “You seem different - want to talk on deck?”

Avoid: “Just toughen up!”

Role-Play Scenarios

Scenario 2:

“Someone panics during a drill.”

Technique:

Grounding: “Name 3 things you see right now.”

Practice: Trios rotate roles (affected person, supporter, observer)

Emotional Wellness

Module 1. 1: Mental Health Awareness

Symptom Card Examples

1. Ship-Based Resources:

- Captain/medical officer protocols
- Telemedicine services

2. Shore Support:

- Seafarer help hotline numbers
- Company EAP programs

Small Group Task

“Create a step-by-step guide for accessing one resource.”

Sample Script:

1. Tell the bosun/superior: “I need the satellite phone.”
2. Call Seafarer Help at X

Conclusion: Anchor Message

Script:

Write one message you’d give to a struggling crewmate.

Examples:

- “Your health is worth more than cargo.”
- “I’ll stand watch with you at the clinic.”

Action:

- Place messages in a waterproof Emergency Mental Health Kit for the mess room.

Difference in Professionals for Clarity in Help-Seeking:

A psychiatrist is a medical doctor who can diagnose mental health conditions (like anxiety or depression) and prescribe medication.

A psychologist focuses on therapy (e.g., talk therapy, coping strategies) but doesn’t prescribe meds.

Think of it like engine trouble. A psychologist is like a senior engineer who helps you understand why the engine’s overheating and teaches better maintenance habits. A psychiatrist is like the ship’s medic—they assess if you need medicine (like oil additives) to help the system run smoothly. Onshore, you might see both—just like you’d visit a gym coach and a doctor for a back injury.



EMOTIONAL WELLNESS

1.2. STRESS

UNDERSTANDING STRESS & RESILIENCE



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Module 1.2: Understanding Stress & Resilience

Purpose

Equip new seafarers with tools to manage pre-voyage stress, recognize anxiety triggers, and build resilience for maritime challenges.

Key Components

- Identifying personal and voyage-specific stressors
- Understanding the stress cycle (thoughts → feelings → behaviors)
- Practicing onboard-friendly resilience techniques

Learning Outcomes: By the end, participants will:

- List 3 personal stress triggers
- Demonstrate 2 stress-regulation techniques
- Reframe 1 negative thought using cognitive tools
- Create a personal resilience plan

Storm Signals

Stress is like weather – we can't stop storms, but we can read the signs! The following are some of the signs that someone might be overwhelmed, angry, anxious, or emotionally shut down. It could be something you've noticed in yourself or in others. The following are the physical, emotional, or behavioral sign that shows someone might be struggling emotionally, either yourself or someone else.

- Clenched jaw
- Shaking hands
- Avoiding eye contact
- Going silent
- Sudden outburst
- Breathing fast
- Pacing back and forth
- Saying "I'm fine" when clearly not
- Snapping at others
- Withdrawing from the group

These are your radar clues. Just like storm warnings at sea, emotional signs give us time to act before things escalate. Noticing them in time—whether in yourself or others—can prevent conflict, harm, anxiety or disconnection.

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Setup:

01

Hold up the whistle:

02

“This is our stress alarm. When I blow it, I want you to shout out PHYSICAL signs you’ve noticed when stressed – like ‘sweaty palms’ or ‘jaw clenching.’ Ready?”



First Round – Baseline Responses

01

Blow whistle for 3 seconds.

01

Participants call out signs. Rapidly write ALL responses on flipchart (no filtering).

01

If quiet:
“Think: What does your body do during drill critiques? After angry VHF calls?”



Second Round – Voyage-Specific Signs

01

“Now, imagine it’s Day 10 of rough seas. What NEW signs might appear?”

01

Blow whistle again. Add responses in a second column.



Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Group Analysis



Circle the 3 most frequent responses.

01



Which of these could be dangerous if ignored?
(e.g., tunnel vision during mooring)

02



Has anyone seen these signs in others?
How did it affect the team?

03

Transition: Let's map what triggers these storms

Stress Mapping

Stress mapping is a technique used to identify, analyze, and visualize sources and levels of stress within a system, environment, or group of people. The goal is to understand where stress occurs, why it happens, and how it impacts performance or well-being. In the context of seafarers, stress mapping refers to identifying stressors on board ships—such as long working hours, isolation, rough weather, safety risks, and cultural differences—and analyzing their impact on mental and physical health, job performance, and overall well-being.

Examples of Stress Mapping for Seafarers:

1. Shift Patterns and Fatigue:

01



Mapping tool:
Work schedule chart +
fatigue reports.

02



Use: Identify times when crew members are most fatigued (e.g., after night shifts or during port stays).

03



Result: Helps adjust shift rotations to reduce sleep deprivation.

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

2. Environmental Stressors:



Mapping tool: Ship layout + reports of noise/vibration/exposure.



Use: Identify areas with high noise or heat (e.g., engine room).



Result: Improves protective measures like soundproofing or cooling.

3. Psychosocial Stressors:



Mapping tool: Crew surveys + mental health questionnaires.



Use: Pinpoint psychological stressors such as isolation, lack of communication with family, or interpersonal conflicts.



Result: Helps implement support systems like Wi-Fi for communication or mental health training for officers.

4. Critical Incident Mapping:



Mapping tool: Incident reports + emotional impact scales.



Use: Track emotional aftermath of accidents or piracy threats.



Result: Helps in planning crisis debriefs and resilience training.

5. Cultural Stress Mapping:



Mapping tool: Cultural composition of crew + conflict logs.



Use: Identify cultural misunderstandings or language barriers.



Result: Guide intercultural training and improve communication.

Stress mapping is important because it improves crew well-being, prevents accidents due to fatigue or stress, supports mental health initiatives, and guides policy and training improvements.

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Activity: Stress Mapping

Worksheet Instructions:

“MV Orion’s engineer ignored his back pain for weeks—it became chronic. List:

- 2 work triggers (e.g., faulty equipment)
- 2 physical warning signs (e.g., clenched jaw)”

“Fill out your Stress Compass: for eg.

- Work: New equipment, language barriers
- Family: Missing birthdays, unreliable comms
- Ship Life: Cultural clashes, sleep disruption”

Pair Share Prompt:

“Choose one trigger. What’s your early warning system for it?”

Thought-Feeling-Behavior

Stress often begins with automatic negative thoughts. Changing the thought can shift both the feeling and behavior. The reframed thought doesn't deny the danger—but adds realism and personal strength, which reduces panic and improves function. Over time, practicing this awareness helps build emotional resilience in high-stress maritime environments.



Thoughts

→ What we think about a situation (our interpretation or perception).



Feelings

→ The emotional response that follows those thoughts.



Behaviours

→ The actions we take as a result of our thoughts and feelings.

Imagine the following situation

During a routine task, a senior officer publicly criticizes a junior seafarer for a mistake in front of the crew. Following may be the thoughts running through the junior’s mind.

- Thought (Automatic Negative Thought):
“I always mess things up. I’m not good enough for this job.”
- Feeling:
 - Embarrassment
 - Shame
 - Frustration
 - Anxiety

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Module 1.2: Understanding Stress & Resilience

- Behaviour:
 - Withdraws from team
 - Avoids taking initiative
 - Becomes overly cautious or hesitant
 - Internalizes blame or overthinks

However, he can change his feelings and thoughts with the following alternative thought

- **Alternative Thought:**

“That was hard to hear, but everyone makes mistakes. I can learn from this and improve next time.”

- **Feeling:**
 - Still disappointed, but also open to growth
 - Resilient
 - Motivated to improve
- **Behaviour:**
 - Asks for feedback
 - Takes steps to correct the mistake
 - Maintains professional communication
 - Keeps participating confidently

Activity: Scenario 1



“The captain criticizes your knot-tying publicly.”



Guided Questions

“What’s the worst thought you could have?”
(Write responses)

1

2

“How would that thought make you feel?
Act?”

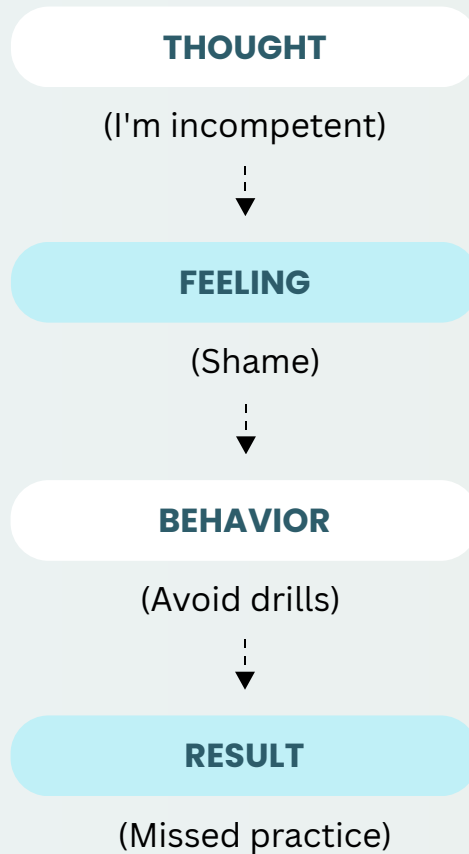
Now reframe it: “Maybe he’s stressed about the cargo.” How does this change things?

3

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Visual



Activity: Scenario 1



"Your bunkmate has loud nightmares. You're exhausted but don't want to offend."



Key Skill: Assertive communication

Possible reactions:



Passive:
Suffer silently →
exhaustion



Aggressive:
"Shut up!" → conflict



Assertive:
"Could we try earplugs?" →
solution"

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Another alternative is Assertive Communication. Assertive communication also requires thought reframing to shift from emotional reactions (“He shouldn’t snore like this”) to solution-focused statements (“I need to sleep better—can we discuss this or give a solution?”). Reframing helps express needs calmly and constructively.”

Resilience Toolbox

A resilience toolbox is a set of practical tools, skills, and strategies that an individual can draw upon to cope with, recover from, and grow through stress, adversity, or pressure. It supports mental, emotional, and behavioral resilience, especially in challenging environments like ships. Just like a mechanic uses physical tools to fix problems, a person uses resilience tools to manage psychological stress. These tools are personalized—what works for one person might not work for another. It’s not about avoiding stress, but responding to it in a healthier, more adaptive way.

Station 1: Breathing Buoy



Use rope: Inhale while coiling, exhale uncoiling (4-4-6 rhythm)



Station 2: Sleep Strategies for Seafarers

Tactical Napping:

- 20-minute “Power Nap” (Bridge/engine room breaks) to reset alertness without grogginess.
- 90-min “Full Cycle” Nap (Off-duty) if possible—replenishes deep sleep.

Combat Sleep Hygiene:

- Zero Dark Routine: 1-hour pre-sleep wind-down—no screens, caffeine, or work talk.
- Bunker Breathing”: 4-4-4 breathing (inhale-hold-exhale) to override stress hormones.

Watch Shift Adaptation:

- Anchor Sleep Method: Prioritize one 4-hour core sleep block (e.g., 0000–0400) + naps to maintain circadian rhythm.

Emotional Wellness

Module 1.2: Understanding Stress & Resilience

Key Message:

“Sleep is an armour. Train your body like a military personnel—controlled rest beats exhaustion.”

Station 3: Anchor Thoughts



Replace “I can’t handle this” with “I’ve survived 100% of bad days so far.”



Station 4: Signal Flags



Teach non-verbal cues:

👉 = “I need space”

👉 = “I’m overwhelmed”



Anchor Pledge

Script:

“Write your resilience pledge on an anchor:

- “I’ll check my stress signals at watch changes”
- “When homesick, I’ll message family first, not isolate”

Stick it on our harbor poster – this crew sails together!”

Worksheets

Category	My Triggers	Early Signs
Work	New radar system	Neck stiffness
Family	Missed son’s birthday	Checking phone obsessively

Facilitator Tips

- For reluctant participants: “Even seasoned captains log their stress signals – it’s professional.”
- For emotional moments: “Tears are just pressure valves. Offer tissues, not solutions.”



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EMOTIONAL WELLNESS

1.3. ANGER

NAVIGATING ANGER: MANAGING EMOTIONS AT SEA AND BEYOND



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Emotional Wellness

Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Module Overview

Purpose

Seafarers work in high-pressure environments, often in isolation for long periods. Unmanaged anger can lead to conflict, aggression, and stress, affecting personal well-being and teamwork. This module helps seafarers understand that anger is a natural emotion, recognize their triggers, and develop effective management strategies.

Key Components

- Anger does not happen instantly—it builds up gradually.
- Recognizing early signs allows you to intervene before it explodes.
- Different people experience different warning signs—knowing your own is key to control.

Learning Outcomes

By the end of this module, participants will:

- Understand that anger is a natural and universal emotion.
- Identify personal anger triggers and early warning signs.
- Learn techniques to regulate anger before it escalates.
- Learn to express anger constructively.

Understanding Anger as a Natural Emotion

Anger is a natural emotion, not inherently bad. It becomes problematic when expressed in harmful ways. Learning to manage anger leads to better relationships, productivity and lowered stress, leading to mental well-being.

Objective: Develop insight that anger is a natural human emotion and can be managed constructively.

Activity: “When Have You Seen Anger Help Someone?”



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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Recognizing Anger Triggers

Identifying anger triggers help to identify what makes people angry and their early warning signs. These shift people's focus from external events to their thoughts about the events as the primary triggers of anger, while still acknowledging external factors. Recognizing triggers helps in preventing escalation. Anger has early warning signs—identifying them is key.

Activity: Catching the Storm Early (Recognizing Early Warning Signs of Anger)

Objective: Help seafarers identify their physical, emotional, and cognitive early warning signs of anger so they can intervene before anger escalates.

Facilitator Instructions – PART 1

Icebreaker: The Boiling Pot



Ask participants:

- “If anger was a boiling pot, what signs would show that it is heating up?”
 - List responses on a flipchart (e.g., clenched fists, raised voice, racing thoughts).
 - Connect this metaphor to early anger warning signs, explaining:



- “Just like a pot gives signs before it boils over, our body and mind give signals before anger escalates.”

Individual Reflection: My Anger Signals



Handout: Early Warning Signs of Anger worksheet (see below).

Instructions:

- Think of the last time you got angry.
- Identify the **physical, emotional, and thought-based signs** you experienced before the anger fully emerged.
- Fill out the worksheet.



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Module 1.3:

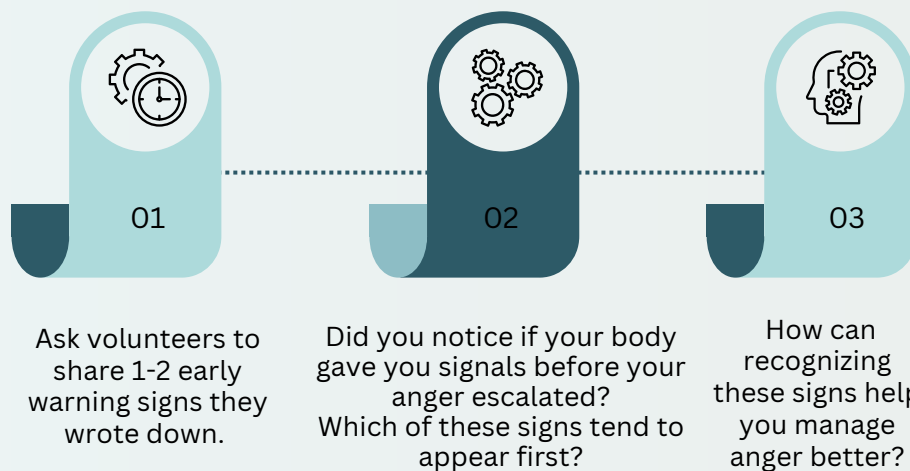
Navigating Anger: Managing Emotions at Sea and Beyond

Sample Responses:

Category My Early Warning Signs (Examples)

- Physical Signs Tensed muscles, clenched jaw, rapid heartbeat Emotional Signs Frustration, irritation, feeling disrespected
- Thought-Based Signs “They don’t value me,” “This is unfair,” “I can’t stand this”

3. Group Sharing & Key Discussion



Action Plan: What Can I Do?



Handout: Intervening Before the Boil

Instructions:

- Pick 2-3 **early warning signs** from your worksheet.
- Write **one action** you can take when you notice that sign (e.g., deep breathing, stepping away, reframing thoughts).



Example:

Early Warning Sign Action to Take

Clenched fists Open and relax my hands, take a deep breath

Racing thoughts Pause and ask myself, “Is my thought rational?”

Feeling disrespected Take a step back and assess the situation logically

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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Closing Reflection

“Now that you know your early warning signs, what’s one thing you’ll do differently next time you feel anger building up?”

Reinforce the idea that self-awareness is the first step in anger control.

Step 1: Ask the Group

“What are some common situations onboard that make people angry?” o Write responses on a flipchart.

Examples might include:

- A colleague not following safety protocols.
- Unfair workload distribution.
- Delay in communication from the management.

Step 2: Introduce the Cognitive Model

- Write on the board: Event → Thought → Emotion → Action
- Explain: “As you all shared, the event directly causes your anger. Is that correct? (participants will generally say “yes”). But, in the same event/situation, do you all feel angry? Does anyone feel irritated, hurt, sad etc.? (participants will generally say “yes”). So, if two people face the same situation and react differently, what does that mean? Why are they feeling differently? (allow 1 minute for the participants to respond. Write down the responses, e.g., their attitude, their style of dealing with situations, their personality etc. on a whiteboard). It is because their thoughts about the event shape their emotions.

Step 3: Thought vs. Event Exercise (10 mins)

Provide **Handout 1: Thought Triggers vs. External Triggers Chart** (see below).

Pairs Activity:

- Each pair chooses one external trigger from Step 1.
- They then **identify different possible thoughts about the event** and how those thoughts can lead to different emotional responses.

Example:

Event: The captain criticizes your work in front of the crew.

Thought 1 (Irrational): “He’s trying to humiliate me. He has no right to talk to me like that!” → Emotion: Anger → Action: Argument

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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Thought 2 (Irrational): “He spoke like this in front of everyone, even juniors. Now, nobody will respect me.” → Emotion: Shame → Action: Keeping quiet and interacting very less with anyone through the day

Thought 3 (Balanced): “Maybe he’s frustrated about something else. I’ll talk to him later.” → Emotion: Mild frustration → Action: Calm discussion

Step 4: Group Reflection (5 mins)

Ask:

- “Did you notice that different thoughts lead to different kinds of emotions and even levels of anger?”
- “What is one way you can change your thought process next time you feel anger rising?”

Reinforce the idea:

External triggers matter, but our thoughts determine our emotional response.

Debriefing Takeaways:

- Situations do not directly cause anger—our interpretation of the situation does.
- Recognizing and accepting that our thoughts lead to our emotions, helps in anger management.
- Learning to question and reframe thoughts can reduce unnecessary anger.

Handout: Thought Triggers vs. External Triggers Chart

External Trigger (Event)	Common Thought (Irrational)	Alternative Thought (Balanced)
A coworker ignores your suggestion	“Maybe he didn’t hear me or had a different perspective.”	“He’s humiliating me on purpose!”
Captain criticizes your work publicly	“He might be stressed. I’ll clarify with him later.”	“This is unfair! They always favour others.”
Another crew member gets an easier task	“I’ll ask for clarification or request task rotation.”	“This is unfair! They always favour others.”

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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Anger Management Techniques

- Anger management techniques are strategies or methods used to control and reduce the emotional and physical arousal that anger causes.
- The goal of these techniques is not to suppress anger entirely (since it's a natural emotion), but to express it in healthy, constructive ways.
- Anger management techniques help you recognize the signs of anger, understand the causes, and respond in a calm and effective manner instead of reacting with aggression, withdrawal, or impulsiveness.

Activity: Pause & Choose Your Response

Objective: Teach practical anger management strategies.

Step 1: Introduce 4 quick anger management techniques:

- **Deep Breathing** – Take 4 slow breaths, exhaling longer than inhaling.
- **Time-Out** – Step away for a few minutes before reacting.
- **Reframing Thoughts** – Shift from “This is unfair” to “How can I handle this?”
- **Physical Reset** – Walk away, drink water, or stretch.

Step 2: Read a **stressful onboard scenario** aloud. Example:

- “You’re exhausted, and a coworker blames you for a mistake that was not yours.”

Practice Scenarios: Use them only if they cannot generate their own stressful scenarios

- “You’re exhausted, and a coworker blames you for a mistake that was not yours.”
- “You are working on critical maintenance, and suddenly, a key piece of equipment malfunctions. The supervisor is watching, and you feel the pressure to fix it quickly.”
- “You’ve been working for hours, while another crew member gets an easier shift. When you bring it up, they shrug and say, ‘That’s just how it is.’”
- “During a safety briefing, the captain criticizes your work in front of the entire crew. You feel humiliated and defensive.”

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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

- “You’ve just finished a long shift and are looking forward to sleeping. Suddenly, you’re called back for an urgent task, even though others are available.”
- “You send a message about an issue to your superior, but they don’t respond. Later, they accuse you of not informing them at all.”
- “A crew member keeps giving you instructions in a rude tone, making it seem like you don’t know what you’re doing—even though you have more experience than them.”
- “You receive an upsetting message from home, but you can’t do anything about it right now. Meanwhile, work expectations remain the same.”
- “You make a joke, but a crew member from a different cultural background takes offense. They become distant, and you sense tension in the team.”
- “You’re given an important task with an unrealistic deadline, and when you ask for help, you’re told to ‘just figure it out.’”

How will you express anger effectively?

4. Assertive vs. Aggressive Communication

Objective: Teach participants how to express frustration without aggression.

Activity: Fix the Sentence (Role-Playing)

Step 1: Write two versions of a response to a conflict:

- **Aggressive:** “You are useless! You always mess things up!”
- **Assertive:** “I feel frustrated when mistakes happen. Let’s find a way to fix this together.”

Step 2: Ask participants:

- “Which response leads to a better outcome?”

Step 3: Divide participants into pairs.

- Each pair must **rewrite an aggressive response into an assertive one.**

Step 4: Volunteers share their revised statements.

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Module 1.3:

Navigating Anger: Managing Emotions at Sea and Beyond

Debriefing:

- Assertiveness reduces conflicts and improves teamwork.
- Instead of blaming, focus on solutions.

Activity: Anger Translation (Reframing Thoughts Before Speaking) – option

Objective: Help participants **rephrase aggressive thoughts into assertive statements**.

Instructions:



Write Aggressive Statements on the Board



Participants Translate to Assertive Speech



Pair Sharing & Discussion

Write Aggressive Statements on the Board: Examples:

- “You never listen to me!”
- “I’m sick of doing all the work!”
- “You’re so careless!”

2. Participants Translate to Assertive Speech:

- “I feel unheard when I don’t get a chance to speak.”
- “I’d appreciate more help with this task.”
- “I need us to double-check this to avoid mistakes.”

3. Pair Sharing & Discussion:

- “How does changing the wording change how you feel?”

Debrief:

- Words shape our emotions and how others react.
- Choosing assertive language prevents escalation.

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Module 1.3: Navigating Anger: Managing Emotions at Sea and Beyond

Activity: Anger GPS (Guided Choice Pathway for Reactions) - option 2

Objective: Teach participants that assertiveness is about choosing a response, not reacting impulsively.

Instructions:

Present a real-life stressful scenario (e.g., "Your coworker criticizes you in front of others").

Offer three response paths on a board/screen:

- Aggressive (Yelling, blaming, attacking)
- Passive (Avoiding, staying silent)
- Assertive (Addressing issue directly & calmly)

Participants must choose the best path and explain why.

Facilitator asks:

- "What happens if we take the aggressive path?"
- "What could be the long-term result of each response?"

Debrief: Assertiveness allows us to stand up for ourselves without escalating the conflict.

Takeaway:

- Assertiveness is not about winning but about expressing needs clearly.
- It takes practice, but small language shifts prevent misunderstandings and conflicts.
- Practicing in low-stress situations helps prepare for high-stress ones.

Personal Anger Management Plan

- Having a written plan makes anger management easier. Small, consistent changes reduce anger outbursts.
- Having a personal anger management plan is important because it helps you respond to anger in a healthy, constructive, and controlled way, rather than letting it harm your relationships, health, or personal goals.

Emotional Wellness

Module 1.3: Navigating Anger: Managing Emotions at Sea and Beyond

Activity: My Anger Plan

Step 1: Provide **Handout** (Personal Anger Plan template).

Step 2: Participants fill out:

- Their anger triggers.
- Their early warning signs.
- Techniques they will use next time they feel anger rising.

Debriefing:

Having a personal strategy for managing anger is very essential in managing anger

Closing & Takeaways

Objective: Reinforce key learnings and provide encouragement.

Facilitator Dialogue:

“Managing anger is about choosing how to respond. What is one strategy you will try after today’s module?”

Key Takeaways from the module.

- Anger is **natural**, but managing it well is a skill.
- Recognizing **triggers** and using techniques prevents escalation.
- Assertive communication is **more effective** than aggression.



EMOTIONAL WELLNESS

1.4. EMOTIONAL HEALTH

NAVIGATING EMOTIONS: BUILDING EMOTIONAL INTELLIGENCE AT SEA



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Module 1.4:

Navigating Emotions: Building Emotional Intelligence at Sea

Purpose

Seafarers operate in high-stress, isolated environments where emotional intelligence (EI) is crucial for teamwork, conflict resolution, and mental well-being. This pre-sea module equips new seafarers with skills to:

- Recognize and label their own emotions.
- Understand others' emotions to improve communication.
- Use EI to foster resilience and collaboration onboard.

Learning Objectives

By the end of this module, participants will be able to:

- Define emotional intelligence and its importance at sea.
- Identify personal emotional triggers and responses.

Key Outcomes

- Practice techniques that help participants regulate their emotions.
- Develop empathy and active listening skills for better teamwork.

Icebreaker: Emotion Charades

Objective: Break the ice and introduce the concept of recognizing



Write emotions (e.g., frustration, joy, anxiety) on cards.

01



Participants pick a card and act it out silently.

02



Group guesses the emotion

03

Debriefing:

- “Was it easy/hard to recognize emotions? What was easy/hard?”
- “How might misreading emotions cause problems onboard?”

Emotional Wellness

Module 1.4:

Navigating Emotions: Building Emotional Intelligence at Sea

Understanding Emotional Intelligence

Emotional intelligence (EI) for seafarers means the ability to recognize, understand, manage, and express emotions effectively—both their own and those of others—while living and working in a highly demanding, isolated, and multicultural environment at sea.

Life at sea presents **unique emotional and interpersonal challenges**, such as:

- Long periods away from family
- Stress from emergencies or harsh weather
- Confined living with limited privacy
- Cultural and language differences on board
- Hierarchical structures and communication gaps

EI helps seafarers **maintain mental well-being, teamwork, and safety** under these pressures.

Activity 1

Objective: Define EI and its relevance for seafarers.

Discussion:

EI = Self-awareness + Empathy + Emotion Regulation.

Why EI matters at sea:

- Reduces conflicts (e.g., during long shifts).
- Improves teamwork (e.g., multicultural crews).

Flipchart Prompt:

“How could poor EI affect safety or morale onboard?”

Activity

Self-Awareness: Mapping My Emotions

Objective: Help seafarers identify their emotional triggers and responses.

Handout Activity: My Emotional Map

1. Participants list:

- Triggers (e.g., lack of sleep, criticism).
- Physical Signs (e.g., clenched fists, rapid heartbeat).
- Typical Reactions (e.g., silence, outbursts).

Emotional Wellness

Module 1.4: Navigating Emotions: Building Emotional Intelligence at Sea

Activity: Pair Share:

Discuss one trigger and alternative responses.

Debriefing:

- “How can recognizing these patterns help you at sea?”

Empathy & Active Listening

- Empathy is the ability to understand and share the feelings of another person. It means putting yourself in someone else’s shoes—feeling with them, not just feeling sorry for them (which is sympathy).
- If a crew member is homesick and struggling emotionally, empathy means you recognize their pain, feel concerned, and offer comfort—not just advice.

Active listening is the skill of fully concentrating on, understanding, responding to, and remembering what someone is saying.

Key elements:

- **Paying full attention** (no distractions, eye contact, open body language)
- **Not interrupting**
- **Reflecting back** what the speaker says ("So you're feeling frustrated because...")
- **Asking clarifying questions**
- **Showing understanding** through tone, facial expressions, and words

Example:

If someone is venting about a stressful situation at work, active listening means you're not just hearing words—you're showing that you truly understand and care, without jumping to conclusions or offering solutions too quickly.

Activity

Objective: Practice understanding others' emotions

Emotional Wellness

Module 1.4: Navigating Emotions: Building Emotional Intelligence at Sea

Role-Playing Scenarios

Scenario 1



A crewmate seems withdrawn after a call from home.



Scenario 2



A teammate snaps at you during a stressful task.



Scenario 3



A crewmate from a different culture unintentionally offends you during a meal by refusing to share food (a norm in their culture). They seem uncomfortable but don't explain why.



Scenario 4



A junior seafarer struggles to explain a safety concern in broken English and grows frustrated when others laugh.



Scenario 5



A new crewmember (first time at sea) cries quietly in their bunk after video-calling family.



Emotional Wellness

Module 1.4: Navigating Emotions: Building Emotional Intelligence at Sea

Role-Playing Scenarios

Scenario 6



A teammate misses a deadline and snaps, "I can't do everything!" when questioned.



Scenario 7



The captain criticizes a crewmate's knot-tying skills in front of others. The crewmate shuts down.



Scenario 8



During a busy shift, you hear another vessel's crew mocking your ship's maneuvering over the VHF radio.



Scenario 9



A senior engineer blames a new crewmember for a tool malfunction, yelling, "You broke it!"



Scenario 10



Two crewmates argue over unfair shift rotations. One threatens to report the other.



Emotional Wellness

Module 1.4: Navigating Emotions: Building Emotional Intelligence at Sea

Role-Playing Scenarios

Scenario 11



A crewmate receives news of a family illness but says, “I’m fine,” while visibly shaking.



Instructions:

- **Listener:** Paraphrase the speaker’s feelings (e.g., “You sound frustrated.”).
- **Speaker:** Confirm or clarify.

Key Tip:

- “Listen to understand, not to reply.”

Activity

Personal EI Action Plan

Objective: Create a practical plan to apply EI onboard.

Handout

When I feel...	I will...	To improve...
Frustrated	Take 3 deep breaths	Self-regulation
Confused	Ask for clarification calmly	Communication

Group Share: Participants highlight one strategy they will use.

Closing & Takeaways

Key Messages:

- Emotions are signals—not weaknesses.
- EI helps you and your crew thrive in challenging conditions.

Final Question:

“What’s one EI skill you will focus on during your voyage?”



ECONOMIC WELLNESS

Peace Of Mind Comes From Smart Planning



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Economic Wellness

Module 1: Preparing to board- Income and expenses

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Concepts in accounts and finances
- Important accounting statements
- Income and its types
- Expenditure and its types
- Managing Expenses

3) Conclusion

Module 2: Saving and investment- The anchor against the shifting tides

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Savings
- Investments
- Factors affecting investments
- Tips of Indian seafarers

3) Conclusion

Module 3: Introduction To Financial Markets

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- What is a financial market
- Types of financial markets
- What are stocks?
- Choosing a stock
- Deciding to buy/sell stocks
- Tips for seafarers

3) Conclusion

Module 4: Inflation, Taxation And Latest Trends

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Inflation
- Taxation
- Future Of Finance- Trends
- Final Thoughts

3) Conclusion



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ECONOMIC WELLNESS

2.1. FINANCE

PREPARING TO BOARD – INCOME AND EXPENSES



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Economic Wellness

Module 2.1: Preparing to board - Income and expenses

01

Ved Bhaskar, a small town boy of Uttar Pradesh was extremely delighted when he got selected in the Merchant Navy.

02

He was thrilled to embark on a new journey in his life not only because it was full of adventure and an opportunity to go around the world but also because he would earn big....much bigger than his friends who chose other careers.

03

He was told that he would be earning in dollars.

04

Bhaskar had practically no exposure to any of the elements of personal finance. Being a Science and Maths student, this caused jitters in Bhaskar's head. So many questions came in his mind.

He was worried about:



How he would manage his finances especially when he would be sailing for almost 6 to 10 months of the year



How could he save on taxes levied on his income



What were the investment options that he had



What were the different streams that could help him reach his goals and build a secure financial haven.



- So, to all the Bhaskars out here, let us try and dive deep into the ocean of personal finance.
- In other words, 'The practice of managing your finances is a way that ensures a healthy present and a confident future in terms of overall financial well-being'.
- It involves taking into consideration several controllable, uncontrollable and contingent factors that can crop up as storms in the peaceful voyage towards a secure financial haven.

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Personal Finance



‘The practice of managing your finances in a way that ensures a healthy present and a confident future in terms of overall financial well-being’.

Difference Between Accounts And Finance

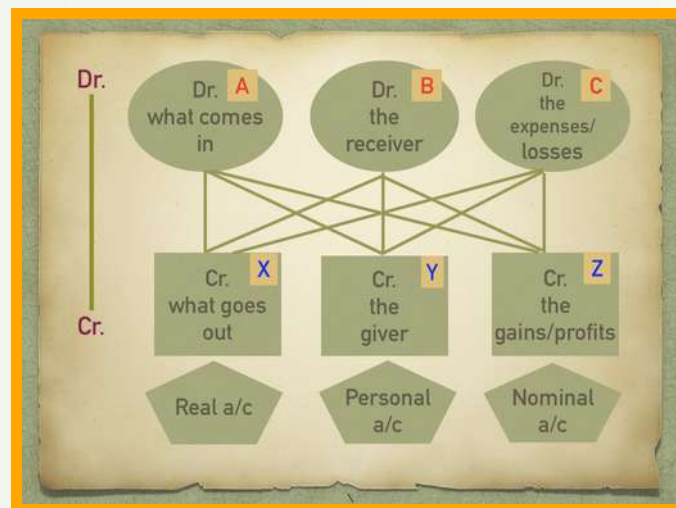
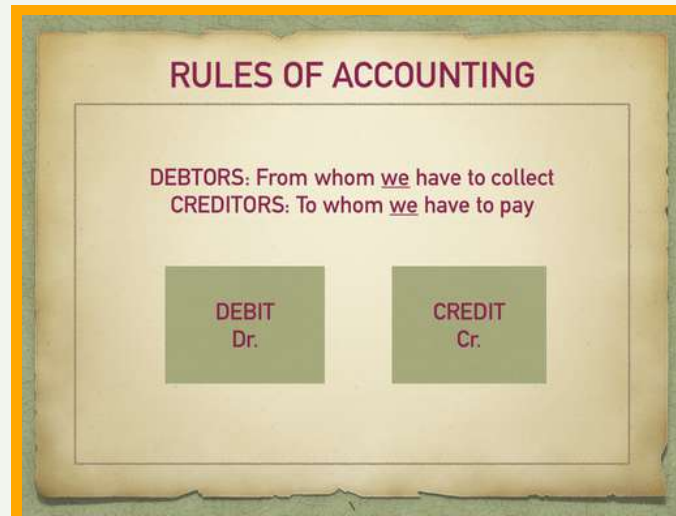
ACCOUNTS	FINANCE
<u>Recording</u> <u>Classifying</u> <u>Summarising</u> transactions of Financial nature in a Significant manner & in Monetary terms & <u>Interpreting the results.</u>	<u>Creating</u> <u>Circulating</u> & <u>Managing Money</u> <u>Results</u> are used for DECISION MAKING

Or... ACCOUNTS	Or... FINANCE
Focusses on <u>day-to-day</u> <u>flow of money</u> in and out of a Company or Institution	Broader term for the <u>management</u> of <u>Assets & Liabilities</u> and the <u>planning</u> of <u>Future growth</u>

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Rules of Accounting



REAL a/c (Tangible & Intangible)	PERSONAL a/c	NOMINAL a/c
A/Cs dealing with properties assets or possessions	A/Cs that record the dealing of a trader or person or firm	A/Cs which record the trader's expenses or gains
eg: Cash/Bank balance Land & building Plant & machinery Fixture & Fittings	Natural Person's eg: Ram's a/c Shyam's a/c	eg: Salary Wages Commission Profits/Gains Losses/Expenses
Investments Stock- Inventory etc	Artificial a/c eg: Company's a/c Bank a/c Club's a/c	

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Steps In Accounting

STEPS IN ACCOUNTING

- Step 1 JOURNAL ENTRIES
- Step 2 LEDGER A/Cs
- Step 3 POSTING FROM JOURNAL TO LEDGER
- Step 4 TRIAL BALANCE
- Step 5 INCOME STATEMENT or TRADING AND PROFIT & LOSS a/c
- Step 6 BALANCE SHEET

STEP 5: TRADING AND P & L A/C or INCOME STATEMENT for the year ending December 31, 2025

PARTICULARS		
SALES		xxx
Cost of Goods Sold		
Materials	0000	
Labour	0000	
Overhead	0000	yyy
GROSS MARGIN		xxx
OPERATING EXPENSES		
Selling Expenses	0000	
Administrative Expenses	0000	
Depreciation & Amortisation	0000	yyy
OPERATING INCOME		xxx
OTHER INCOME & EXPENSES		
Interest Revenue	xxx	
Interest Expense	0000	
Extraordinary Items sold	xxx	yyy
INCOME BEFORE TAX		xxx
Income Tax @ 35 %		xxx
NET INCOME		xxx

STEP 2: LEDGER A/Cs

1. Purchases a/c
2. a/c
3. a/c
4. a/c
5. a/c
- n. a/c

STEP 3: POSTING FROM JOURNAL TO LEDGER

Dr.			Cr.		
Dt.	Particulars	Amt.	Dt.	Particulars	Amt.
...	To		...	By	

STEP 4: TRIAL BALANCE

Trial Balance
as on(date)

Ledger Accounts	L.f	Dr. Balance (Rs)	Cr. Balance (Rs)
.....a/c			
.....a/c			
.....a/c			
.....a/c			
.....a/c			
.....a/c			
Total			

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Steps In Accounting

STEP 5: TRADING AND P & L A/C or INCOME STATEMENT
for the year ending December 31, 2025

PARTICULARS		
SALES		xxx
Cost of Goods Sold		
Materials	0000	
Labour	0000	
Overhead	0000	(yyy)
GROSS MARGIN		xxx
OPERATING EXPENSES		
Selling Expenses	0000	
Administrative Expenses	0000	
Depreciation & Amortisation	0000	(yyy)
OPERATING INCOME		xxx
OTHER INCOME & EXPENSES		
Interest Revenue	xxx	
Interest Expense	0000	
Extraordinary Items sold	xxx	(yyy)
INCOME BEFORE TAX		xxx
Income Tax @ 35 %		xxx
NET INCOME		xxx

STEP 6 - BALANCE SHEET as on ...(date)

LIABILITIES	Amt (Rs.)	ASSETS	Amt (Rs.)
CURRENT LIABILITIES:		CURRENT ASSETS:	
Cr's	—	Cash in hand	—
B/P	—	Cash at bank	—
Bank O/D	—	Dr's	—
Outstanding exps.	—	Stock/Inventory	—
Income recd in advance	—	B/R	—
Short-term loans	—	Short-term investments	—
FIXED LIABILITIES:		Prepaid expenses	—
Loans	—	Accrued income	—
Mortgage	—	FIXED ASSETS	
Loans from FI.	—	L & B	—
Debentures	—	P & M	—
CAPITAL		F & F	—
Add. Net Profit	—————	Goodwill	—
Add. Init. on Capital	—————	Patent	—
Add. Salaries paid to proprietors	—————	Trademark	—
Less: Drawings (-)	—————	INVESTMENTS	
Less: Init. on Drawings	—————	MISC. EXPENSES:	
Less: Net loss (-)	—————	Advertising Expenses	—
Less: Income Tax (-)	—————	Discount on issue of Shares	—
RESERVES & FUNDS:		Discount on issue of Debentures	—
General Reserve	—		
Contingency Reserve	—		
Provident Fund	—		
Employees Compensation fund	—		
Total	—	Total	—

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Important Accounting Statements

A. Trading and Profit & Loss Account (or Income Statement)



An income statement is a financial statement that summarizes income and expenses of a business during a given period of time.

An income statement is also sometimes referred to as a profit and loss (P&L) statement.



B. Balance Sheet



Balance Sheet is the most important Statement of Accounts.

It has two major components ie Assets and Liabilities. Many balance sheets also show the Financial Ratios.

All major decisions and corporate actions are majorly based on P&L A/C and Balance Sheet whether it is issuing an IPO, Spin off, merger, acquisition, buyback etc.



Assets

- Anything of value owned by an enterprise.
- They consist of tangible objects or intangible rights owned by an enterprise and carrying probable future benefits.
- Any kind of investment made in equity or debt, personal belongings like jewelry, artifacts, furniture, motor vehicles and bank account balances are all part of our assets.

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Two types of assets

Current Assets:

Assets that are expected to be converted into cash within a year

Fixed Assets:

Which cannot immediately be turned into cash, but are tangible items that a company owns and uses to generate long-term income.

Liabilities

The opposite of assets, liabilities are what you owe other parties, such as bank debt, wages, and money due to suppliers, also known as accounts payables/bills payables.

They consist of obligations to pay money or other assets either now or in future. Some examples are mortgages, student loans, car or housing loans and even credit card debt.

Current Liabilities:

Also known as short-term liabilities. These include loans, bills payables, deposits and bank O/D. They fall due for payment within a year.

Long-Term Liabilities:

These are financial obligations not due over a year that can be paid off over a longer period of time.

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Setting sail with foundations of personal finance



Before exploring financial strategies, this module covers the four key pillars of personal finance—income, expenses, savings, and investment—that together build a strong financial foundation.



So, let us first discuss how Bhaskar would understand income and Expenditure in simple language.

Incoming Tides: Income And It's Types



Income refers to money earned through active labour and employment, investments, holding off assets and various other sources.

To chart out a successful financial voyage, it becomes essential to grasp all the streams of income that come together to form your bountiful ocean from which you can meet your needs and wants.



Economic Wellness

Module 2.1: Preparing to board - Income and expenses

A. On the basis of source

ACTIVE INCOME

'That' income which is derived by 'actively' working for it - whether through employment, profession or your own business. It forms the principal part of your revenue. It can be in the form of salary, wages, bonus, profits (for businessmen) and professional fees charged for services provided to others.

01

PASSIVE INCOME

Passive income is opposite of active income. It does not depend on active participation.

Rather, it takes other forms like royalties from patents, books and trademarks, rental income, dividends on shares and like.

02

A. On the basis of use

DISPOSABLE INCOME

The income left over after deduction of taxes can be termed as disposable income for an individual. This income is what will be used to cover both essential and non-essential expenses, as well as savings and investments.

It includes the amount actually received in the hands of an individual after all necessary deductions.

01

DISCRETIONARY INCOME

Discretionary income is 'what is left over' after both taxes as well as essential personal expenses are deducted from total income.

It represents a smaller version of disposable income that can be spent on non-essential products and recreation, as per the 'discretion' of the individual.

02

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

Lets give it a thought....

- Disposable income is used to tackle 'needs', and discretionary income comes later on to obtain 'wants'.
- However, if there is a fall in income due to any reason, discretionary income is the first to shrink as it represents the funds for all kinds of non-essential expenses.
- Discretionary income is also an indicator of financial health as it represents the amount people can freely spend on what they want beyond the compulsory spending on non-negotiable living expenses.

Expenditure & Its Types

- Expenses represent the outflow of an individual's income for various purposes like housing, food, debt payments, taxes and utilities.
- Managing expenses can be a tricky task, as it involves balancing what an individual needs and what he desires.
- Before that analysis, it is imperative to decode the various categories of expenses that an individual generally faces, thus giving an insight into the controllable and uncontrollable aspects of such outflows.

On the basis of nature

FIXED EXPENSES

Fixed expenses remain relatively consistent from one month to another. For example, rent paid for a property.

Or EMIs paid to buy expensive products or property instead of paying lump sum.

01

VARIABLE EXPENSES

Variable expenses are those which fluctuate and show regular variations depending on an individual's activity over a month.

For example, medical expenses which depend on how often an individual faces health related emergencies.

02

Economic Wellness

Module 2.1: Preparing to board - Income and expenses

B. On the basis of time

RECURRING EXPENSES

These expenses are essentially fixed in nature, having generally consistent amounts and occurring periodically.

For example Insurance premiums and subscription services.

01

NON RECURRING EXPENSES

These expenses are generally one-off in nature. Medical bills and car repair expenses are some examples of these.

These expenses have the potential to sink your financial planning the way an iceberg can sink a ship. This is where Budgets and Budgetary control come in picture.

02

Managing Expenses

Dealing with such a variety of expenses can be challenging. However, there are certain steps we can incorporate into our daily habits which can make navigating through these waters easier: -

01.

Regular tracking

Try noting down every expense, no matter how small or big. This will help gauge the outflow.

02.

Setting clear financial goals

- When you have a set target in mind, it becomes easier to stay firm about not overspending.
- Creating little milestones like “I would like to spend 5% less on rising fuel costs and opt for public transport instead” can help a great deal.

Module 2.1: Preparing to board - Income and expenses

03.

Reviewing

While it is one thing to make a list of goals and feel good about it, it is also equally necessary to review the viability of the same.

04.

Cash for discretionary spending

Using cash over credit cards/UPI transactions may be beneficial in terms of discretionary spending as we are less likely to make impulse purchases.

05.

Needs Vs. Wants

- There exists a constant tussle between needs and wants in our pool of expenses. This is an area where we need to firmly draw a line between what is required and what is desired.
- Be it housing, groceries or basic healthcare and utilities, these form the bare minimum outflows that we all need to cover at any cost.
- Wants are those expenses that increase your standard of living but are not necessary in terms of basic survival.
- Thus, your needs are the well-worded 'roti, kapda, makaan' that cover all the basics needed for human survival.
- On the other hand, your wants represent the 'bank balance, bangla, gaadi' that we aim to achieve someday for both personal and societal reasons.
- Time to Save and Invest.....



ECONOMIC WELLNESS

2.2. SAVINGS

SAVING AND INVESTMENT THE ANCHOR AGAINST SHIFTING TIDES



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Module 2.2:

Saving And Investment: The Anchor Against Shifting Tides

Saving: The Anchor Against Shifting Tides

- Savings refer to the portion of income left over after we cater to our expenses.
- They refer to the money we hold back for contingencies and future use.
- The importance of savings is manifold - from fulfilling our dreams of buying that latest phone to our first house and our dream car, from protecting us against any sudden economic or health emergency, savings can do it all.

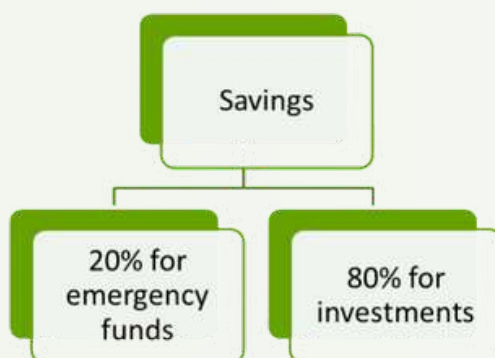
However, given the rise of e-commerce platforms and shopping sprees, perhaps the current generation is relying on the traditional formula:

$$\text{Income} - \text{Expenses} = \text{Savings}$$

On the contrary, we need to start pivoting towards this formula instead

$$\text{Income} - \text{Savings} = \text{Expenses}$$

Our savings hold a crucial role in any financial plan and consideration that we make. For this, we can allocate our savings in a rational manner to both emergency funds and investments in a 20:80 ratio.



Thus, savings represent the ANCHOR that holds our financial vessel steady against all kinds of unexpected currents and chaotic tides.

Moving forward, let us vow to embrace the newer, more pragmatic approach of **Income - Savings = Expenses**.

Economic Wellness

Module 2.2: Saving And Investment: The Anchor Against Shifting Tides

Lighthouse Of Investments

- Ved Bhaskar felt a bit confident after learning about the third foundational stone of personal finance i.e. 'savings'.
- Feeling excited that he can save....now he feels ready to dive into the sea of investments.
"Let me multiply my money" thinks Bhaskar.
- That brings us to the next leg of the journey!
- Investing is an effective way for Indian seafarers to build wealth and secure their financial future. Here's a simple guide covering investment options and factors that influence investments specifically for Indian seafarers:

Investment Options available for Seafarers...whether Sailing or Ashore

SAVINGS ACCOUNTS

Safe and provides interest on deposits.

Easy to access but generally offers lower returns.

01

FIXED DEPOSITS (FDS)

A safe investment with guaranteed returns at a fixed interest rate.

Suitable for short to medium-term goals.

02

PUBLIC PROVIDENT FUND (PPF)

A tax-efficient long-term savings scheme with a government-backed interest rate.

Lock-in period of 15 years but suitable for retirement savings.

03

Economic Wellness

Module 2.2: Saving And Investment: The Anchor Against Shifting Tides

Investment Options available for Seafarers...whether Sailing or Ashore

STOCKS

Buying shares of companies. Potential for high returns but comes with higher risk.

Requires understanding market dynamics.

04

MUTUAL FUNDS

Pooled investments managed by professionals. Investors can choose equity, debt, or hybrid funds based on their risk appetite.

Provides diversification and is relatively easier for beginners.

05

EXCHANGE-TRADED FUNDS (ETFs)

Similar to mutual funds but traded on stock exchanges like shares.

Offers the benefits of diversification with lower costs.

06

REAL ESTATE

Investing in property can provide rental income and value appreciation.

Requires significant capital and management efforts.

07

GOLD

Traditional investment in physical gold or gold ETFs or Sovereign Gold Bonds.

Seen as a hedge against inflation and economic downturns.

08

RETIREMENT ACCOUNTS

Employee Provident Fund (EPF) and National Pension System (NPS) are good options for retirement savings with tax benefits.

09

Economic Wellness

Module 2.2: Saving And Investment: The Anchor Against Shifting Tides

Factors Affecting Investments



Income Variability

Seafarers often have fluctuating incomes, so budgeting is crucial for consistent investing.



Investment Knowledge

Understanding different investment products will help in making informed choices.



Financial Goals

Identify your goals (like buying a house, funding children's education, or retirement) to choose suitable investment options.



Risk Tolerance

Assess how much risk you are willing to take. Higher risks can lead to higher returns, but they also pose potential losses.



Time Horizon

Longer investment periods can generally withstand market volatility and favor equity investments.



Market Conditions

Economic factors like inflation, interest rates, and global market trends can influence investment performance.

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Module 2.2: Saving And Investment: The Anchor Against Shifting Tides

Factors Affecting Investments



Regulatory Environment

Be aware of laws and regulations in India that affect investments, especially when investing in international markets or foreign currency.



Professional Advice

Consulting financial advisors can provide personalized strategies based on individual financial situations.

Tips for Indian Seafarers:

- **Automate Savings:** Set up automatic transfers from your earnings to investment accounts to build savings effortlessly.
- **Maintain Emergency Fund:** Maintain a fund to cover unforeseen expenses, protecting your investments from being affected by short-term needs.
- **Educate Yourself:** Stay updated on market trends, investment choices and financial literacy to improve your decision-making.
- **Diversify Investments:** Do not put all your Eggs in one basket...instead... Spread your investments across different asset classes to minimise risk.

By considering these options and factors, Indian seafarers can effectively manage their investments and work towards achieving their financial goals.



ECONOMIC WELLNESS

2.3. MARKETS

INTRODUCTION TO FINANCIAL MARKETS



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Module 2.3: Introduction to financial markets

Welcome again! In this module of the Economic Wellness Pillar, we focus on the sub pillar: Markets, with the topic **2.3 Introduction to Financial Markets**.

Heard terms like stocks, bonds, or mutual funds but not sure what they mean? This module simplifies the financial markets, how they work, how they grow your money, and how seafarers can begin participating in them responsibly. Let's talk about a very lucrative investment option for seafarers.

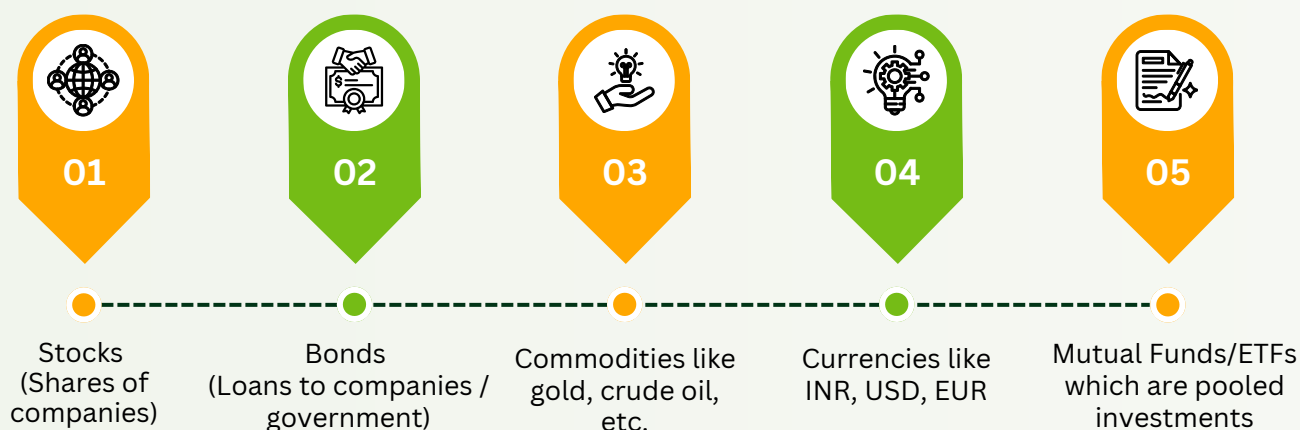
As a seafarer, your job may take you across oceans, but your money should work for you back home. Many seafarers earn well but often lack the time or proper guidance to grow their savings wisely.

So, let's discuss the financial markets.

Think of the financial market as your money's 'job market'. You put your money to work, and it earns for you.

What exactly is a financial market?

A financial market is a platform where people buy and sell financial assets like:



But why do these markets exist?

They serve three main purposes:



It's essentially a global exchange system for money, investment, and risk.

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Module 2.3: Introduction to financial markets

Why should you invest in financial markets?

GOAL	HOW MARKETS HELP
Saving for future	Stock market gives higher returns than bank FDs
Beating inflation	Inflation is ~6%, FD gives ~5%, stock can give 10–15%
Building passive income	Dividends and interest from investments
Retirement planning	Long-term compounding through mutual funds, stocks

Yes, markets involve risk, but with the ‘right approach’, they often deliver better returns than just saving money.

What are the Types of Financial Markets?

MARKET TYPE	WHAT IT DOES	EXAMPLE
Stock Market	Buy/sell company shares	NSE, BSE, NYSE
Bond Market	Lend to companies/government	Government Bonds
Forex Market	Trade currencies	USD/INR, EUR/USD
Commodity Market	Trade gold, oil, etc.	MCX, COMEX
Derivatives Market	Contracts to buy/sell later (future bets)	Futures, Options

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Module 2.3: Introduction to financial markets

What is a stock?



A stock represents a small ownership in a company. If you buy one share of Maersk, for example, you own a tiny part of that company.

If the company grows, your share value increases. If it distributes profits to shareholders, you may receive dividends.

A stock's price depends not only on the company's performance but also on how people feel about the stock.



Now How do you choose a stock?

FACTOR	WHY IT MATTERS
Company Profits	Is the business making steady profit?
Growth Potential	Is it a growing industry?
Competitive Edge	Does it have something unique (brand or technology) ?
Consistency in performance	Consistency

They don't just follow tips from friends or news, they understand the company inside out.

Module 2.3: Introduction to financial markets

But when should you buy or sell?

‘Technical analysis’ helps with timing. It involves studying price charts and volumes. Some commonly used terms include:

TERM	MEANING
Support	A price level that stock doesn't fall below easily
Resistance	A price that stock struggles to go above
Moving Average	Average price over time (helps spot trends)
Volume	Number of shares traded

For example: If Shipping Corporation of India is near its support level and starts rising with volume, it might be a good buying opportunity. However, for beginners, fundamental analysis is more important than technical.

Who regulates financial markets in India?

SEBI (Securities and Exchange Board of India) is the statutory regulatory body established by the Government of India. Its primary role is to:

- Protect investor's interests
- Promote market development
- Regulate the securities market

Module 2.3: Introduction to financial markets

Lets share some Tips for Seafarer Investors:



Understanding financial markets is like learning to navigate a ship. You don't need to master every tool, but knowing the basics prepares you for smoother sailing. Investing smartly means your money works, even when you're not.



ECONOMIC WELLNESS

2.4. TAXATION

INFLATION, TAXATION & LATEST TRENDS IN FINANCE



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Module 2.4: Inflation, Taxation & Latest Trends In Finance

Inflation means that the value of money decreases over time.

Prices go up, and your money buys less.

Why should Seafarers care:

- Your earnings today may not be enough tomorrow if inflation keeps rising.
- Investing or saving wisely is the only way to beat inflation.

Example:

If you save ₹1,00,000 today and inflation is 6%, your money's value will reduce to about ₹94,000 in just one year in real terms.

Tip: Do not let your money sit idle.

Invest in instruments that grow faster than inflation viz. mutual funds, equities, Fixed Deposits and like.

TAXATION

Seafarers sailing in foreign waters often wonder about taxes on foreign income.

Here's what matters in India:

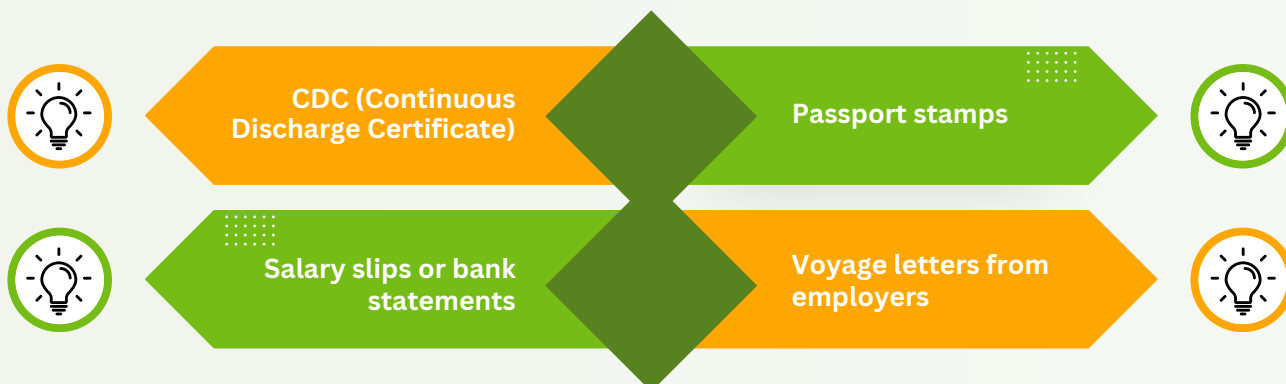
◆ NRI Status is the Key:

- If you spend 183 days or more outside India in a financial year, you qualify as a Non-Resident Indian (NRI). In that case, your foreign income is not taxable in India.

◆ Resident Seafarers:

- If you're in India for 183 days or more, your global income is taxable in India, including what you earn abroad.

Documents to Keep:



Tip: File your ITR on time even if tax is not due, it's helpful for loans, visas and financial clarity.

Economic Wellness

Module 2.4: Inflation, Taxation & Latest Trends In Finance

The Future of Finance

New Trends Every Seafarer Should Know

1. Artificial Intelligence (AI) in Finance

What does it mean?

AI allows computers to ‘think’ and make decisions by analyzing large amounts of data, often faster and more accurately than humans.

How it works in finance:

Chatbots help answer banking questions instantly.

Robo-advisors suggest investment plans that suit your income and goals.

Fraud detection spots strange activity on your account and warns you.

Examples:



You ask a question in your HDFC Bank app at midnight and it replies immediately. That's an AI chatbot.



Zerodha's 'Nudge' feature warns you not to make risky trades.



It uses AI to protect you.



ICICI Bank alerts you if your card is used in a country you're not traveling in – that's AI-based fraud detection.

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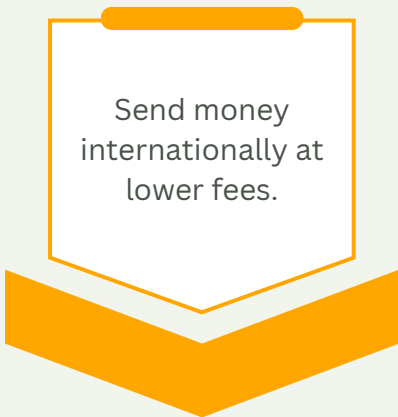
Module 2.4: Inflation, Taxation & Latest Trends In Finance

2. Fintech Companies (Financial Technology)

What does it mean?

Fintech companies are new-age firms that offer financial services using mobile apps and websites, instead of branches.

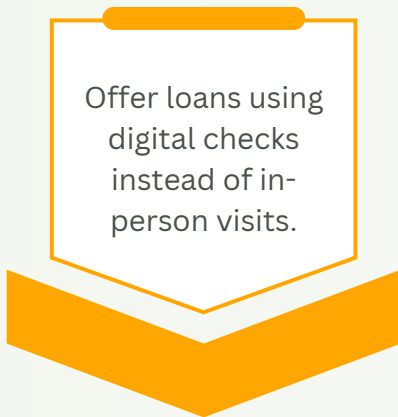
What they do?



Send money internationally at lower fees.



Help you invest with little or no paperwork.



Offer loans using digital checks instead of in-person visits.

Examples:



Wise (formerly TransferWise):

Sends your salary from a foreign account to your Indian bank with better exchange rates.



Groww/Zerodha:

Lets you start investing in mutual funds or stocks from your phone, even with just ₹100.



LazyPay or KreditBee:

Offers quick personal loans by just checking your Aadhaar and PAN – no office visit needed.

Module 2.4: Inflation, Taxation & Latest Trends In Finance

3. Cryptocurrencies and Blockchain

What does it mean?

- **Cryptocurrencies** like Bitcoin or Ethereum are digital currencies that can be used for investment or payments.
- **Blockchain** is the system that keeps records secure, transparent, and free from tampering.

What is it used for?

Sending money without needing banks.

Investing in digital coins that may go up or down in value.

Making smart contracts – agreements that get executed automatically once conditions are met.

Examples:



You invest ₹5,000 in Ethereum through CoinDCX, a crypto exchange.



A friend sends you crypto instead of a bank transfer for a shared expense.



You use blockchain to verify a digital certificate online – no one can fake it.

Warning: Many seafarers have lost money by investing in scam coins or getting hacked. Crypto is very risky. Only invest what you can afford to lose and always use trusted platforms.

Economic Wellness

Module 2.4: Inflation, Taxation & Latest Trends In Finance

4. Digital Banking and UPI

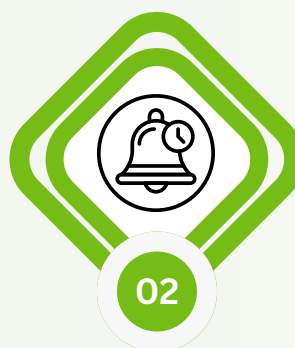
What's new:

Banking is now available on mobile, you can send money, check balances, or open a fixed deposit without going to a branch.

Examples:



You use Google Pay to send money to your family from port.



You transfer ₹10,000 from your salary to a savings account using SBI YONO while on ship Wi-Fi.

How does it help?



You don't need to visit a bank — just a phone and internet is enough.



This is perfect when you're sailing or at international ports.

Economic Wellness

Module 2.4: Inflation, Taxation & Latest Trends In Finance

5. Use of Data and Personalized Finance

Apps now use your spending and income data to give you customized advice.

Examples:



The Paytm app shows you that you spent ₹8,000 on food last month and suggests how to reduce it.



PhonePe gives you a savings plan that fits your salary and goals.



Investment apps show how much you need to invest every month to reach a ₹5 lakh target in 3 years.

How it helps:



You get better control of your money and smarter suggestions based on your own habits – no need to guess.

6. Global Finance and Cross-Border Access

Why it matters for seafarers:



Economic Wellness

Module 2.4: Inflation, Taxation & Latest Trends In Finance

Examples:



You receive your salary in USD, then convert and send it home via Wise, avoiding high bank fees.

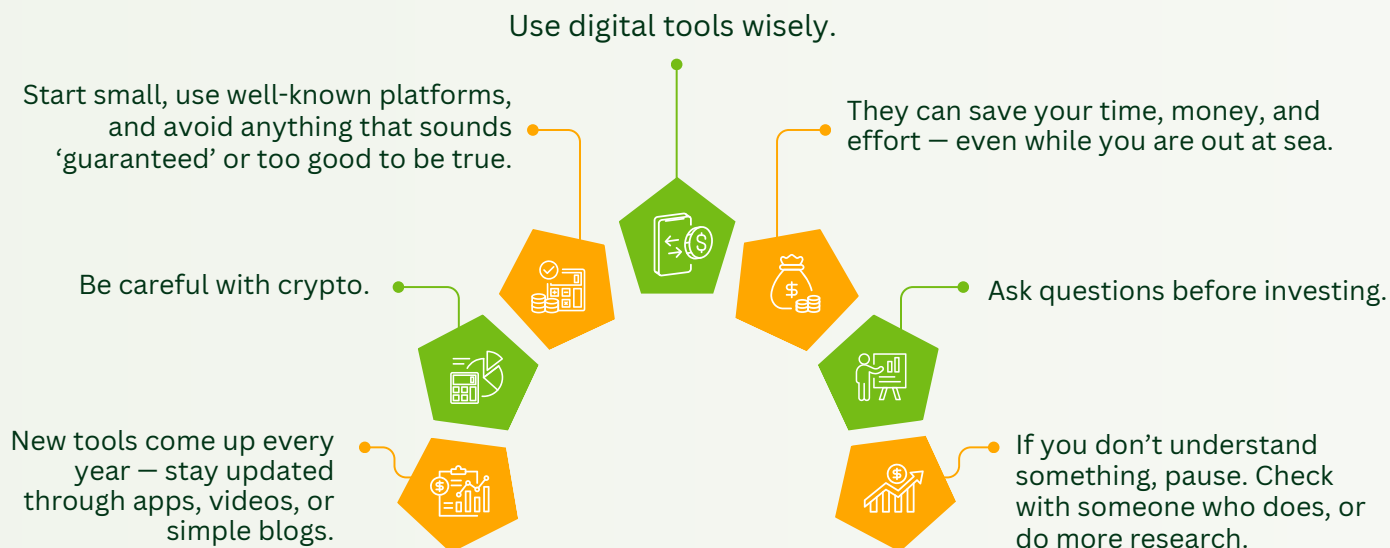


You use INDmoney to invest in US stocks like Apple or Google directly from your Indian bank account.



You track all your bank balances in different countries using Revolut or Niyo Global.

Final Thoughts: What You Should Always Remember



Now Ved Bhaskar can become a Financial advisor to many Seafarers ! Cheers !!



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PHYSICAL WELLNESS

Health Is Our Real Wealth



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Physical Wellness

Module 1: Basics of Nutrition - Calories & Macronutrients

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Calories
- Calculating daily calories requirement
- Macronutrients

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Basics of Nutrition 2 - Hydration & Micronutrients

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Identifying Micronutrient sources easily
- Meeting the micronutrient requirements
- Supplements
- Hydration
- Hydration strategies
- Combating Dehydration
- Water Alternatives

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Physical Wellness

Module 3: Practical Guidelines to Stay Healthy at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Managing portion sizes
- Interpreting food labels
- Eating healthy at sea

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Alcohol - How Much Is Too Much?

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Alcohol - How Much Is Too Much?
- Standard Drinking Guidelines
- Best drinking practices

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Physical Wellness

Module 5: Western Exercises & Basics of Fitness

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Why Physical Wellness Matters at Sea
- Cardiovascular and Strength Training
- How to Build an overall Cardio and Strength Routine – even without gym equipment
- What is Cooldown – and Why It Matters
- Signs Your Exercise Program Is Too Intense

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 6: Essentials of Sexual Health for Life at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Impact of Sexual Abstinence at Sea
- Sexual Risk Behaviors and Infections
- Misconceptions about STIs and HIV
- Access to Sexual Health Resources
- Mental Health and Sexual Frustration
- Sexual Harassment at Sea
- Healthy Sexual Expression

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



PHYSICAL WELLNESS

PHYSICAL WELLNESS

**BASICS OF NUTRITION 1:
CALORIES &
MACRONUTRIENTS**

3.1. CALORIES

PHYSICAL WELLNESS

**BASICS OF NUTRITION 2:
HYDRATION &
MICRONUTRIENTS**

3.2. HYDRATION

PHYSICAL WELLNESS

**PRACTICAL GUIDELINES
TO STAY HEALTHY AT SEA**

3.3. HEALTHY EATING

PHYSICAL WELLNESS

**ALCOHOL:
HOW MUCH IS TOO MUCH?**

3.4. ALCOHOL

PHYSICAL WELLNESS

**WESTERN EXERCISES &
BASICS OF FITNESS**

3.5. EXERCISE

PHYSICAL WELLNESS

**ESSENTIALS OF SEXUAL
HEALTH FOR LIFE AT SEA**

3.6. SEXUAL HEALTH

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PHYSICAL WELLNESS

3.1. CALORIES

BASICS OF NUTRITION 1: CALORIES & MACRONUTRIENTS



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Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Purpose

This module aims to educate seafarers on the fundamentals of nutrition, focusing on calories and macronutrients. It provides practical guidance on calculating daily calorie needs and balancing carbohydrates, proteins, and fats.

Key Components

- Understanding the importance of proper nutrition for overall well-being.
- Identifying the challenges seafarers face in maintaining a balanced diet.
- Learning about calories and their role in providing energy.
- Calculating daily calorie requirements using BMR and PAL.
- Learning daily macronutrient (carbohydrates, proteins, and fats) requirements and food sources.
- Promoting the consumption of whole, unprocessed foods for better health.

Learning Outcomes

- Understand the role of calories and macronutrients in maintaining energy and overall health.
- Calculate daily calorie needs using BMR and PAL.
- Identify appropriate calorie intake for weight management goals.
- Recognize the importance of consuming whole, unprocessed foods.
- Determine daily macronutrient requirements and suitable food sources.
- Develop the ability to make informed dietary choices for long-term well-being.

Introduction to Nutrition

Nutrition is the process by which our bodies take in and use food and nutrients to support growth, maintain health, and provide energy. It involves consuming a balanced diet that includes essential nutrients like carbohydrates, proteins, fats, vitamins, and minerals. Proper nutrition is crucial for overall well-being.

As seafarers, you often face unique challenges due to your lifestyle, such as limited access to fresh/good quality food. A poor diet may lead to problems such as -

FATIGUE & LOW ENERGY:

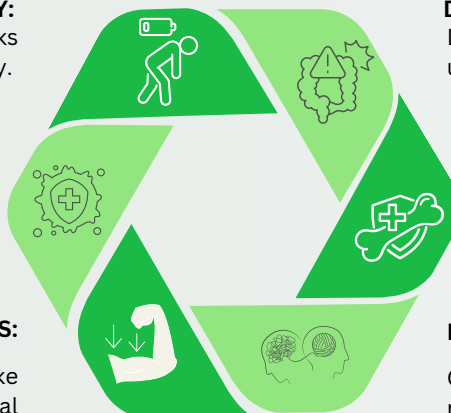
Affecting your ability to perform tasks efficiently.

WEAKENED IMMUNE SYSTEM:

Making you more susceptible to illnesses and infections.

MUSCLE LOSS AND WEAKNESS:

Caused by insufficient protein intake which can impacting your physical performance and endurance.



DIGESTIVE PROBLEMS:

Like constipation or bloating, which is uncomfortable and distracting.

BONE HEALTH:

Caused by lack of calcium and vitamin D, increasing the risk of fractures.

MENTAL HEALTH CONCERNS:

Certain deficiencies can even affect your mental health poorly.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Calories

Calories are units of energy that measure the amount of energy food provides to the body. Your body converts calories into energy, which is then used for fueling all bodily functions and activities, from basic metabolic processes to physical exercise.

Food Processing & Calories

Food processing can significantly impact the calorie content of food. The more processed a food is, the more likely it is to have higher calories and be lower in fiber, vitamins, and minerals. Take the example of whole fruits vs. packaged fruit juice -



- **Whole Fruit:** Eating whole fruits provide fiber, which helps slow digestion, offers a steady release of energy, and also have fewer calories and more nutrients.
- **Packaged Fruit Juice:** Often contains added sugars and the processing removes much of the natural fiber, leading to a higher calorie count per serving.

Therefore, choosing less processed options can help maintain a balanced diet and manage calorie intake effectively.

How to calculate your daily calorie requirements?

To calculate your daily calorie requirements, you can use the MET BMR formula combined with Physical Activity Levels (PALs). Here's a step-by-step guide:

Step 1: Calculate Basal Metabolic Rate (BMR)

The Basal Metabolic Rate (BMR) is the number of calories your body needs to maintain basic physiological functions like breathing and circulation while at rest. You can calculate BMR using the following formulas -

- **Men** = Bodyweight (in kg) x 24
- **Women** = Bodyweight (in kg) x 22.5

Step 2: Determine the Physical Activity Level (PAL)

Physical Activity Level (PAL) is a measure of your daily physical activity. Here are common PAL categories -

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

ACTIVITY LEVEL	DESCRIPTION	PAL	DECK SIDE	ENGINE SIDE
Sedentary	Little or no exercise	1.1	-	-
Lightly Active	Light exercise/work/sports 1- 3 days/week	1.2	Captain	Chief Engineer
Moderately Active	Moderate exercise/work/sports 3-5 days/week	1.4	Captain & Chief Officer	Chief, Second, Third Engineer
Very active	Hard exercise/sports 6-7 days a week	1.6	Cadet & Third Officer	Cadet Engineer
Extra active	Very hard exercise/physical job	1.8		

Above we have also given the possible PAL values for the various ranks of the officers present on the ship. Please note that your individual PAL values will vary based on your routine.

Step 3: Calculate Total Daily Energy Expenditure (TDEE)

Multiply your BMR by your PAL to get your Total Daily Energy Expenditure (TDEE). This is the total number of calories you need to maintain your current weight, considering your activity level. You may use the following formula to do so -

$$\text{TDEE} = \text{BMR} \times \text{PAL}$$

By following these steps, you can determine how many calories you should consume daily to maintain your weight. Adjust your calorie intake based on your goals, such as weight loss or muscle gain.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Step 4: Calculate Calorie Deficit/Surplus for Weight Loss or Weight Gain

If your goal is to maintain your current weight, then the TDEE itself will be the number of calories you need to eat in a day. However, to lose/gain weight, you need to adjust your calorie intake to create a deficit or surplus:

- **Calorie Deficit for Weight Loss:** To lose weight, consume fewer calories than your TDEE. A safe and sustainable deficit is typically 500-1000 calories per day, which can result in a weight loss of about 0.5-1 kg per week. Remember, burning about 7700 extra calories over and above the TDEE is needed to lose 1 kg of fat.
- **Calorie Surplus for Weight Gain:** To gain weight, consume more calories than your TDEE. A surplus of 250-500 calories per day can help you gain about 0.25-0.5 kg per week, focusing on muscle gain rather than fat.

Steps to Calculate Deficit

- **Determine Your Goal:** Decide how much weight you'd like to lose/gain.
- **Adjust Calorie Intake:** For instance, if you want to lose 2 kg, calculate the total calorie deficit needed, which is 15,400 calories (7,700 calories per kg). To achieve this over four weeks, create a daily deficit of about 550 calories.
- **Calculate Calories to Consume:** If your TDEE is 2,500 calories, aim to consume 1,950 calories daily (2500-550).

Steps to Calculate Surplus

- **Determine Your Goal:** Decide how much weight you'd like to gain.
- **Adjust Calorie Intake:** For instance, if you want to gain 2 kg, calculate the total calorie surplus needed, which is 15,400 calories (7,700 calories per kg). To achieve this over four weeks, create a daily surplus of about 550 calories.
- **Calculate Calories to Consume:** If your TDEE is 2,500 calories, aim to consume 3,050 calories daily (2,500 + 550).

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

How to determine if you are overweight or underweight?

Body Mass Index (BMI) is a simple calculation used to assess whether a person has a healthy body weight for their height. The formula to calculate BMI is:

$$\text{BMI} = \text{Weight in kilograms} / \text{Height in meters}^2$$

Once you calculate your BMI, you can compare it to standard categories for Asians given by the WHO to determine your weight status:

- **Underweight:** BMI less than 18.5
- **Normal weight:** BMI 18.5 to 22.9
- **Overweight:** BMI 23 to 24.9
- **Obesity:** BMI 25 or higher

BMI is a quick and easy way to screen for weight categories that may lead to health problems. However, it doesn't directly measure body fat or account for muscle mass, so it should be used alongside other assessments for a comprehensive view of health.

Example

Let's say you are a 70 kg male looking to lose weight. Here's how you can calculate your daily calorie needs:

Step 1: Calculate BMR

For men, the BMR formula is: **BMR = Bodyweight (in kg) x 24**

So, **BMR = 70 kg x 24 = 1,680 calories**

Step 2: Determine the PAL

Assume you are moderately active, with a PAL of 1.4.

Step 3: Calculate TDEE

Multiply your BMR by your PAL:

$$\text{TDEE} = \text{BMR} \times \text{PAL}$$

$$\text{TDEE} = 1,680 \times 1.4 = 2,352 \text{ calories}$$

This is the number of calories you need to maintain your current weight.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Step 4: Calculate Calorie Deficit for Weight Loss

Start by setting a weight loss target. For example, if you want to lose 2 kg, you'll need a total calorie deficit of 15,400 calories (7,700 calories per kg).

To achieve this over 4 weeks, calculate your daily calorie deficit:

1. **Total Deficit Needed:** 15,400 calories

2. **Daily Deficit:** 15,400 calories ÷ 28 days ≈ 550 calories per day

Now, subtract this daily deficit from your TDEE to find your daily calorie intake:

Calories to consume = TDEE - Daily Deficit

Calories to consume = 2,352 - 550 = 1,802 calories

By consuming 1,802 calories daily, you can aim to lose 2 kg over four weeks.

Activity: Calculating Your Calorie Needs

- **Objectives:** To learn how to calculate your caloric requirements.
- **Materials:** Calculator
- **Instructions:** "Let's calculate your calorie requirements! Whip out your calculators because I am going to show you the calculation steps which I want you to apply on yourselves. There are 4 steps and I am going to show you each one by one. Once you are done with your calculation, you can raise your hand. We'll take a few answers and then proceed to the next step, sounds good?"
- **Debrief:** Ask some participants to share their calculations.
- **Takeaways:** Participants will learn how to calculate their caloric requirements.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Step 1: Calculate BMR (Basal Metabolic Rate)

This tells you how many calories your body needs at rest. Select the formula according to your sex:

- For men: $\text{BMR} = \text{body weight (kg)} \times 24$
- For women: $\text{BMR} = \text{body weight (kg)} \times 22.5$

[Instructor: After explaining, select someone who has raised their hand to share their BMR calculation. If you don't know their name, ask them to introduce themselves and then take their answer.]

Step 2: Determine Your PAL (Physical Activity Level)

PAL is a measure of your daily physical activity. Here are common PAL categories -

Activity Level	Description	PAL	Deck Side	Engine Side
Sedentary	Little or no exercise	1.1	-	-
Lightly Active	Light exercise/work/sports 1-3 days/week	1.2	Captain	Chief Engineer
Moderately Active	Moderate exercise/work/sports 3-5 days/week	1.4	Captain & Chief Officer	Chief, Second, Third Engineer
Very active	Hard exercise/sports 6-7 days a week	1.6	Cadet & Third Officer	Cadet Engineer
Extra active	Very hard exercise/physical job	1.8	-	-

Above we have also given the possible PAL values for the various ranks of the officers present on the ship. Please note that your individual PAL values will vary based on your routine.

[Instructor: Choose another participant who has raised their hand to discuss their PAL.]

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Step 3: Calculate TDEE (Total Daily Energy Expenditure)

Now let's use what we know from steps 1 and 2 to do calculate our TDEE i.e., the no. of calories you need to maintain your weight -

$$\text{TDEE} = \text{BMR} \times \text{PAL}$$

[Instructor: Ask someone else to share their TDEE calculation.]

Step 4: Set Your Goal – Deficit for weight loss / Surplus for weight gain

Now let's say you want to gain or lose weight, then how do you modify your calorie intake? There are various ways of going about this but let's stick to a general rule - it's a good idea to target about 0.5 to 1 kg of weight loss per week. If you are very overweight then you can target 1 kg per week but if you are just slightly overweight then you can target 0.5 kg per week.

- To lose 0.5 kg, you need to deduct 550 kcal from your TDEE.
- To lose 1 kg, you need to deduct 1,100 kcal from your TDEE.

[Instructor: Invite a participant to explain their goal and how they plan to adjust their calorie intake. If participants ask how they can determine how overweight they are you can give them a brief about calculating their BMIs as well.]

Macronutrients

What are Macronutrients?

Macronutrients are the main nutrients that our bodies need in large amounts to function properly. They provide us with energy and help our bodies grow and stay healthy. There are three main types of macronutrients:



- **Proteins:** These help build and repair tissues in the body. Proteins are found in foods like meat, fish, eggs, beans, and nuts.
- **Fats:** These provide energy and help absorb certain vitamins. Fats are found in foods like oils, butter, cheese, and nuts.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Carbohydrates

Carbohydrates are one of the main types of nutrients and a primary source of energy for the body. They are found in the following food groups:

1. **Fruits:** Mango, Banana, Apple
2. **Vegetables:** Potato, Sweet Potato, Carrot
3. **Grains:** Rice, Wheat (Chapati), Millets (Ragi)
4. **Legumes:** Lentils (Dal), Chickpeas (Chana), Green Gram (Moong)
5. **Dairy:** Milk, Yogurt (Dahi), Paneer
6. **Sugars and Sweets:** Jaggery (Gur), Sugar, Honey

Types Of Carbohydrates



SIMPLE CARBOHYDRATES:

These are sugars found in foods like fruits, milk, and sweets. They provide quick energy but can lead to spikes in blood sugar levels. It's best to limit these as much as possible.



COMPLEX CARBOHYDRATES:

Found in foods like whole grains, vegetables, and legumes, these take longer to digest and provide a steady energy release. Complex carbs are usually rich in fiber and therefore great for digestive health.

Opt for whole, unprocessed foods like whole grains, fruits, and vegetables. These provide essential nutrients and fiber, unlike refined carbs found in sugary snacks and white bread.

Daily Carbohydrate Needs

The amount of carbohydrates you need can vary based on your age, sex, and activity level. Generally, they should make up about 45-65% of your total daily calories. For example, if your daily intake is 2000 kcal, carbohydrates should account for 900-1300 kcal. This translates to approximately 225-325 grams of carbohydrates per day, as each gram of carbohydrate provides 4 kcal. Here's a breakdown of what 225 grams of carbohydrates look like in a typical Indian diet

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Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

FOOD ITEM	QUANTITY	CARBOHYDRATES (G)
Rice	2 cups cooked (400g)	90
Chapati (Wheat Roti)	4 medium-sized (120g)	80
Lentils (Dal)	1 cup cooked (200g)	40
Fruits	1 medium banana + 1 apple	15

Most Indian people tend to have no problem eating the amount of carbs given above, in fact, the issue is often the opposite - they end up eating more than the necessary amount while compromising on protein instead.

Proteins

Proteins are essential macronutrients that play a critical role in building and repairing tissues, producing enzymes and hormones, and supporting immune function. They are composed of amino acids, which are the building blocks of our body.



Types Of Proteins



COMPLETE PROTEINS:

These contain all 9 essential amino acids that the body cannot produce on its own. Complete proteins are typically found in animal products like meat, fish, eggs, and dairy.



INCOMPLETE PROTEINS:

These lack one or more essential amino acids. They are usually found in plant-based foods such as beans, lentils, nuts, and grains. By combining different plant based proteins, you can obtain all essential amino acids.

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Daily Protein Needs

Protein requirements vary based on factors like age, sex, activity level, and overall health. This table outlines protein intake recommendations based on various Physical Activity Levels (PAL). It specifies the suggested grams of protein per kilogram of body weight for individuals with different activity levels, from sedentary to extra active. The table helps ensure that protein consumption aligns with activity levels, supporting muscle maintenance, recovery, and overall health.

PHYSICAL ACTIVITY LEVEL (PAL)	DESCRIPTION	RECOMMENDED PROTEIN (G/KG OF BODY WEIGHT)
Sedentary (PAL 1.1)	Little or no exercise	0.8
Lightly Active (PAL 1.2)	Light exercise/sports 1-3 days a week	1.0
Moderately Active (PAL 1.4)	Moderate exercise/sports 3-5 days a week	1.2-1.4
Very Active (PAL 1.6)	Hard exercise/sports 6-7 days a week	1.4-1.6
Extra Active (PAL 1.8)	Very hard exercise/physical job	1.6-2.0

Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

For example, a moderately active cadet sailor weighing 70 kg should consume around 84-98 grams of protein daily. Here's a breakdown of what 84 grams of protein might look like in a typical Indian diet:

FOOD ITEM	QUANTITY	PROTEIN (G)
Chicken	150g	35
Soya Chunks	20g	10
Paneer	100g	18
Dal	1.5 cups	8
Almonds	1/4th cup	8
Chapati	2 chapatis (70g)	6
Cooked Rice	1 serving (125g)	4

Fats

Fats are essential macronutrients that provide energy, support cell growth, protect organs, and help the body absorb certain vitamins. They also play a role in hormone production and maintaining healthy skin and hair.



Physical Wellness

Module 3.1: Basics of Nutrition 1: Calories & Macronutrients

Types Of Fats



SATURATED FATS:

Found in animal products like meat, butter, and cheese, as well as some plant oils like coconut and palm oil. These fats can raise cholesterol levels and should be consumed in moderation.



UNSATURATED FATS:

These are healthier fats found in foods like nuts, seeds, and fish. This category also includes omega-3 and omega-6 fatty acids, which are essential for heart health.



TRANS FATS:

Often found in processed foods like baked goods, packaged items, vanaspati ghee (dalda), and fried items. These fats can increase cholesterol levels and should be ideally avoided.

Daily Fat Needs

The amount of fat you need depends on your total daily calorie intake. Generally, fats should make up about 20-35% of your total daily calories. For example, if your daily intake is 2000 kcal, fats should account for 400-700 kcal. Since each gram of fat provides 9 kcal, this translates to approximately 44-78 grams of fat per day. Here's a breakdown of what 55 grams of fat might look like in a typical Indian diet.

FOOD ITEM	QUANTITY	FATS (G)
Ghee	1 tablespoon	14
Cashews	1/4th cup	12
Paneer	100g	20
Coconut	1/4th cup grated	9

Physical Wellness

Module 3.1:

Basics of Nutrition 1: Calories & Macronutrients

Just like carbohydrates, most people don't struggle with eating enough fat, what they tend to struggle with is eating enough good quality fat. If your meals are made with a lot of oil, and that is where you get most of your fat from then it's important to diversify your fat intake by including other sources of fat such as nuts and seeds, paneer, and cheese since they provide not just fat but also protein, vitamins, and minerals. Limit your cooking fats (such as ghee and vegetable oils) to less than 20ml per day (2.25 tablespoons).

Practical Tips For Healthy Eating



Eat Whole, Less
Processed
Foods



Prioritize
Protein &
Complex Carbs



Diversify
Your Fat
Sources



Know
Your
Numbers

Conclusion

- Understanding the basics of nutrition, including calories and macronutrients, is essential for maintaining a healthy lifestyle, especially for seafarers who face unique dietary challenges. By focusing on balanced nutrition, you can enhance your energy levels, immune function, and overall well-being.
- Calculating your daily calorie needs and adjusting your intake based on your goals can help you manage your weight effectively. Prioritizing whole, unprocessed foods rich in essential nutrients will support your physical and mental health.
- Remember, a well-rounded diet with the right balance of carbohydrates, proteins, and fats is key to sustaining energy and promoting long-term health. By making informed dietary choices, you can ensure that your body gets the nutrients it needs to thrive.



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3.2. HYDRATION

BASICS OF NUTRITION 2: HYDRATION & MICRONUTRIENTS



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Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Purpose

This module aims to educate students on the importance of micronutrients, supplements, and hydration for maintaining optimal health and performance.

Key Components

- Understanding the role of micronutrients and their sources.
- Exploring the benefits and risks of supplements.
- Learning hydration basics, strategies, and remedies for dehydration.

Learning Outcomes

- Ability to identify and incorporate essential micronutrients into a balanced diet.
- Knowledge of when and how to use supplements effectively and safely.
- Knowledge on common deficiencies and how to address them with supplements.
- Skills to maintain proper hydration and address dehydration in various scenarios.

Micronutrients

Micronutrients are essential vitamins and minerals that our bodies need in small amounts (hence the word 'micro') to function optimally. Vitamins like A, C, D, and minerals such as iron, calcium, and zinc are examples of micronutrients. People often neglect micronutrients thinking that they are not as important and tend to focus more on the macronutrients. However, micronutrient deficiencies can lead to serious health issues, making it important to consume a balanced diet.



Identifying Micronutrient Sources Easily

People often get confused about which micronutrients come from which sources. To help you out, we have written two broad methods to help you identify potential set of micronutrients a food can provide -

Colour Method

Using the colour of food can be a helpful way to identify which micronutrients it might be rich in -

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

ORANGE & YELLOW FOODS:

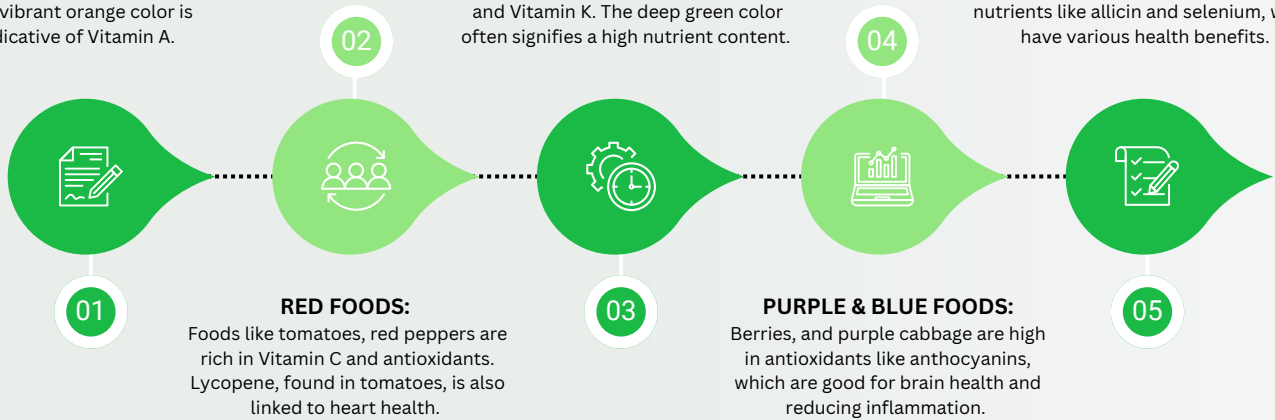
These are often high in Vitamin A. Think of carrots, and pumpkins. The vibrant orange color is indicative of Vitamin A.

GREEN FOODS:

Leafy greens such as spinach, and broccoli are packed with iron, calcium, and Vitamin K. The deep green color often signifies a high nutrient content.

WHITE FOODS:

While not as colorful, foods like garlic, onions, and mushrooms contain nutrients like allicin and selenium, which have various health benefits.



Activity: The Colour Code

- **Objectives:** To learn how to determine the micronutrients present in any ingredient.
- **Materials:** None
- **Instructions:** "Let's start with something visual. Ever heard of eating the rainbow? Colours in food often tell us which vitamins and minerals they contain. Different colours in fruits and vegetables often point to different micronutrients. Now I could just tell you what colours in foods mean what, but let's make this a little interesting - I am going to shout out a colour and you have to tell me 2 things -
 - First, any natural ingredient which is made up of that colour.
 - Second, what vitamin/mineral that colour indicates.
 - The first one is easy, the second one requires you to put on your thinking caps. For e.g., if I say orange then an ingredient that is naturally orange is carrot and orange indicates vitamin A, therefore, carrots are high in vitamin A.
- **Debrief:** Ask some participants to share their calculations.
- **Takeaways:**
 - The colour of a food can give you an idea about what micronutrients are present in it.
 - Different foods contain different micronutrients, which is why variety matters.
 - You can't expect to get all your micronutrients from just one ingredient.

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Ready? Let's start -

-  **Orange/Yellow** (e.g., carrots, pumpkin) → Rich in Vitamin A
(Can crack a joke if you want - "Is an orange called an orange because it is orange or is the colour orange named orange because it is the same colour as an orange? Think about it, it's the only fruit whose name is literally a colour!")
-  **Red** (e.g., tomatoes, red peppers) → High in Vitamin C and antioxidants
-  **Green** (e.g., spinach, broccoli) → Full of iron, calcium, Vitamin K
-  **Purple/Blue** (e.g., berries, eggplant) → Packed with antioxidants for brain health
-  **White** (e.g., garlic, onions) → Provide selenium, allicin, support immunity
Can one food give you all the nutrients you need?

(Let them guess—then reveal)

Answer: Nope! That's why variety is the secret.

Micronutrients in Food Groups

Another method that can be used to identify the micronutrient content of a food is by understanding the food group it belongs to. Below we have categorized the foods we consume into 13 food groups and written the typical set of micronutrients that they provide -

- **Cereals and Millets:** Rich in B vitamins, iron, magnesium, and selenium. Whole grains offer more nutrients compared to refined grains.
- **Pulses:** High in iron, folate, potassium, and magnesium. They also provide some B vitamins and zinc.
- **Roots & Tubers:** Good sources of potassium, Vitamin C, and some B vitamins. Sweet potatoes and yams are high in beta-carotene.
- **Green Leafy Vegetables:** Packed with iron, calcium, Vitamin K, and folate. They also contain Vitamin C and beta-carotene.
- **Cruciferous Vegetables (e.g., broccoli, cauliflower):** High in Vitamin C, K, and folate.
- **Nightshades (e.g., tomatoes, bell peppers):** Rich in Vitamin C and antioxidants like lycopene.
- **Fruits:** Generally high in Vitamin C, potassium, and folate. Citrus fruits are particularly rich in Vitamin C, while bananas are a good source of potassium.

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Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

- **Eggs:** Provide B12, selenium, and choline. They also contain some vitamin D, iron, and zinc.
- **Red Meat:** High in iron, zinc, and B vitamins, particularly B12. It also contains selenium and phosphorus.
- **Poultry:** Good source of B vitamins, particularly niacin and B6, as well as selenium and phosphorus.
- **Seafood:** Rich in iodine, selenium, and Vitamin D. Fatty fish like salmon are high in omega-3 fatty acids and Vitamin B12.
- **Dairy:** High in calcium, B12, and riboflavin. Also provides vitamin D, phosphorus, and potassium.
- **Nuts:** Provide Vitamin E, magnesium, and selenium. They also contain some B vitamins and zinc.
- **Seeds:** Rich in magnesium, zinc, and Vitamin E. They also offer some B vitamins and iron.

How to meet your micronutrient requirements?

Here are some ways to maximize the chances of meeting your micronutrient requirements -



Eat a Variety of Foods



Focus on Colorful Plates



Include Whole Foods



Use Fortified Foods



Regular Check-ups



Consider Supplements

- **Eat a Variety of Foods:** As you can see above, there's no individual food that will provide you with all the micronutrients you need in a day. Different foods provide different nutrients, so variety is key.
- **Focus on Colorful Plates:** Aim for a colorful plate at each meal. Different colours often indicate different nutrients, so include a mix of greens, reds, oranges, and purples.
- **Include Whole Foods:** Choose whole grains over refined ones, as refining tends to reduce the micronutrient content of ingredients. Opt for fresh fruits and vegetables instead of processed options to maximize nutrient intake.

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

- **Use Fortified Foods:** Incorporate fortified foods like cereals and dairy products that are enriched with vitamins and minerals.
- **Regular Check-ups:** Get regular health check-ups to monitor nutrient levels and adjust your diet as needed.
- **Consider Supplements:** If dietary intake is insufficient, consider supplements, but consult a healthcare professional before starting any new regimen.

Supplements

Supplements are products designed to add those nutrients which are missing from your diet to lower your risk of health problems. For example, someone might take a vitamin D supplement if they don't get enough sunlight, or an iron supplement if they have anemia. While supplements can be beneficial, they are not a substitute for a balanced diet. Before starting any supplement regimen, it's wise to consult with a healthcare professional to ensure they are necessary and safe for you.



Approaches to Taking Supplements

When it comes to taking supplements people tend to take the following 2 extreme approaches, both of which are unhealthy -

1. Taking Too Many Supplements

Some people believe that more is better when it comes to supplements. They load up on vitamins and minerals, thinking it will boost their health. However, this approach can lead to several problems -

- **Toxicity:** Overconsumption of certain vitamins and minerals can be harmful. For instance, too much vitamin A can cause liver damage, while excess iron can lead to organ damage.
- **Nutrient Imbalance:** Taking high doses of one supplement might interfere with the absorption of others, leading to imbalances.
- **Cost:** Buying unnecessary supplements can be expensive, straining your budget without providing real health benefits.

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Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

2. Avoiding Supplements Even When Necessary

On the flip side, some people avoid supplements altogether, even when they are needed due to misconceptions about supplements. This can be problematic for several reasons -

- **Deficiencies:** People with specific dietary restrictions, like vegans or vegetarians, might miss out on essential nutrients such as B12 or iron. Without supplements, they risk deficiencies.
- **Health Risks:** Ignoring the need for supplements can lead to health issues, like osteoporosis from low calcium or vitamin D levels.
- **Missed Benefits:** Supplements can support overall health when dietary intake is insufficient, but avoiding them means missing out on these potential benefits.

It's better to instead have a balanced approach to consuming supplements and to consult a healthcare professional to determine the right balance and necessity of supplements for individual health needs.

Common Deficiencies and their Sources

Below are some nutrients that people are commonly deficient in and must thus consider supplementing -



Iron



Vitamin D



Vitamin B12



calcium

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Iron

- Iron can be found in red meat, beans, and fortified cereals.
- Vegetarians and vegans are at a higher risk of deficiency since plant-based iron isn't absorbed in the body as efficiently as animal-based iron.
- Due to this iron supplements are advised for vegetarians.

Vitamin D

- Although vitamin D is found in sources such as fatty fish, eggs, and fortified dairy Sunlight products, the quantity within them isn't enough to meet your daily requirements.
- The best natural way to fulfill your vitamin D requirements is through being exposed to direct sunlight for at least 30 mins a day but if that's not possible then a supplement would need to be considered.

Vitamin B12

- Vitamin B12 is mainly found in meat, eggs, and dairy.
- Therefore, vegetarians are at a greater risk of getting a deficiency and must consider supplementing it.

Calcium

- Calcium sources include dairy products, leafy greens, and fortified plant-based milks.
- Vegetarians who consume very limited amounts of dairy or no dairy might need a supplement prevent a calcium deficiency.

Omega-3

There are 3 essential omega-3 fatty acids that we need from our diets -

1. **EPA (eicosapentaenoic acid)**
2. **DHA (docosahexaenoic acid)**
3. **ALA (alpha-linolenic acid)**

While ALA is readily available in plant-based foods like flaxseeds, chia seeds, and walnuts, EPA and DHA are primarily found in marine sources and are essential for heart, brain, and eye health. Omega-3 supplements, particularly EPA and DHA, are crucial for maintaining optimal health in the absence of natural sources.

For optimal health benefits, it's generally recommended to consume 250-500 mg of combined EPA and DHA per day. These are usually sold as fish oil supplements which are extracted from fishes that are high in these omega-3s, however, if you are a vegetarian, you can consume vegetarian algal DHA supplements. The body can synthesize the EPA from this DHA on its own.

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Should You Take Multivitamins?

One question that might arise over here, at least in the case of micronutrient supplements is that - "Instead of taking individual vitamin and mineral supplements, why not just take one multivitamin and be done with it?" Let's talk about the pros and cons of multivitamins to answer this question -

Pros



NUTRIENT INSURANCE:

Multivitamins can help fill in the gaps in your diet, making sure you get the essential vitamins and minerals you might miss, especially if your meals lack variety.



CONVENIENCE:

They offer an easy way to get multiple nutrients in one go, saving you the hassle of taking separate supplements.

Cons



OVER-RELIANCE:

Depending too much on multivitamins can make you neglect a balanced diet, which is crucial for getting other beneficial compounds like fiber and antioxidants.



RISK OF OVERCONSUMPTION:

Taking multivitamins with high doses of certain nutrients can lead to consuming too much, which might not be good for you.



RISK OF DEFICIENCIES:

Taking multivitamins does not necessarily safeguard you from a deficiency as they might not provide sufficient amounts of certain nutrients. Just because a multivitamin has a certain nutrient doesn't mean it contains enough of it.

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Hydration

When you are surrounded by water, you might think it's hard not to forget about drinking enough of it, however, we unsurprisingly tend to miss ignore/miss our thirst signals in the midst of our daily chores. Let's cover some of the basics of hydration to ensure we stay optimally hydrated.



How much water do you need to drink in a day?

The amount of water you need daily varies based on factors like age, gender, climate, and activity level. Generally, it's recommended to drink about 8 to 10 glasses of water (about 2.5 to 3 litres) per day. However, this would need to be adjusted based on activity levels, climate, and how much you sweat.

Another general guideline is to drink 30 to 60 ml of water per kilogram of body weight daily. Adjust based on workload and environmental conditions. For e.g., if you weigh 70 kg and work in a physically demanding role on a ship in a hot climate, you might need to consume more water. Using the guideline, you would aim for 2,100 to 4,200 ml (2.1 to 4.2 liters) of water daily. If your workload increases or the temperature rises, you should increase your intake to stay hydrated.

Hydration Strategies

- **Drinking at Regular Intervals**

Drinking at regular intervals ensures consistent hydration, which is crucial during physical activities or in hot climates. This means that you drink water at fixed intervals regardless of how and when you feel thirsty to ensure you hit your hydration targets for the day.

- **Drinking to Thirst**

Alternatively, drinking to thirst allows your body to naturally signal when you need fluids. In this strategy you have points in the day when you drink more water and points when you drink less. This is more effective in keeping your body optimally hydrated but is useful only when thirst signals are noticed and acted upon. Unfortunately, due to our busy schedules our thirst signals often go unnoticed.

Physical Wellness

Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

- **Combating Dehydration**

Common signs of dehydration include dry mouth, fatigue, dizziness, dark urine, and decreased urine output. Severe dehydration may cause confusion, rapid heartbeat, and fainting. You may think that the remedy for dehydration is simple - just drink some water, however, you would be wrong for thinking that. This is because dehydration can occur for various reasons, and addressing it effectively requires understanding the underlying cause. Here are some common causes and their respective remedies -

- **Sweating**

When dehydration is due to a lot of sweat loss (as is seen in intense physical activity, hot weather, and sometimes fever), it's essential to replenish both fluids and electrolytes lost through sweat. Drink water and consider electrolyte drinks to restore sodium, potassium, and magnesium levels. Coconut water is a natural alternative that provides hydration and electrolytes.

- **Inadequate Fluid Intake**

Sometimes, dehydration is simply due to not drinking enough water for long periods of time. Here, the remedy is to set reminders to drink water regularly. Incorporate hydrating foods like fruits and vegetables into your diet.

- **Alcohol & Caffeine**

Alcohol and caffeine are diuretics, i.e., they can lead to dehydration by increasing urine production. Here, the remedy is to drink water alongside alcoholic beverages to balance fluid loss. Rehydrate with water or electrolyte drinks after alcohol consumption.

- **Medical Conditions**

Certain medical conditions, like diabetes, can cause dehydration due to excessive blood sugar. The remedy in this case is to manage the underlying condition with the help of a healthcare professional while ensuring you drink enough water to replace the lost water.

- **Water Alternatives for Hydration**

Besides water, beverages like herbal teas, coconut water, and electrolyte-infused drinks can help maintain hydration. Milk and fruit juices also contribute to fluid intake, but be mindful of added sugars. Choose drinks that suit your dietary needs and preferences.

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Module 3.2: Basics of Nutrition 2: Hydration & Micronutrients

Conclusion



Key Takeaways

- A balanced diet with a variety of foods ensures adequate micronutrient intake.
- Supplements can help fill dietary gaps but should not replace a balanced diet.
- Hydration is crucial, with a daily intake of 2.5 to 3 liters of water recommended.
- Beverages like herbal teas and coconut water can complement water intake.
- Address dehydration by understanding its cause and replenishing fluids and electrolytes accordingly



PHYSICAL WELLNESS

3.3. HEALTHY EATING

PRACTICAL GUIDELINES TO STAY HEALTHY AT SEA



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Module 3.3: Practical Guidelines to Stay Healthy at Sea

Purpose

This module aims to provide practical strategies for maintaining a healthy diet and managing weight while at sea.

Key Components

- Managing portion sizes effectively to prevent overeating.
- Understanding and interpreting food labels for informed choices.
- Identifying healthier meal and snack options suitable for life at sea.

Learning Outcomes

- Ability to control portion sizes and recognize satiety cues.
- Skills to read and analyze food labels for better dietary decisions.
- Knowledge of planning balanced meals and selecting healthy snacks at sea.
- Awareness of hydration's role in maintaining overall health.
- Strategies to adopt a sustainable and nutritious lifestyle while on board.

Introduction

Maintaining a healthy diet is essential, especially for those spending extended periods at sea. This module provides practical guidance on managing portion sizes, interpreting food labels, and making healthier food choices while on board to help maintain your weight within a healthy range whilst also maintaining good health. By adopting these strategies, seafarers can effectively control their calorie intake, ensure balanced nutrition, and maintain overall well-being. Whether you're planning meals, choosing snacks, or understanding food labels, these tips will help you make informed dietary decisions and promote a healthier lifestyle at sea.



Managing Portion Sizes

Managing portion sizes is crucial for maintaining a healthy diet and preventing overeating. Let's explore some specific tips and techniques to effectively manage portion sizes -

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Module 3.3: Practical Guidelines to Stay Healthy at Sea

Eat Slowly

Eat slowly, allowing your body to signal when it's full. Eating at a slower pace gives your brain time to process signals of satiety, as it takes a few minutes for these signals to reach the brain from the digestive system. This delay can lead to overeating if meals are consumed too quickly, as the feeling of fullness may not be recognized immediately.

For example, you may be familiar with the feeling of extreme and uncomfortable fullness a few minutes after eating a large meal at a restaurant. By eating slowly, you can better align your eating pace with your body's natural satiety cues, helping to prevent overeating.

Eat Small Servings

Instead of filling your plate to the brim, start with modest portions. This approach encourages you to recognize when you're full, reducing the temptation to overeat. It also offers flexibility, allowing you to assess your hunger levels and add more if needed, avoiding the discomfort of overeating.

Eat Salads First

Start by eating your salads first to gain the advantage of feeling full, thanks to the fiber it provides, before you move on to enjoy the rest of your meal. It may also provide the added advantage of helping you maintain more stable blood sugar levels after the meal.

Eat Protein First

Apart from helping you gain and maintain muscle, protein also plays a vital role in promoting satiety and thus reducing overall calorie intake. Incorporate a variety of protein sources, such as lean meats, fish, soy, and eggs into your meals. Just like eating salads first can enhance the satiety of a meal, eating protein first can also do the same. In fact, you can even consider constructing a high protein salad yourself before the meal from the ingredients available.

For example, if some eggs, onions, green peppers, and carrots are available, you can simply mix them all together, add salt and pepper, one non-creamy dressing (like red chili sauce, if available) and voila you have a delicious 2-minute salad! This approach also allows you to maintain a good balance between carbohydrates and protein in your meal by preventing overeating carbohydrates and undereating protein.

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Module 3.3: Practical Guidelines to Stay Healthy at Sea

Avoid Eating Directly from the Pack

Eating directly from the pack, especially in the case of junk foods, can lead to mindless eating and consuming more than intended. Instead, try portioning out snacks into a bowl or plate before eating. This simple practice can help you become more aware of how much you're eating and make it easier to stick to appropriate portion sizes. Additionally, when you see the amount of food in front of you, it can serve as a visual cue to stop once you've finished what's on your plate, reducing the likelihood of going back for more.

Importance of Hydration for Managing Portion Sizes

Staying hydrated is also important. Often, our bodies can confuse thirst with hunger, leading us to eat more than necessary. By drinking water regularly, you can better distinguish between hunger and thirst cues. Before meals, try drinking a glass of water. This can help you feel fuller and reduce the likelihood of overeating. Additionally, staying hydrated supports digestion and helps your body process nutrients more efficiently.

Eat Consistently at the Same Times

Eating at the same times every day can be a powerful tool for controlling portion sizes. When you establish a regular eating schedule, your body learns to anticipate meals, which helps regulate hunger signals. This predictability can prevent the urge to overeat, as your body becomes accustomed to receiving nourishment at specific intervals. By sticking to set meal times, you can reduce the likelihood of snacking out of boredom or stress, which often leads to consuming larger portions than necessary.

Plan Meals in Advance

Planning meals a few hours ahead can significantly help in controlling portion sizes. When you know what you'll be eating, it's easier to make mindful choices and avoid impulsive overeating, as it can be difficult to make healthy choices by the time you are already hungry. As seafarers, you can check the daily menu to see what's being prepared or have a quick chat with the cook if the menu isn't available.

For example, if the menu includes traditional Indian dishes like dal, rice, and mixed vegetable sabzi, you could plan to start with a small serving of boiled eggs and a basic salad, which are high in protein and fiber, to help you feel full. Then, you can add moderate portions of dal, rice, and sabzi, ensuring you maintain a balanced meal without overeating.

Physical Wellness

Module 3.3: Practical Guidelines to Stay Healthy at Sea

Interpreting Food Labels

Understanding food labels is key to making informed dietary decisions, especially for seafarers who may have to rely more heavily on packaged foods during certain voyages.

Check the Serving Size

- Begin by checking the serving size and the nutrients present within that serving.
- In the nutrition label below of a ready-to-eat veg biriyani, 1 serving equals 100g. If you ate 200g, you would be consuming two servings.
- That is 2 times the calories (164.5 x 2) and all the other nutrients shown in the sample label.

You can use your daily caloric intake calculation done in module 1 to determine the appropriate serving size by factoring everything else you eat in a day.

	Per 100 g	Per serve % RDA
Energy	164.5 kcal	13.6
Protein	5.4 g	-
Carbohydrate	27.3 g	-
Total Sugars	1.5 g	-
Added Sugars	0 g	0
Dietary Fibre	3.4 g	-
Total Fat	3.7 g	9.2
Saturated Fat	1.9 g	14.5
Trans Fat	0.03 g	2.5
Cholesterol	0.6 mg	-
Sodium	550 mg	45.4

Check the %DV

The %DV, aka %RDA, is the percentage of the Daily Value for each nutrient in a serving of the food. The Daily Values are reference amounts (expressed in grams, milligrams, or micrograms) of nutrients to consume. It can tell you whether a serving of the food contributes a lot, or a little, to your daily diet for each nutrient. In general -

- 5% DV or less of a nutrient per serving is considered low.
- 20% DV or more of a nutrient per serving is considered high.

More often, choose foods that are -

- Higher in %DV for Dietary Fiber, Vitamin D, Calcium, Iron, and Potassium since these are good for the body.
- Lower in %DV for Saturated Fat, Sodium, and Added Sugars since these are considered to be harmful for the body if consumed in excess.

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Module 3.3: Practical Guidelines to Stay Healthy at Sea

For e.g., look at the amount of sodium in one serving listed on the sample nutrition label above. Is 37% contributing a lot or a little to your daily value of sodium? According to the General Guide to %DV this product is a HIGH sodium product. If you consumed 2 servings, that would provide 74% of the DV for sodium – nearly 3/4th of an entire day's worth of sodium.

Check the Ingredient List

The ingredient list shows each ingredient in a food by its common or usual name. Ingredients are listed in descending order by weight, so the ingredient that weighs the most in the product is listed first, and the ingredient that weighs the least is listed last.

INGREDIENTS : Tapioca Starch, Refined Palmolein Oil, Soya Flour(8%), Split Pulse Urd (Urd Dal) Flour, Refined Sugar, Iodised Salt, Hydrogenated Vegetable Oil (Vanaspati), Red Chilli Powder, Coriander Powder, Cumin Powder, Clove Powder, Dried Mango Powder, Black Pepper, Cardamom, Acidity Regulator (INS 330), Onion Powder, Garlic Powder, Black Salt, Asafoetida, Bay Leaf, Nutmeg, Cinnamon, Fennel Seed, Turmeric & Mustard Seed.

For e.g., we have given the ingredient list of 'soya sticks' above, which is a popular fried snack in India that is commercially sold by many companies. The name 'soya sticks' leads one to think that the major ingredient in this product is soya. However, the ingredient list shows us that tapioca starch is the major ingredient, and that soya flour is only 8% by weight! In fact, this product also has more oil by weight than soya flour. Therefore, calling it 'soya sticks' is misleading. A more appropriate name would be 'tapioca and oil sticks'.

Activity: Interpreting Food Labels

- **Objectives:** To learn some basics of reading food labels.
- **Materials:** Either provide random packaged items with clear nutrition labels or a printout of a nutrition label to all the participants or display the following label on a screen.

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Module 3.3: Practical Guidelines to Stay Healthy at Sea

- **Instructions:** "Now, let's tackle something you'll often see on board: food labels on packaged items. We're going to break it down to make healthier choices."
- **Debrief:** Ask some of the participants to share their learnings and observations on any food labels which they might have read on their own.
- **Takeaways:** Participants will be more confident about reading food labels and deciding if and how much of the product they should consume.

[**Activity:** At this point you can either provide random packaged items with clear nutrition labels or a printout of a nutrition label to all the participants or display the following label on a screen.]

Check Serving Size

- **Look for this first:** How many grams per serving?
- **Example:** If the pack says "100g per serving" but you eat 200g, you're getting double the calories and nutrients!

Understand %Daily Value (%DV aka %RDA)

- **Instructor Tip:** %DV tells you how much of a nutrient you're getting compared to your daily needs.
 - **5% or less = low**
 - **20% or more = high**
- **Example:** "Check sodium – is it more than 20% per serving? That means it's high!"

[Display this image on screen if possible]

Check the Ingredient List

- Ingredients are listed by weight, the first one is the one present in the largest quantity.
- Don't trust the name alone!
- Example: "Soya sticks" sound healthy, but if the first ingredient is tapioca starch and soy[a is only 8%, it's really more like "fried starch sticks."

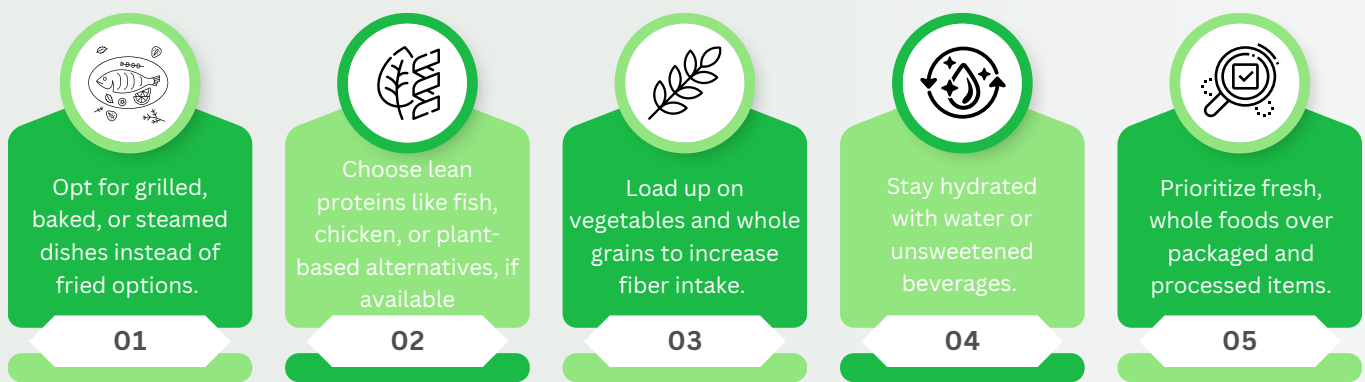
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Module 3.3: Practical Guidelines to Stay Healthy at Sea

Eating Healthy at Sea

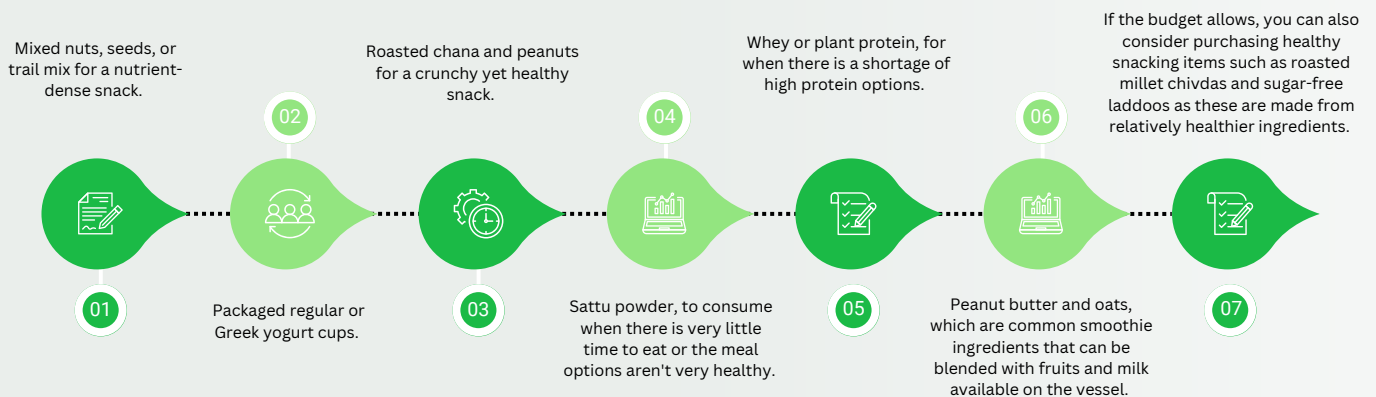
How to Identify Healthy Options?

Eating at sea presents unique challenges, but healthier choices are possible with some planning -



Ideas for Healthy Snacks to Carry

Having healthy snacks on hand is essential for maintaining energy and nutrition while at sea. Consider packing portable options with a medium and long shelf-life like -



You should also consider carrying a portable blender for preparing some of the above options such as the protein, sattu, and smoothie ingredients. Opt for one with a rechargeable battery to ensure convenience and durability during long voyages.

Physical Wellness

Module 3.3: Practical Guidelines to Stay Healthy at Sea

Conclusion



Key Takeaways

PORTION CONTROL:

Eat slowly, start with small servings, and consume salads or protein first to manage portion sizes and prevent overeating.

01

HYDRATION:

Drink water regularly to distinguish between hunger and thirst, aiding in portion control.

02

CONSISTENT MEAL TIMES:

Eat at the same times daily to regulate hunger signals and reduce impulsive snacking.

03

MEAL PLANNING:

Plan meals in advance to make mindful choices and avoid overeating.

04

FOOD LABELS:

Check serving sizes, %DV, and ingredient lists to make informed dietary decisions, especially with packaged foods.

05

HEALTHIER CHOICES AT SEA:

Opt for grilled or steamed dishes, lean proteins, and whole grains. Stay hydrated and prioritize fresh foods.

06

HEALTHY SNACKS:

Carry mixed nuts, yogurt, roasted chana, Sattu powder, protein supplements, and smoothie ingredients for nutritious snacking options at sea. Consider a portable blender for convenience.

07



PHYSICAL WELLNESS

3.4. ALCOHOL

ALCOHOL: HOW MUCH IS TOO MUCH?



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Module 3.4: Alcohol: How Much is Too Much?

Purpose

This module aims to educate seafarers on responsible drinking practices to maintain health and safety while on duty. It provides practical guidelines to make informed decisions about alcohol consumption.

Key Components

- Understanding alcohol and its effects on the body.
- Evaluating the health implications of moderate alcohol consumption.
- Learning about ABV, proof, and standard drinking guidelines.
- Exploring best practices for drinking responsibly before, during, and after consumption.

Learning Outcomes

- Ability to classify alcoholic beverages based on ABV and proof.
- Understanding of standard drinking guidelines and their application.
- Knowledge of strategies to minimize alcohol's negative impact on health.
- Skills to make informed and responsible drinking decisions.

Introduction

Many seafarers turn to alcohol as a means of relaxation and socialization. However, responsible drinking is crucial to maintaining health and safety on board. But what is responsible drinking and how much alcohol is too much? Is there a safe amount of alcohol? This module will help clear these confusions and also help you understand the effects of alcohol on the body, evaluate the health implications of moderate consumption, and provide guidelines for responsible drinking. By understanding these aspects, you can make informed decisions about alcohol consumption, ensuring you remain fit for duty and able to navigate the challenges of life at sea.



What is Alcohol & How Does it Affect the Body?

Alcohol is a psychoactive substance found in beverages like beer, wine, and spirits. Once absorbed into the bloodstream it can impair motor skills, reduce inhibitions, and alter judgment. Over time, excessive consumption can lead to liver damage, addiction, and other health issues. Did you know that apart from being an intoxicant, alcohol also contains calories? 1 gram of alcohol contains 7 kcals. Thus, consuming alcohol also adds to your daily calorie count.

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Is Alcohol Good for Health in Small Quantities?

You might have heard that when alcohol, like red wine, is consumed in small quantities, it can be beneficial for health. But is this true or just a convenient excuse? While some studies suggest that moderate alcohol consumption might have certain health benefits, such as improving heart health, these findings are not universally accepted and the data is usually mixed. The potential benefits can vary based on individual health conditions, age, and lifestyle.

For people with certain medical conditions (like diabetes) even small amounts of alcohol can pose risks. Therefore, for now it's best to think of alcohol from a 'least harmful quantity' perspective i.e., any quantity is harmful but the lesser the quantity the lesser the harm it does to your body. Limiting its consumption can also help with reducing the chances of it becoming an addiction where you need larger and larger quantities over time to feel the same high that you initially did with smaller quantities.

Standard Drinking Guidelines

Understanding ABV & 'Proof' to Classify Alcoholic Beverages

Alcohol by Volume (ABV) is a standard measure used to quantify the amount of alcohol in a beverage. It indicates the percentage of alcohol present in 100 milliliters of liquid. For example, if a wine has an ABV of 12%, it means there are 12 milliliters of pure alcohol in every 100 milliliters of wine. Beverages with higher ABV percentages are stronger and can lead to quicker intoxication.

Some brands use the concept of 'proof' rather than ABV to indicate the amount of alcohol present. The relationship between proof and ABV is straightforward -

$$\text{ABV} = \text{Proof}/2$$

For example, if a bottle of vodka states it is 80 proof then it has an ABV of $80/2 = 40\%$. Therefore, 100ml of this vodka contains 40ml of alcohol. The following table contains the ABV% of common alcoholic beverages arranged in descending order. The ABV category is a quick way which you can use to categorize your alcoholic beverage of choice into 3 simple categories -

- High ABV
- Moderate ABV
- Low ABV

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Module 3.4: Alcohol: How Much is Too Much?

Beverage	ABV (%)	ABV Category
Vodka	40	High
Whiskey	40	
Rum	37.5	
Gin	37.5	
Tequila	35 to 40	
Wine (Red)	12 to 15	Moderate
Wine (White)	11 to 14	
Beer (Craft)	5 to 10	
Beer (Regular)	4 to 6	Low
Cider	4 to 6	
Light Beer	3 to 4	

Understanding the Concept of Standard Drinking Guidelines

Now that we know ABV and proof, we can proceed to understanding the concept of standard drinking guidelines. These guidelines suggest limits on the number of alcoholic drinks per day or week to minimize health risks. They do this by defining something known as a standard drink. A standard drink typically contains about 14 grams of pure alcohol, which is roughly equivalent to -



355 ML OF BEER (5% ABV)



148 ML OF WINE (12% ABV)



44 ML OF RUM (40% ABV)

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Module 3.4: Alcohol: How Much is Too Much?

The standard drinking guidelines are different for men and women as follows -

- **Men:** Up to 2 standard drinks per day.
- **Women:** Up to 1 standard drink per day.

Therefore, if you are a man and want to know how much beer you can have without going overboard, let's go through the steps you'd need to take to make this decision -

- First check the proof or ABV on the beer can. Let's say it's 5% ABV.
- Then check the amount of beer the can contains. Let's say it contains 350 ml.
- Calculate the total amount of pure alcohol in the can i.e., 5% of 350 ml which is 17.5 ml of pure alcohol.
- Compare this amount with the standard drink size, which is approximately 14 grams (or about 17.7 ml) of pure alcohol.
- Since 17.5 ml is close to one standard drink, you can consider this can of beer as 1 standard drink.
- As a man, you can consume up to 2 standard drinks per day according to the guidelines, so you can safely have up to 2 cans of this beer in a day without exceeding the recommended limit.

Again, remember, this does not mean that drinking 2 cans of beer a day is safe, it just means that it's the quantity that can cause the **least harm**. It does not guarantee that you'll be immune to any of the damaging effects of alcohol. It's important to consider personal health conditions and consult with a healthcare provider for personalized advice.

Best Drinking Practices

Having understood the standard drinking guidelines, let's now transition to exploring strategies you can adopt while drinking alcohol to minimize its negative impact on your body. These practices will help you enjoy alcohol responsibly and reduce potential health risks. We have divided the recommendations into 3 sections - before, during, and after drinking for easier understanding.



Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?



Before Drinking



During Drinking



After Drinking

Before Drinking



Eat a Meal

Consuming a balanced meal before drinking can slow the absorption of alcohol into the bloodstream. Foods act as a buffer, delaying alcohol's effects and reducing the risk of intoxication. Drinking on an empty stomach, however, can lead to rapid absorption of alcohol, resulting in quicker intoxication and increased risk of negative effects such as dizziness, nausea, and impaired judgment.

There's no special item or meal that you need to eat before drinking, just eat a generally healthy meal by referring to the guidelines in the previous 3 modules and that should do the trick. For e.g., you could eat a healthy cheese sandwich made with whole grain bread, one cheese slice, and plenty of veggies before you go out to drink.

Set Limits

Setting personal limits on alcohol consumption is key to enjoying a good time responsibly—though we all know it's easier said than done! Here are some practical tips to help you stick to the standard drinking guidelines and savor the social buzz without the health fuzz. Here are some tips to help you stay within limits -

- **Plan Ahead:** Decide in advance how many drinks you'll have and stick to that number.

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

- **Select Your Beverage in Advance:** Choose your drink before you go out to avoid last-minute decisions that could lead to overconsumption. Choose beverages with lower alcohol content to reduce overall intake. You can keep a copy of the table above handy.

Stay Hydrated

Drinking water before consuming alcohol is essential for maintaining hydration and reducing the likelihood of a hangover. Alcohol is a diuretic, meaning it increases urine production and can lead to dehydration. Staying hydrated helps mitigate these effects and supports overall health.

During Drinking

- 01 PACE YOURSELF 
- 02 ALTERNATE ALCOHOL WITH WATER 
- 03 STAY AWARE 
- 04 AVOID MIXING WITH MEDICINES 
- 05 EAT (HEALTHY) SNACKS 
- 06 MINIMIZE SUGARY ITEMS 

Pace Yourself

Sip your drinks slowly and avoid binge drinking. Pacing oneself allows the body to metabolize alcohol more effectively, reducing the risk of the negative effects intoxication such as impaired judgment, loss of coordination, and potential hangovers.

Alternate Alcohol with Water

Switching between alcohol and water can help manage alcohol intake and maintain hydration. This practice reduces the overall amount of alcohol consumed and supports better decision-making and awareness.

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Stay Aware

Monitoring physical and behavioral signs of intoxication is vital for responsible drinking. Recognizing symptoms like slurred speech, impaired coordination, or changes in mood can help you gauge your alcohol consumption. If you have a tendency to go overboard, have a friend to remind you to control yourself.

Avoid Mixing with Medicines

Mixing alcohol with medications or other substances can have dangerous interactions and amplify alcohol's effects. Certain medications can increase drowsiness or impair judgment when combined with alcohol. Avoiding such combinations is crucial for maintaining safety and minimizing health risks.

Eat (Healthy) Snacks

Consuming snacks while drinking can slow alcohol absorption and reduce intoxication. Foods high in protein and fats are particularly effective in moderating alcohol's effects. Although snacking (aka 'chakna') while drinking is a common practice, people tend to gravitate towards unhealthier options like fried foods. While these junk snacks also help slow down the absorption of alcohol, the snacks themselves have a negative impact on the body due to their unhealthy nature. Choosing healthier snacks such as roasted peanuts or a cold potato salad are equally good at slowing down the absorption of alcohol.

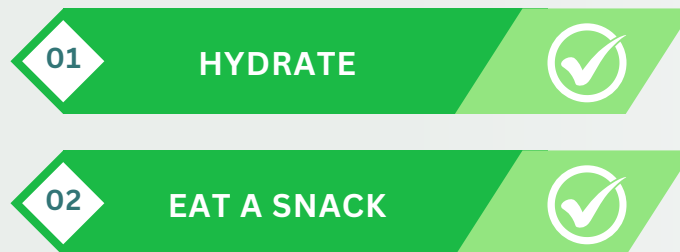
Minimize Sugary Items

Consuming sugary beverages or items along with alcohol can speed up intoxication since sugar can accelerate the absorption of alcohol into the bloodstream by increasing the rate at which the stomach empties its contents into the small intestine, where alcohol is absorbed more quickly. Additionally, sugary drinks can mask the taste of alcohol, leading you to consume more alcohol than you might realize. This can result in a higher intake of alcohol in a shorter period, contributing to faster intoxication. To drink responsibly, consider limiting the intake of sugary mixers and opting for non-alcoholic beverages or water to pace your alcohol consumption.

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

After Drinking



Hydrate

Drinking water after consuming alcohol helps alleviate dehydration, reduce hangover symptoms, and support overall health.

Eat a Snack

Having a light snack after drinking can stabilize blood sugar levels. Foods rich in carbohydrates and proteins help replenish energy and promote a balanced metabolism. This practice aids in reducing hangover symptoms and supports overall health.

Activity: Mini Quiz Time!

- **Objectives:** To test what the participants have learnt so far in this module and help them recall the key points.
- **Materials:** None required
- **Instructions:** "Let's see how much you've picked up. I'll read out 8 questions, just answer loudly or raise your hand!"
- **Debrief:** None.
- **Takeaways:** This activity will help participants commit much of the information above into memory.

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Conclusion

- Responsible drinking is not just about adhering to guidelines; it's about making conscious choices that prioritize your health, safety, and well-being.
- By understanding the effects of alcohol, following standard drinking guidelines, and adopting best practices before, during, and after drinking, you can minimize risks and maintain your fitness for duty.
- Remember, moderation is key, and the goal is to enjoy social moments without compromising your physical or mental health. Stay informed, stay aware, and always drink responsibly.

Key Takeaways



RESPONSIBLE DRINKING:

Understanding what responsible drinking means is crucial. It's not about drinking like a fish, especially for seafarers. Instead, it's about making informed choices to maintain health and safety.

01



EFFECTS OF ALCOHOL:

Alcohol can impair motor skills and judgment. Over time, excessive drinking can lead to serious health issues like liver damage and addiction. Remember, alcohol also adds calories to your diet.

02



MODERATION AND HEALTH:

While some studies suggest moderate drinking might have health benefits, these are not universally accepted. It's best to view alcohol from a 'least harmful quantity' perspective.

03



STANDARD DRINKING GUIDELINES:

Learn about ABV and proof to classify drinks. Follow the standard drink guidelines—up to 2 drinks per day for men and 1 for women—to minimize health risks.

04



BEST DRINKING PRACTICES:

These practices will help you enjoy alcohol responsibly and reduce potential health risks by taking into consideration before drinking, during drinking and after drinking.

05

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Quiz Questions:

1. How many kilocalories does 1 gram of alcohol contain?

4 kcal

7 kcal

9 kcal

2 kcal

1. How many kilocalories does 1 gram of alcohol contain?

4 kcal

7 kcal

9 kcal

2 kcal

2: What is considered one standard drink for beer (at 5% ABV)?

200 ml

355 ml

500 ml

100 ml

2: What is considered one standard drink for beer (at 5% ABV)?

200 ml

355 ml

500 ml

100 ml

3: For men, how many standard drinks are allowed per day according to guidelines?

1

2

3

4

3: For men, how many standard drinks are allowed per day according to guidelines?

1

2

3

4

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Quiz Questions:

4: Alcohol improves your coordination.

True

False

4: Alcohol improves your coordination.

True

False

5: 1 gram of alcohol has 7 kilocalories.

True

False

5: 1 gram of alcohol has 7 kilocalories.

True

False

6. Proof is half the ABV of a drink.

True

False

6. Proof is half the ABV of a drink.

True

False

Physical Wellness

Module 3.4: Alcohol: How Much is Too Much?

Quiz Questions:

7: Eating before drinking slows alcohol absorption.

True

False

7: Eating before drinking slows alcohol absorption.

True

False

8: Mixing alcohol with medicine is safe.

True

False

8: Mixing alcohol with medicine is safe.

True

False



SAGAR MEIN YOG

PHYSICAL WELLNESS

3.5. EXERCISE

WESTERN EXERCISES & BASICS OF FITNESS



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Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

Purpose:

Physical wellness is especially important at sea because the maritime environment places unique demands on the body and mind.

Key Outcomes for the Exercise Module:

- Improved Physical Fitness- Participants gain enhanced endurance, strength, and flexibility to better handle the physical demands of life at sea.
- Sustainable Exercise Habits - Participants develop consistent workout routines adaptable to limited shipboard space and schedules, supporting long-term health and well-being.

Learning Outcomes for the Exercise Program:

- Participants will be able to perform a balanced exercise routine that includes endurance and strength training tailored for limited space onboard, enhancing physical fitness and injury prevention.
- Participants will understand how to recognize signs of overexertion and apply appropriate modifications to maintain safe and effective workouts while at sea.
- Participants will develop the ability to integrate regular physical activity into their daily routine, promoting long-term health, resilience, and improved mental well-being during voyages.

Why Physical Wellness Matters at Sea

- Endurance for Demanding Tasks
- Resilience Against Fatigue and Disrupted Sleep
- Faster Recovery from Illness or Strain
- Helps Manage Stress and Mental Health
- Improves Safety and Performance
- Prevents Lifestyle-Related Issues



Endurance for Demanding Tasks

- **Seafaring involves physically intensive work** — lifting, climbing, standing for long hours, and responding to emergencies. Good physical health supports strength, stamina, and injury prevention.
- **Resilience Against Fatigue and Disrupted Sleep** - Irregular shifts and constant motion can affect sleep patterns and lead to chronic tiredness. A well-maintained body copes better with disrupted rest and long working hours.

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

- **Faster Recovery from Illness or Strain** - Limited access to medical facilities means your body's recovery system needs to be strong. Physical wellness supports immunity and speeds up healing.
- **Helps Manage Stress and Mental Health** - Exercise, movement, and good sleep regulate stress hormones and boost mood. A healthy body supports a calmer, more focused mind – vital for decision-making and safety.
- **Improves Safety and Performance** - Physical alertness improves coordination, balance, and reflexes – crucial in emergencies or rough weather situations.
- **Prevents Lifestyle-Related Issues** - Long stretches onboard with limited movement can lead to weight gain, back pain, and lifestyle diseases. Regular activity helps prevent these.

In short, your body is your first line of defense and support at sea – taking care of it ensures you stay fit, focused, and ready for anything the ocean throws your way.

Cardiovascular and Strength Training

CARDIOVASCLAR TRAINING	STRENGTH TRAINING
Cardiovascular training helps your body keep going over a longer period without getting tired	Strength training helps you build muscle power so you can lift, push, or carry things more easily
It improves your heart, lungs, and stamina, so you can work longer without fatigue	It involves using resistance (like weights, your own body weight, or resistance bands)
Examples: brisk walking, cycling, jogging, climbing stairs, or continuous light-duty tasks	Examples: push-ups, squats, lifting weights, core exercises, or using equipment in the ship's gym
Onboard Benefit: Helps you manage long shifts, emergency drills, and physically demanding routines without burning out	Onboard Benefit: Protects your back, shoulders, and joints from injury during heavy lifting or machinery work

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

- **Cardiovascular training:** Think of it as building your fuel tank. The bigger it is, the longer you can go.
- **Strength training:** Think of it as reinforcing your engine. Strong muscles protect your body and improve daily performance.

Together, endurance and strength training keep you sea-fit — able to perform, recover, and stay safe during your time at sea. Would you like sample routines for each, adapted for shipboard space?

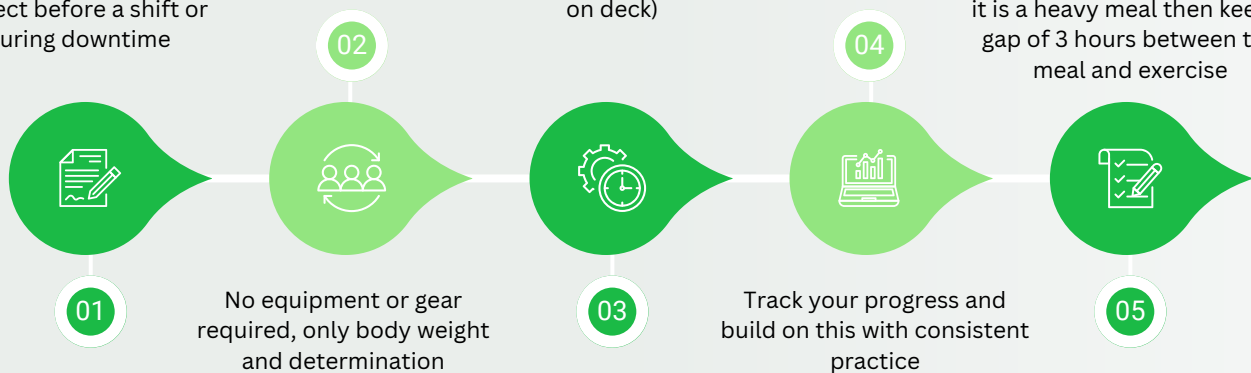
How to Build an overall Cardio and Strength Routine – even without gym equipment

- This is a very crisp yet effective 9-minute bodyweight workout plan for you seafarers, designed to build overall strength, agility, and cardiovascular endurance—without needing equipment or much space.
- Each move is explained clearly with its purpose, target muscle group, and benefit

9 exercises which can be done in 10 minutes - perfect before a shift or during downtime

Minimal space required (can be done in a cabin or on deck)

The last meal should be 45 minutes before the workout. If it is a heavy meal then keep a gap of 3 hours between the meal and exercise



Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

1. Jumping Jacks (Cardiovascular)



WHY:

Great dynamic warm-up; improves cardiovascular endurance and full-body coordination.

01



TARGETS:

Heart, lungs, calves, shoulders.

02



HOW:

- Jump feet wide, raise arms overhead; return to start. Maintain rhythm.
- 3 sets for 45 seconds each with 15 seconds rest in between sets.

03

2. High Knees (Cardiovascular)



WHY:

Boosts cardiovascular strength and leg coordination—great for quick energy bursts.

01



TARGETS:

Heart, legs, hip flexors, core.

02



HOW:

- Run in place, lifting knees as high as possible.
- Do these continuously for a minute. 3 sets each.

03

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

3. Lunges (Alternating Legs) (Strength)



WHY:

Improves leg strength and balance, crucial for movement on uneven surfaces.

01



TARGETS:

Quads, glutes, hamstrings, core.

02



HOW:

- Step forward, drop back knee, push back to start; alternate legs.
- 20 lunges on each side.

03

4. Bodyweight Squats (Strength)



WHY:

Enhances lower body strength for stability on shifting decks and manual work.

01



TARGETS:

Quads, hamstrings, glutes, core.

02



HOW:

- Feet shoulder-width apart, squat down as if sitting back; keep chest up.
- 3 sets of 20 squats each with 30 seconds rest in between sets

03

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

5. Push-Ups (Strength & Cardiovascular)



WHY:

Builds upper body strength, especially important for lifting, pulling, and physical ship tasks.

01



TARGETS:

Chest, shoulders, triceps, core.

02



HOW:

- Keep body straight; lower chest to the floor, push back up. Modify with knees down if needed.
- 3 sets for 45 seconds each with 30 seconds rest in between sets.

03

6. Mountain Climbers (Cardiovascular)



WHY:

Combines cardio and core strength; great for heart rate and agility.

01



TARGETS:

Core, shoulders, hip flexors, cardiovascular system.

02



HOW:

- In plank position, drive knees to chest rapidly one at a time.
- Do continuously for one minute with 30 seconds rest in between sets.

03

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

7. Superman Hold (Strength)



WHY:

Strengthens the back and helps prevent posture problems from long hours standing or sitting.

01



TARGETS:

Lower back, glutes, shoulders.

02



HOW:

- Lie face down, lift arms and legs off the ground and hold.
- Hold in the same posture for one minute (minimum 30 seconds and maximum one minute).

03

8. Plank (Strength)



WHY:

Builds core endurance for balance and injury prevention on unstable surfaces.

01



TARGETS:

Core, shoulders, lower back.

02



HOW:

- Forearms on floor, body in straight line, hold tight and breathe steadily.
- Hold for one minute
- Reduce speed for strength and increase for endurance.

03

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

9. Wall Sit Or Cabin Door Sit (Strength)



WHY:

Builds isometric strength in legs, improves endurance for long standing shifts.

01



TARGETS:

Quads, hamstrings, glutes.

02



HOW:

- Slide down a wall into a squat position and hold.
- Hold this position for one minute.

03

What Is Cooldown? Why It Matters?

A cooldown is a short, gentle routine you do after exercise to help your body return to a resting state. It usually includes light movement, stretching, and deep breathing.



COOLING DOWN HELPS:

- Slow your heart rate gradually
- Prevent dizziness or cramps
- Reduce muscle stiffness and soreness
- Support recovery so you're ready for the next day's work
- Think of it as parking your body safely after a hard journey — don't skip it!



Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

5-Minute Onboard Cooldown Routine

Slow March in Place (1 minute)

01 March slowly, lifting knees gently.



02 Swing your arms loosely to help slow your breathing and heart rate.



Standing Forward Bend (1 minute)

01 Stand with feet hip-width apart.



02 Slowly bend forward from the hips, letting your arms and head hang down.



03 Keep knees slightly bent if needed.



04 Feel the stretch in your hamstrings and lower back.



Shoulder Rolls (1 minute)

01 Roll your shoulders slowly backward in a circular motion for 30 seconds.



02 Then roll them forward for 30 seconds.



03 Release tension from the neck and shoulders.



Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

Seated Spinal Twist (1 minute)

- 01 Sit on a chair or the floor with legs crossed. ✓
- 02 Place your right hand on your left knee and gently twist your torso left. ✓
- 03 Hold for 30 seconds, then switch sides. ✓
- 04 Keep your breath slow and steady. ✓



Deep Breathing & Gentle Neck Stretch (1 minute)

- 01 Sit or stand comfortably. ✓
- 02 Inhale deeply through the nose, exhale slowly through the mouth, repeat 5 times. ✓
- 03 Gently tilt your head to the right, hold 15 seconds, then to the left, hold 15 seconds. ✓
- 04 Release any remaining tension. ✓



You will get most of the above exercise program if you combine it with good nutrition, hydration and rest.

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

Signs Your Exercise Program Is Too Intense



- **Persistent Fatigue** - You're feeling more tired after workouts instead of energized, even after rest.
- **Muscle Soreness That Won't Go Away** - Mild soreness is normal, but sharp pain or soreness lasting more than 72 hours is a warning sign.
- **Sleep Problems** - You're finding it hard to fall asleep or waking up feeling unrested.
- **Irritability or Mood Swings** - Overtraining can affect your mood, making you anxious, low, or short-tempered.
- **Reduced Performance** - You feel weaker, slower, or unable to finish your usual routine.
- **Loss of Motivation** - If you start dreading workouts or feel mentally drained before starting, it may be too much.
- **Increased Heart Rate at Rest** - If your resting heart rate is higher than usual, it may signal your body hasn't recovered.

When to Stop Immediately

- Sudden dizziness, nausea, or difficulty breathing.
- Sharp or stabbing pain in muscles, joints, or chest.
- Feeling faint or lightheaded.
- Palpitations or irregular heartbeat.
- Any signs of injury or extreme discomfort.

Physical Wellness

Module 3.5: Western Exercises & Basics of Fitness

What to Do Instead

- Scale back intensity: Do fewer reps, reduce time, or choose a lighter variation.
- Take a rest day: Recovery is part of training – it's where the real progress happens.
- Focus on flexibility or breathing on off days.
- Hydrate, eat well, and sleep to support recovery.

Listen to your body – pain is not progress. Steady, smart training always wins at sea.



PHYSICAL WELLNESS

3.6. SEXUAL HEALTH

ESSENTIALS OF SEXUAL HEALTH FOR LIFE AT SEA



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Module 3.6: Essentials of Sexual Health for Life at Sea

Purpose

This module addresses the unique sexual health challenges faced by seafarers due to prolonged periods away from home, limited privacy, and restricted access to healthcare. It encourages awareness, safe practices, and emotional well-being through practical, respectful, and science-based guidance.

Key Outcomes

- Seafarers will gain an accurate understanding of sexual health risks, safe sex practices, and the importance of consent, reducing misconceptions and stigma.
- They will be equipped with safe, respectful, and private ways to express their sexuality, while minimizing risky behaviors such as unprotected sex or pornography overuse.
- The module fosters emotional resilience, addresses sexual frustration in constructive ways, and promotes a safer onboard environment through better communication, support, and harassment prevention.

Learning Objectives:

By the end of this module, you will be able to:

- Understand the physical and mental health impact of sexual abstinence at sea.
- Recognize risky sexual behaviors and their consequences.
- Learn safe sex practices, including the correct use of condoms.
- Explore healthy ways to express sexuality while onboard.
- Identify steps to prevent and respond to sexual harassment.
- Understand and manage the mental health implications of sexual frustration.

Impact of Sexual Abstinence at Sea

Life at sea often means prolonged separation from intimate partners. This can lead to long-term sexual abstinence, especially among young seafarers, which can affect both physical and mental health.

Key Issues:

- **Mental Health Impact:** Prolonged abstinence may cause anxiety, restlessness, irritability, and even depression. Most individuals may not realize these symptoms are connected to sexual frustration.
- **Physical Health Impact:** For men, regular sexual activity is linked to better prostate and genitourinary health. It also supports immunity.
- **Behavioral Consequences:** Without healthy outlets, some may resort to unhealthy coping mechanisms, such as compulsive masturbation or excessive pornography use.

Healthy expression and awareness can prevent psychological strain and promote better functioning onboard.

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Healthy Coping Strategies:

- 01 Self-stimulation (masturbation) in moderation.
- 02 Safe digital intimacy with partners (video chats, sexting – with consent and privacy).
- 03 Engaging in routines and physical exercise to manage restlessness



Sexual Risk Behaviors and Infections

Seafarers may be exposed to high-risk sexual behaviors during shore leave or when seeking intimacy in isolation. Lack of awareness exacerbates the risk.

Key Issues:

- **High-Risk Behaviors:** Some engage in sex with commercial sex workers or have multiple partners while ashore, increasing exposure to sexually transmitted infections (STIs).
- **Low Condom Usage:** Studies indicate many seafarers do not use condoms consistently due to poor awareness or misconceptions.
- **Common STIs:** HIV, syphilis, gonorrhea, hepatitis B, genital warts, and trichomoniasis are all risks.

1. HIV (Human Immunodeficiency Virus)

WHAT IT IS:

A virus that weakens the immune system by attacking white blood cells.

TRANSMISSION:

Through unprotected sex, shared needles, or infected blood. Can also be transmitted from mother to child during birth or breastfeeding.

SYMPTOMS:

May start with flu-like symptoms or none at all for years. Over time, it can lead to AIDS (Acquired Immunodeficiency Syndrome).

PREVENTION:

Use condoms, avoid sharing needles, and get regular testing.

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

2. Syphilis

WHAT IT IS:

A bacterial infection with stages—starting from painless sores to serious complications.

TRANSMISSION:

Through direct contact with a syphilis sore during vaginal, anal, or oral sex.

SYMPTOMS:

Early: Painless sore(s) on genitals or mouth.
Later: Skin rashes, fever, swollen lymph nodes.
Advanced: Can damage organs, including the brain and heart.

PREVENTION:

Use condoms; early treatment with antibiotics (penicillin) is very effective.

3. Gonorrhea

WHAT IT IS:

A bacterial infection affecting the genitals, rectum, and throat.

TRANSMISSION:

Through vaginal, anal, or oral sex with an infected person.

SYMPTOMS:

Men: Burning while urinating, penile discharge.
Women: Often mild or no symptoms, but can include painful urination or vaginal discharge.
Complications: Can cause infertility if untreated.

PREVENTION:

Use condoms; treatable with antibiotics.

4. Hepatitis B

WHAT IT IS:

A virus that affects the liver and can lead to chronic liver disease or liver cancer.

TRANSMISSION:

Through unprotected sex, blood, or shared items like razors or needles.

SYMPTOMS:

Fatigue, jaundice (yellowing of skin/eyes), dark urine, and abdominal pain—though many may not have symptoms.

PREVENTION:

Safe sex, avoiding shared personal items, and Hepatitis B vaccination.

5. Genital Warts

WHAT IT IS:

Warts on or around the genitals or anus caused by certain types of HPV.

TRANSMISSION:

Through skin-to-skin sexual contact, even without penetration.

SYMPTOMS:

Flesh-colored, soft bumps in the genital area; often painless.

PREVENTION:

Use condoms (though they don't cover all affected areas), and HPV vaccination is available.

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Practical Guidance



Always use barrier protection (condoms).



Get regular STI screenings, particularly after shore-based encounters.

Preventive Steps



Use barrier methods (condoms) consistently and correctly.



Get tested regularly for STIs, especially after shore leave.



Seek telemedicine services for consultation when on board.



Avoid impulsive or unprotected sexual contact.

Misconceptions about STIs and HIV

A healthy-looking person can't have an STI.



A healthy-looking person can't have an STI.

Myth



One-time unprotected sex won't cause infection.

Myth



STIs always have visible symptoms.

Myth

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Correct Information:

- STIs can be asymptomatic for years.
- Protection is necessary every time, regardless of your partner's appearance or behavior.

Many STIs are asymptomatic for years.

Anyone can be a carrier without knowing it.

Even one unprotected sexual encounter can lead to infection.

Knowledge is a powerful prevention tool. Education must be practical, honest, and repeated periodically.

Access to Sexual Health Resources

Seafarers often lack access to condoms, testing facilities, or confidential sexual health support.

What Can Help:

- Ships should stock condoms and make them discreetly available.
- Telemedicine should be introduced onboard for health consultations. Telemedicine platforms should be promoted for discreet consultation and testing guidance.
- Pre-departure training on safe sex practices should be mandatory.
- Encourage carrying personal hygiene kits including condoms and STI protection.
- Seafarers should be trained in sexual health before deployment and regularly thereafter.



DIGITAL HEALTH:

Many seafarers have internet access. With proper guidance, this can support safer intimacy (e.g., secure video calls with partners) and access to health education platforms.

01



PRIVACY AND EXPRESSION:

Respectful and consensual self-expression is key. Encourage private, non-intrusive ways to stay sexually and emotionally connected with loved ones.

02

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Mental Health and Sexual Frustration

01

Loneliness, boredom, and overthinking intensify sexual frustration.



02

Misconceptions around masturbation, wet dreams and sexual health can lead to shame and anxiety.



Mental Health Interventions:

Coping Strategies:

- Moderate, private self-stimulation as a healthy outlet.
- Intimate conversations or virtual bonding with a partner.
- Creating social groups with fellow crew members to reduce isolation. Peer-led discussion circles on general topics (not necessarily sexual).
- Engage in hobbies, physical exercise, or structured routines to channel energy. Group sports or activities onboard.
- Shared journaling or creative projects.
- Group activities (discussions, games, creative hobbies).
- Physical workouts or gym sessions.
- Forming interest-based groups for casual conversation.
- Routine access to trained counselors virtually.

Sexual Harassment at Sea

Seafarers work in close, isolated environments where harassment can easily occur if not proactively prevented.



CHALLENGES:

- Hierarchical structure discouraging reporting.
- Harassment may involve male-to-male, male-to-female, or any gender combinations.
- Victims may fear retaliation or disbelief.



REALITY CHECK:

- Harassment can occur across genders and orientations.
- Lack of sexual awareness often leads to inappropriate behavior.

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Prevention Measures:

- Set up an onboard Sexual Harassment Committee.
- Establish and enforce a zero-tolerance sexual harassment policy.
- Create an onboard harassment committee (with at least one woman where possible).
- Educate all crew members on what constitutes harassment and how to report it.
- Regular sessions on consent, boundaries, and respectful communication.
- Encourage victims to speak up; educate everyone on what constitutes harassment.

Correction Strategies:

- Provide counseling to both victims and perpetrators.
- Address root causes such as ignorance, isolation, or power misuse.
- Foster a respectful culture with regular training sessions on boundaries, consent, and professional conduct.

Healthy Sexual Expression

Sexual expression is natural and human, even in restrictive environments like ships. The key is learning how to express it in a healthy, respectful, and safe way.

Guidelines for Healthy Expression:

- **Consent is Critical:** Any physical or emotional expression must be mutual and clear.
- **Self-Stimulation:** Masturbation is safe and healthy when done in private and not obsessively.
- **Emotional Bonding:** Seafarers in relationships can maintain intimacy through safe online communication.
- **Understanding Limits:** Kissing or hugging does not imply permission for sexual activity. Consent must be renewed at each stage.
- **Healthy Communication:** Discussing sexual feelings respectfully with a partner or counselor (if available) supports emotional connection.

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Key Takeaways



Sexual health is part of overall well-being.

01



Safe practices, education, and open communication are essential.

02



Mental and sexual health go hand in hand.

03



Awareness reduces risky behavior and promotes respectful interactions onboard.

04

Reflection Questions



How has your understanding of healthy sexual expression changed after reading this?



What steps can you take to manage sexual frustration more constructively?



What would you do if you witnessed or experienced sexual harassment at sea?

Physical Wellness

Module 3.6: Essentials of Sexual Health for Life at Sea

Optional Self-Check Quiz:

- True or False: STIs always show visible symptoms.
- Name two safe ways of expressing sexuality while at sea.
- What are three ways to prevent sexual harassment onboard?

Key Takeaways



01

Use shipboard telemedicine for sexual and mental health queries.



02

Access WHO or CDC websites for sexual health information.



03

Recommend periodic training and group discussion on board to keep learning alive.



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Module 1: Understanding The Seafaring Work Environment

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Recognizing unique challenges
- Accepting realities of shipboard life
- Developing coping mechanisms
- Building resilience and adaptability

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Career Expectations, Adjustment, Career Satisfaction And Growth

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Expectations VS Experience
- Adjustment Strategies
- Job Satisfaction Wheel
- Career Growth Mapping

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 3: Giving & Receiving Feedback: A Maritime Communication Toolkit

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Feedback Barriers
- Giving Constructive Feedback
- Receiving Feedback Constructively
- Anchor Pledge

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Transitioning Back To Shore Based Employment

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Exploring Transition Challenges
- Adapting Maritime Skills
- Multicultural Networking And Interviews
- Resilience And Roadmap

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



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4.1. WORK ENVIRONMENT

UNDERSTANDING THE SEAFARING WORK ENVIRONMENT



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Module 4.1: Understanding the Seafaring Work Environment

Purpose:

Equip seafarers to recognize, accept, and cope with the unique challenges of shipboard life while building resilience.

Key Components:

- Recognizing unique challenges of seafaring work.
- Accepting the realities of shipboard life.
- Developing coping strategies.
- Building resilience and adaptability for long-term wellbeing.

Learning Outcomes:

By the end, participants will be able to:

- Identify 3 key challenges unique to seafaring life.
- Demonstrate 2 strategies for accepting and adapting to shipboard realities.
- Apply 3 coping mechanisms to manage stress and isolation.
- Develop personal reframing techniques for building resilience.

Recognizing Unique Challenges

The seafarer work environment presents several unique challenges that set it apart from land-based jobs, both physically and psychologically:

- **Isolation and Loneliness:** Seafarers spend long periods away from family and friends, often with limited or delayed communication, which can lead to emotional distress.
- **Confined Living Conditions:** Living and working in the same small space with limited privacy can cause stress, irritability, and interpersonal tension.
- **Multicultural Crew Dynamics:** Working with people from different cultural and language backgrounds can lead to misunderstandings and require constant adjustment in communication and teamwork styles.
- **Unpredictable and Hazardous Environment:** Exposure to storms, rough seas, and mechanical risks creates ongoing physical danger, requiring constant alertness and safety awareness.
- **Irregular Work Hours and Fatigue:** Rotating shifts and long duty hours disrupt sleep patterns, increase fatigue, and can affect both physical health and cognitive function.
- **Limited Access to Mental Health Support:** Psychological support at sea is often delayed or unavailable, making it harder to address emotional issues promptly.

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Module 4.1: Understanding the Seafaring Work Environment

- **Limited Access to Mental Health Support:** Psychological support at sea is often delayed or unavailable, making it harder to address emotional issues promptly.
- **Strict Hierarchical Structure:** The rigid chain of command may make it difficult for crew members to express concerns or seek help without fear of judgment or repercussions.
- **Career Uncertainty and Contract Work:** Many seafarers work on temporary contracts with irregular shore leave, creating financial and emotional insecurity.

These challenges require targeted support systems, mental health awareness, and practical coping strategies tailored to life at sea.

ACTIVITY – Group Discussion: Anticipating Challenges

OBJECTIVES:

Help seafarers identify potential challenges at sea and recognize that these are common and manageable.

Materials

- Poll questions (raise hand or virtual).
- Small group discussion prompts.

Instructions:

Ask:

1

Who is nervous about long working hours at sea?

2

Who feels curious or concerned about living with people from different cultures?

3

Who wonders about adapting to small living spaces?

Facilitator script:

“These are completely normal thoughts! Today’s module will help prepare you for these realities so you can transition smoothly into shipboard life.”

In small groups discuss:

- What worries or excites you most about shipboard life?
- How do you think these challenges might affect you?

Module 4.1: Understanding the Seafaring Work Environment

Debrief:

- Which challenges felt most daunting?
- How did it feel to hear that others share similar concerns?

Takeaways:

“Seafaring life is like uncharted waters—unpredictable but navigable. Recognizing the challenges ahead helps you chart a steadier course.”

Accepting Realities Of Shipboard Life

Realities of shipboard life are shaped by the unique physical, emotional, and social conditions of living and working at sea. Some of the key aspects include:

- **Long Working Hours and Shift Patterns:** Seafarers often work in shifts (watchkeeping), including nights, weekends, and holidays, which can disrupt sleep and lead to fatigue.
- **Isolation from Family and Shore Life:** Months away from loved ones and limited communication can lead to feelings of loneliness and emotional strain.
- **Limited Privacy and Personal Space:** Crew members live in confined quarters, often sharing rooms or common areas, with little time or space for solitude.
- **Diverse Crews and Cultural Differences:** Crews are typically multicultural, requiring sensitivity, adaptability, and effective cross-cultural communication.
- **Routine and Repetition:** Daily life on board can become monotonous, with repetitive tasks and limited recreational options, which may affect motivation and mood.
- **Strict Rules and Hierarchy:** Shipboard life follows a clear chain of command and safety regulations, which must be respected but may also limit personal freedom.
- **Unpredictable and Harsh Conditions:** Weather changes, rough seas, and emergency drills are part of the job and require constant preparedness.
- **Limited Medical and Mental Health Access:** While basic care is available, specialized support may not be accessible until the next port or through remote services.
- **Strong Camaraderie and Teamwork:** Despite the challenges, close bonds often form among crew members, providing mutual support and shared resilience.

Understanding these realities is essential for addressing the well-being, morale, and performance of seafarers.

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Module 4.1: Understanding the Seafaring Work Environment

ACTIVITY – Reflection & Sharing: Accept and Adapt

OBJECTIVES:

Support participants in accepting the limitations and challenges of life at sea while focusing on what they can control.

Materials:

Reflection prompts.

Instructions:

“Acceptance isn’t giving up—it’s understanding what you can’t change and focusing on what you can control. Think of one shipboard reality that might be hard to accept at first (e.g., no privacy, cultural differences, no quick escapes). How might you adapt?”

Allow time for individual reflection and sharing.

Debrief:

- What was one reality you found hard to accept?
- How could you adjust your mindset to adapt?

Takeaways:

“Ship life demands flexibility. Acceptance of reality clears the fog and lets you focus on the actions that keep you afloat.”

Developing Coping Mechanisms

Coping mechanisms are the practical and emotional strategies that seafarers use to manage the unique challenges and stresses of life at sea. These challenges include long periods of isolation, confined living spaces, unpredictable weather, demanding work hours, and limited access to loved ones or support services.

Coping mechanisms can be:

- **Emotional:** Practices like journaling, talking to a trusted shipmate, or using breathing techniques to handle stress, loneliness, or anxiety.
- **Physical:** Engaging in short workouts, stretching, or getting fresh air on deck to reduce fatigue and boost mood.
- **Social:** Maintaining friendly relationships onboard, participating in shared activities, or checking in with family when possible to feel connected.

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Module 4.1: Understanding the Seafaring Work Environment

- **Cognitive:** Reframing negative thoughts, problem-solving, or using humor to deal with frustration or setbacks.
- **Spiritual or Reflective:** Using prayer, meditation, or personal rituals to find meaning and inner peace during long voyages.

Coping mechanisms are essential for maintaining mental and physical well-being, building resilience, and functioning effectively in the demanding, often isolating environment of shipboard life. Encouraging healthy coping habits can help prevent burnout, reduce conflict, and foster a more supportive onboard culture.

Some coping mechanisms can be

1. The 1-Minute Anchor

A quick grounding exercise combining breathwork and sensory focus:



A quick grounding exercise combining breathwork and sensory focus:

- Take a slow breath, then silently name 3 things you see, 2 sounds you hear, and 1 physical sensation you feel (like your feet on the floor or breeze on your skin).
- This helps calm the nervous system and brings attention back to the present moment—useful during stress or emotional overwhelm.

2. The Shipmate Check-In

A paired peer-support activity:

- One crew member shares a hypothetical stressor (e.g., “I feel tense before engine checks”), while the other responds with empathy and one practical suggestion (e.g., “I felt that too—try deep breathing before heading down”).
- This promotes emotional validation, normalizes stress, and strengthens interpersonal support onboard.

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Module 4.1: Understanding the Seafaring Work Environment

3. Micro-Workouts

A 3–5 minute group physical energizer to reduce fatigue and boost circulation:

- Examples include wall push-ups, seated leg lifts, neck rolls, or shoulder stretches—designed to fit within limited shipboard space.
- These activities promote physical health, break monotony, and support mental alertness during long shifts.

ACTIVITY – Coping Strategies Practice

OBJECTIVES:

Equip participants with quick and practical tools for stress management in the shipboard environment.

Materials:

- No props required (self-guided breathing and movement).

Instructions:

Facilitator script:

“Onboard, stress hits differently. Let’s practice three practical coping tools you can use anytime, anywhere.”

1. The 1-Minute Anchor

Breathwork and grounding with “3 things you see, 2 sounds you hear, 1 sensation.”

2. The Shipmate Check-In

Paired activity: One person shares a hypothetical stress, the other validates and suggests a practical tip.

3. Micro-Workouts

Whole group: Wall push-ups, seated leg lifts, neck rolls.

Closing reflection: “Which technique felt most useful? Write it down as your go-to for the first week onboard.”

Debrief:

- Which technique felt most doable or helpful?
- How could you remind yourself to use it under stress?

Takeaways:

“Stress is like a sudden storm—it can capsize you, or you can learn to sail through it. Coping mechanisms are your lifeboats—simple, portable, and powerful.”

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Module 4.1: Understanding the Seafaring Work Environment

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- These activities promote physical health, break monotony, and support mental alertness during long shifts.

Building Resilience & Adaptability

- Resilience is the ability to bounce back from adversity—whether it’s homesickness, tough weather conditions, interpersonal conflicts, or technical emergencies. Seafarers build resilience by:
- Developing emotional regulation (e.g., calming techniques during high-stress moments)
- Fostering optimism and purpose (e.g., focusing on the bigger mission of their work)
- Using support systems (e.g., speaking to shipmates, accessing tele-counseling, staying connected with family)
- Learning from experience (e.g., reflecting on past voyages to improve future responses)

Adaptability

Adaptability is the capacity to adjust quickly to changing conditions onboard, such as schedule shifts, new crew members, or cultural differences. Seafarers become adaptable by:

- Staying open-minded and flexible in routines
- Problem-solving under pressure with calm, creative thinking
- Learning new skills to handle tasks beyond their immediate role
- Respecting cultural diversity and working well in multicultural teams

Why It Matters:

Resilient and adaptable seafarers are better equipped to manage stress, maintain performance during disruptions, support their crewmates, and contribute to a safer, more positive shipboard environment. These traits not only benefit individual well-being but also strengthen overall crew cohesion and operational efficiency.

ACTIVITY – Challenge Reframe: Thought Navigation

OBJECTIVES:

Empower participants to shift their mindset from frustration to proactive problem-solving.

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Module 4.1: Understanding the Seafaring Work Environment

Materials:

- Reflection sheets or sticky notes.

Instructions:

Facilitator script:

“Your brain is like a ship’s navigation system: the thoughts you input determine your emotional course.”

- Step 1: Write down one worry about ship life (e.g., “I’ll feel trapped in my cabin”).
- Step 2: Reframe it by adding:
 - “But...” (e.g., “...but I’ll decorate it with photos to feel cozy.”)
 - “I can...” (e.g., “I can use the quiet time to study or call home.”)
- Step 3: Share reframes.

Debrief:

- What surprised you about your reframe?
- How did it shift your emotional response?

Takeaways:

“Resilience and adaptability aren’t about ignoring tough realities—they’re about steering your thoughts to navigate them. Your thoughts shape your feelings, which shape your actions.”



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4.2. CAREER GROWTH

CAREER EXPECTATIONS & ADJUSTMENT



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Module 4.2: Career Expectations & Adjustment

Purpose:

Equip seafarers with tools to align career expectations, adapt to maritime life, enhance job satisfaction, and plan professional growth.

Key Components:

- Understanding career expectations vs. reality.
- Strategies for adjustment and onboard adaptation.
- Measuring and improving job satisfaction.
- Mapping pathways for career growth.

Learning Outcomes:

By the end, participants will be able to:

- Identify 3 common gaps between career expectations and reality.
- Demonstrate 2 adjustment strategies for shipboard life.
- List 3 factors influencing job satisfaction.
- Create a personal career growth plan.

Expectations VS Experience

Expectations

- Adventure & Travel: Many seafarers expect to see the world and visit exciting ports.
- Calm Routine: Some anticipate predictable shifts, organized work, and time for rest.
- Strong Camaraderie: There's often hope for instant friendships and teamwork.
- Modern Facilities: Expectations may include good internet, food, and comfortable cabins.
- Professional Growth: Many believe the ship will offer learning, mentoring, and career clarity.

Reality

- Limited Shore Leave: Port time is often short, and sometimes you may not disembark at all.
- Unpredictable Schedules: Weather, emergencies, and workload make routines irregular.
- Isolation & Cultural Gaps: Building bonds takes time; language and cultural differences may be barriers.
- Restricted Comforts: Internet access may be limited, and living conditions are often basic.
- Stressful Situations: You may face high responsibility, conflict, fatigue, or emotional pressure.

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Module 4.2: Career Expectations & Adjustment

Bridging the Gap:

- Pre-departure orientation, peer mentoring, and resilience training help manage expectations.
- Encouraging honest sharing of experiences among crew members fosters realistic preparation and support.
- Understanding this contrast enables seafarers to adapt better, reduce frustration, and find meaning even in the challenges of life at sea.

ACTIVITY – Charting Your Course

OBJECTIVES:

Help participants recognize their initial career expectations and how they compare to maritime realities.

Materials:

- Career expectation cards (prefilled & blank).
- Flipchart or whiteboard.

Instructions:

“Imagine your career as a voyage. Write one expectation on your card—e.g., ‘I’ll travel the world’ or ‘I’ll become Captain in 5 years.’ Share with the group!”
Cluster similar themes on a flipchart (e.g., Travel, Rank, Skills).

Debrief:

- What stood out to you as you compared your career expectations with others’?
- Did you notice common themes? What does this tell us about shared expectations in our field?
- How did it feel to express your goals and see how they align with the real maritime world?

Takeaways:

“Expectations are like stars—they guide us, but they don’t dictate the journey. By naming your expectations, you’ve begun to map your voyage. Remember, adaptability turns expectations into achievable goals.”

Transition to Reality Check:

“Now let’s compare these to the realities of life at sea.”

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Module 4.2: Career Expectations & Adjustment

ACTIVITY – Reality Check: Expectations vs. Reality

OBJECTIVES:

Identify gaps between expectations and onboard experiences, and explore proactive bridging strategies.

Materials:

- Prefilled expectation vs. reality cards.

Instructions:

Distribute cards with common expectations (e.g., Regular shore leave) vs. realities (e.g., Port time depends on cargo).

Group Task: Match cards, discuss gaps.

Debrief:

- Which expectation-reality gap surprised you the most?
- How can understanding these gaps reduce frustration at sea?
- What's one mindset shift you'll carry forward from this exercise?

Takeaways:

“Every sailor faces uncharted waters—unexpected challenges, missed shore leaves, or delayed promotions. The key is not lowering your sails but adjusting your course. When you accept the gap, you find new ways to navigate it. A successful maritime career isn't about lowered expectations—it's about flexible adaptation.”

Adjustment Strategies:

Here are key adjustment strategies to help seafarers cope with the gap between expectations and the reality of maritime life:

1. Mental Preparation Before Departure



- Attend pre-voyage briefings or orientation modules that explain real conditions on board.
- Talk to experienced seafarers to get honest insights into daily life, routines, and challenges.
- Set realistic goals (e.g., focus on skill-building rather than constant shore leave).



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Module 4.2: Career Expectations & Adjustment

2. Flexibility and Open-Mindedness



- Accept that routines, port calls, and work schedules may change frequently.
- Stay open to learning from unexpected situations rather than resisting them.
- Practice adaptability—adjust your mindset and routines instead of clinging to expectations.



3. Stress Management Techniques



- Use tools like deep breathing, grounding exercises, or short walks on deck to manage tension.
- Create small routines (like journaling, reading, or exercise) to build a sense of normalcy.
- Recognize emotional ups and downs as part of the adjustment process.



4. Social Connection and Communication



- Build rapport with crewmates across departments and cultures—it reduces isolation.
- Use tools like “Shipmate Check-ins” to share and support each other’s challenges.
- Stay connected with home through planned, realistic communication (video, messages, voice notes).



5. Learning and Growth Mindset



- View each voyage as a learning experience—what can you take away, even from hard moments?
- Track your small wins (e.g., managing a night shift better or helping a crewmate under pressure).
- Stay engaged in upskilling—use downtime to read manuals, ask questions, or take online courses.



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Module 4.2: Career Expectations & Adjustment

6. Seek Support When Needed



- Talk to the captain, safety officer, or a peer if you're struggling—don't wait until it escalates.
- Make use of telemedicine mental health services or crew welfare programs if available.
- Understand that adjusting doesn't mean being happy all the time—it means staying afloat mentally and emotionally through the journey.



Building these adjustment skills helps seafarers bridge the gap between hopes and realities, making shipboard life more manageable, meaningful, and resilient.

ACTIVITY – Adjustment Role Play

OBJECTIVES:

Encourage cadets to brainstorm solutions for common shipboard challenges and practice expressing them.

Materials:

- Scenario cards (e.g., limited WiFi, feeling stuck in rank, cultural divides at meals, unacknowledged holidays).

Instructions:

Groups of 4 brainstorm two-way solutions:

- **My Action:** “What can I do?”
- **Team Action:** “What can the crew/ship do?”

Post solutions in chat or on flipcharts. Vote for most feasible ideas, suggest refinements.

Facilitator script:

“Frustration is like a bilge alarm—it signals a problem, but you choose how to pump it out. Focus on My Action + Team Action.”

Debrief:

- What new solutions did you hear today that you hadn't considered?
- How did collaborating with others on My Action and Team Action change your perspective on adjustment?
- What's one adjustment you'll start this week—either personal or team-based?

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Module 4.2: Career Expectations & Adjustment

Takeaways:

“Adjustment is a team sport. When you take small steps—learning a phrase in another crewmate’s language or proposing rotating mess hall seats—you not only ease your own journey but lift the whole crew. “Adjustment isn’t solo labour—it’s about co-creating a better ship culture. Frustration isn’t failure—it’s feedback.”

Job Satisfaction Wheel

A Job Satisfaction Wheel is a visual tool used to help individuals reflect on different aspects of their work life and assess how satisfied they feel in each area. It’s especially helpful in high-stress professions like seafaring, where job satisfaction can significantly affect mental health and performance.

The wheel is divided into segments, each representing a key dimension of job satisfaction, such as:

- Team relationships
- Working conditions
- Leadership/management support
- Career growth opportunities
- Recognition and appreciation
- Purpose or meaning in work
- Communication and feedback



Individual Assessment

Cadets rate themselves privately using the wheel.



Small Group Discussion

Prompt: “Pick one low-scoring area.
Share: One My Action



Present Leadership

Compile top Team
Asks to present to leadership.

Individuals rate their satisfaction in each area on a scale (e.g., 1–10), then shade in the sections of the wheel accordingly. The result is a snapshot of which areas are strong and which need improvement.

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Module 4.2: Career Expectations & Adjustment

Why It's Useful for Seafarers:

- Encourages self-reflection in a structured way
- Helps identify stressors or areas of dissatisfaction early
- Facilitates team discussions or check-ins with leadership
- Can guide goal-setting or support-seeking efforts (e.g., asking for mentoring or training)

ACTIVITY – Self-Assessment & Small Group Work

OBJECTIVES:

Help participants assess and discuss job satisfaction across multiple factors (e.g., work, autonomy, growth, relationships).

Materials:

Job satisfaction wheel templates made by the participants

Instructions:

- Private self-assessment (1–10 scale per category).
- Small group discussion: Pick one low-scoring area. Share *My Action* and *Team Ask*.

Compile top Team Asks to present to leadership.

Debrief:

- Which spoke of your job satisfaction wheel felt strongest? Which felt weakest?
- What difference did it make to share your wheel with others?
- How can a team support individual satisfaction improvements?

Takeaways:

“A ship with a balanced wheel sails smoother. Satisfaction isn’t fixed—it shifts like the tides. Checking your wheel helps you spot when it’s time for course corrections. One spoke at a time—don’t overwhelm yourself.”

Career Growth Mapping:

Career Growth Mapping for Seafarers is a structured way to help maritime professionals visualize their career path, set achievable goals, and identify the skills, experiences, and certifications needed to advance. It supports motivation, clarity, and long-term career satisfaction—especially important in the demanding and hierarchical maritime field.

Module 4.2: Career Expectations & Adjustment

Key Elements of Career Growth Mapping:

1. Start Point – Current Role & Skills

- Identify your present rank, duties, and core competencies.
- Reflect on strengths and areas needing improvement (e.g., technical, interpersonal, leadership).

2. Define Career Milestones

- Map out your desired future roles (e.g., from Deck Cadet → 3rd Officer → Chief Mate → Master).
- Include shore-based opportunities too (e.g., Marine Surveyor, Port Manager, Maritime Educator).

3. Training & Certifications Needed

- Note the mandatory STCW certifications, sea-time requirements, and exam preparations.
- Include optional or value-adding skills like crisis management, communication, or leadership training.

4. Soft Skills & Performance Goals

- Track development in areas like teamwork, problem-solving, stress management, and conflict resolution.
- Include feedback from performance reviews and peer observations.

5. Mentorship & Networking

- Identify mentors onboard or in maritime networks who can offer guidance.
- Join professional groups or forums for learning and career visibility.

6. Action Plan with Timeline

- Set short-, medium-, and long-term goals with realistic timelines.
- Example: “Complete Chief Mate License in 2 years,” or “Improve public speaking for safety briefings.”

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Module 4.2: Career Expectations & Adjustment

ACTIVITY – Personal Growth Mapping

OBJECTIVES:

Help participants map their career progression and commit to actionable goals.

Instructions:

- Plot short-term (6 months) and long-term (5 years) goals.
- Share one action step with a bunkmate for accountability.

Debrief:

- What's your next milestone? How did it feel to map it visually?
- What support will you seek from your crew or leadership to reach your goals?
- How can you stay motivated during rough patches?

Takeaways:

“Your career is a voyage, not a race. Mapping it out helps you see both the calm seas and the storms ahead. Sharing your goals with a trusted bunkmate anchors you in accountability and resilience.”



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4.3. FEEDBACK SKILLS

GIVING & RECEIVING FEEDBACK: A MARITIME COMMUNICATION TOOLKIT



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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Purpose:

Equip seafarers to give and receive feedback effectively, managing emotions like shame, guilt, anxiety, and anger to enhance communication, safety, and morale.

Key Components:

- Understanding feedback's emotional impact in shipboard life.
- Recognizing emotional and cultural barriers (e.g., shame, hierarchy).
- Practicing empathic feedback delivery (SBI model with perspective-taking).
- Managing emotions to receive feedback constructively.
- Building an empathic feedback culture for crew resilience.

Learning Outcomes:

By the end, participants will be able to:

- Identify 3 emotional barriers to effective feedback (e.g., shame, anger).
- Demonstrate 2 techniques for giving empathic feedback.
- Apply 2 strategies for managing emotions during feedback.
- List 3 steps to foster an empathic feedback culture.

Understanding Feedback Barriers

Barriers to receiving feedback onboard can limit growth and teamwork.

Defensiveness makes it hard to accept feedback without feeling attacked. Fear of being judged or making mistakes can shut people down. Strict hierarchy on ships may prevent open dialogue, especially with superiors. Lack of trust in the feedback giver reduces openness to listen or act. Language or communication issues can cause misunderstandings. Unclear job expectations make feedback seem unfair or confusing. Cultural differences can affect how feedback is given or received. Infrequent feedback creates pressure when it finally comes.

Building trust, clarity, and safe communication helps overcome these barriers.

ACTIVITY - How's Your Feedback Emotional Fitness?

Objectives

- Help seafarers recognize their instinctive emotional reactions to giving/receiving feedback (e.g., anger, defensiveness, avoidance) through rapid self-assessment.
- Demonstrate that emotional barriers (like fear of hierarchy or shame) are universal but manageable.
- Prime seafarers to identify one emotional habit to improve during the module (e.g., pausing when triggered).

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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Materials:

- Notebook or pages: For writing a reflection.
- Pens/pencils: For all participants.
- Flipchart or Whiteboard: To collect examples or reactions (optional).

Instructions:

“Feedback—whether giving it or receiving it—can stir up strong emotions. Things like shame, guilt, anxiety, even anger.

Today, we’re going to take a quick check-in—an emotional fitness scan—to see how these reactions show up for you.

There are no right or wrong answers here. This is just for you. You can reflect silently, jot notes in your notebook, or if you’re online, type it in the private chat window to yourself. Whatever helps you be honest with yourself.”
(Pause for a few seconds to let that settle.)

“I’ll now ask five short questions. For each one, take about 30–45 seconds to reflect. Ready?

Let’s start.”

Question 1: Cadets



- “When did feedback make me feel ashamed or guilty?”
- What triggered that feeling?”
- (Pause 30–45 seconds. Walk quietly if in person, or stay silent if online.)



Question 2: Superiors



- “When did I feel angry while giving feedback?”
- What caused that anger to flare up?”
- (Pause again. If needed, gently remind participants to stay honest with themselves.)



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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Question 3: Anxiety



- “How does feedback make me nervous?”
- Is it fear of criticism, saying the wrong thing, or something else?”
- (Let the silence support deeper reflection. Count silently or use a timer.)



Question 4: Crew Impact



- “How do emotions like anger or shame affect our teamwork on board?”



Question 5: Change



- “What would make feedback feel safer—for me or for my crew?”
- (Pause and give them time to write down or think of a real action or idea.)



“Take a moment and look over your answers.

There’s no need to share out loud—but ask yourself:

- What’s one emotional habit I want to improve during this module?
- Maybe it’s pausing before reacting, staying open, or letting go of shame.”

Facilitator (closing the activity):

“This is your starting point—your emotional baseline. You’re not alone in these struggles. These reactions are human. And the good news is: emotional fitness is a skill. It can be trained.”
(Move to the next module section.)

Occupational Wellness

Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Debrief:



What surprised you as you reflected on your emotional responses to feedback?

Which emotions came up most often—shame, guilt, defensiveness, anger?

What emotional habit did you choose to work on? Why that one?

“Notice how emotions like shame or anger ripple through feedback. For cadets, a critique might spark guilt: ‘I failed my team.’ For officers, anger might lead to harsh words, fraying trust. These are normal—your brain’s reacting to high stakes at sea. By naming them, you’ve checked your ‘feedback emotional fitness’—how emotions shape your communication.”

Takeaways:

- “Feedback emotions are like ocean currents—strong, but you can navigate them. When you learn to manage shame, anger, or anxiety, you help keep your crew steady, connected, and safe.”
- Emotional fitness isn’t about suppressing feelings—it’s about steering through them with awareness and control.

ACTIVITY - Understanding Emotional Barriers

Objectives:

- Help participants recognize the emotional barriers that block effective feedback (e.g., shame, guilt, anxiety, anger, cultural silence).
- Encourage self-reflection and empathy by exploring how these barriers affect team members and officers differently.
- Lay the foundation for more emotionally aware and psychologically safe communication onboard.

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Materials:

Printed cards with 5 color-coded scenarios, representing different emotional barriers:

- Yellow (Shame): “A cadet (Abhay) feels ashamed when told his knot was wrong publicly.”
- Blue (Guilt): “A deckhand feels guilty for not reporting a safety issue, fearing blame.”
- Red (Anxiety): “A cadet avoids feedback, anxious about looking incompetent.”
- Green (Anger): “An officer (Sofia) snaps at a slow cadet during a drill.”
- Purple (Culture): “A junior cadet stays silent after critique to avoid conflict.”

Instructions:

“Feedback at sea often hits emotional reefs—shame for cadets, anger for officers, or silent tension from cultural habits.

Let’s spot these emotional barriers so we can learn to navigate around them.”

Display each scenario slide, 1 minute per slide.

After each, ask participants:

- “Have you felt or seen this on board? Type one word in the private chat:
- ‘Me’ (you’ve felt it), ‘Others’ (you’ve seen it in someone else), or ‘New’ (this is unfamiliar).”

Once all five are shown, run a quick poll (virtual or raise of hands):

- “Which of these emotional barriers feels the toughest at sea:
- Shame, Guilt, Anxiety, Anger, or Cultural Silence?”
- Then share or comment on the group result (e.g., “45% of you said Shame is the hardest.”)

Debrief:



Why do these emotions—like shame or anger—flare up so often at sea?



How do these emotional barriers hurt trust, safety, or teamwork?



Have you seen a time when an emotion stopped someone from speaking up or stepping up?

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Provide an example:

“Abhay’s shame kept him quiet about a loose rope—someone could’ve been hurt.

Sofia’s anger made her feedback feel like punishment—Sameer shut down.

Both emotions blocked the flow of safe, helpful feedback.”

Takeaways

“Emotions like shame, guilt, or anger are like hidden ocean currents—they’re powerful, but invisible unless we know to look.

When we spot these emotional barriers, we can guide feedback in safer, more productive directions.”

Giving Constructive Feedback

Constructive feedback can be given by understanding emotionally intelligent feedback mechanisms using the SBI model, perspective-taking, and trust-building strategies:

SBI Model (Situation–Behavior–Impact):

S = Situation:
Describe the specific time or context..

Example: “During yesterday’s drill...”

01

B = Behavior: State the observable action without judgment.

Example: “You missed a safety check...”

02

I = Impact: Explain how the behavior affected you, the team, or the task.

Example: “...which could delay response time.”

03

Example (Using SBI + Emotional Intelligence):

“During yesterday’s safety drill (Situation), I noticed you interrupted the checklist briefing multiple times (Behavior). It made the team confused and delayed the process (Impact). I know it wasn’t intentional, but I’d like us to work on clearer turn-taking in drills.”

Apply Perspective-Taking:

- Pause before speaking if you’re angry.
- Consider the other person’s stress, workload, or cultural background.
- Ask yourself: “What might they be going through?”

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Build Trust and Connection:

- Deliver feedback privately and respectfully.
- Use a calm tone and open body language.
- End with a solution or invitation: “Let’s try a quick briefing structure together for next time—would that work?”

ACTIVITY - Giving Empathic Feedback

Objectives

- Practice delivering feedback that is clear, constructive, and emotionally intelligent.
- Use the SBI model (Situation, Behavior, Impact) to structure non-blaming feedback.
- Apply perspective-taking to manage emotional reactions (e.g., anger or frustration) before giving feedback.
- Strengthen trust, clarity, and crew connection through emotionally aware communication.

Materials:

Digital handout or slide showing:

- SBI Feedback Formula:
 - Situation: “During the drill...”
 - Behavior: “...you missed a check.”
 - Impact: “...risking delay.”
- Perspective-Taking Prompt:
 - “Before giving feedback, ask: ‘What’s their stress or role like?’ Pause if angry.”

Scenario slides or cards:



A cadet (Jamal) left tools on deck, risking a fall.



A deckhand (Surya) ignored an order, confusing the team. Officer feels frustrated.

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Instructions:

“Harsh feedback—especially from frustration or anger—can sink morale. Let’s learn to guide, not criticize, using the SBI model and empathy. Before giving feedback, we’ll also pause and consider the other person’s perspective.”

Step-by-step setup (for Zoom breakout or in-person trios):

- **Form trios:**



Giver:

Practices empathic feedback.



Receiver:

Listens and nods—no defense.



Observer:

Notes the Giver’s tone, empathy, and structure.

- “Givers—start by taking a deep breath to manage any anger.
- Then think: What might the other person be feeling or dealing with?
- Now deliver the feedback using the SBI format:
- ‘During [Situation], you [Behavior], which [Impact]. Let’s fix it together.’
- Receivers—listen without interrupting.
- Observers—note: Did the Giver show empathy? Was the message clear?”
- Allow 7 minutes in breakout groups.

Debrief:

Return to the main group and ask:

How did perspective-taking feel?

01

What difference did using the SBI format make?

02

Was it easier or harder to stay calm when imagining the other person’s view?

03

Example Reflection:

“Sofia paused her anger, thought of Maria’s long shift, and said: ‘In the mess, you skipped sanitizing, which risks health. Let’s review it together.’ It built trust instead of tension.”

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Takeaways

“Empathic feedback is like a steady helm—clear, kind, and crew-focused. By pausing, imagining the other’s view, and using the SBI format, we turn feedback from blame into guidance.”

Receiving Feedback Constructively

Receiving feedback constructively is a valuable skill, especially in the close and high-pressure environment of seafaring, where teamwork and continuous improvement are essential. Here’s how to do it effectively:

1. Listen Without Interrupting

- Stay quiet and focused while the person speaks.
- Avoid the urge to defend or explain immediately.
- Tip: Take a breath and focus on understanding their point of view first.

2. Manage Your Emotions

- Feedback can trigger defensiveness, embarrassment, or anger.
- Pause before reacting—remember, it’s about growth, not blame.
- Tip: If emotions run high, it’s okay to ask for a moment and revisit the conversation calmly.

3. Focus on the Message, Not the Tone

- Even if the delivery isn’t perfect, look for the useful message behind it.
- Ask yourself: “What can I learn from this?”

4. Ask for Clarification

- If something is unclear, politely ask for examples or specifics.
- Say: “Can you help me understand what I could’ve done differently in that situation?”

5. Acknowledge and Reflect

- Show appreciation for the feedback, even if it’s difficult to hear.
- Reflect on it privately and ask yourself how you can apply it.
- Say: “Thanks for pointing that out—I’ll think about how I can improve that next time.”

6. Avoid Taking It Personally

- Feedback is about a behavior or outcome—not about your worth as a person.
- View it as an opportunity to build skills and trust within the team.

7. Follow Through

- Show that you’ve taken the feedback seriously by acting on it. Check in later to see if things have improved or need further adjustment.
- Receiving feedback well shows maturity, professionalism and willingness to grow.

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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

ACTIVITY: Managing Emotions in Feedback

Objectives:

- Help participants recognize and manage emotional reactions during feedback.
- Practice a three-step framework—Name It, Ground It, Reframe It—to respond constructively rather than defensively.
- Build emotional resilience to maintain clarity and confidence after receiving feedback.

Materials:

Digital handout or slide with the Three-Step Emotional Tool:

- **Name It:**
 - Identify the emotion—say or write it (e.g., “I feel ashamed.”)
- **Ground It:**
 - Use a calming technique (e.g., box breathing: inhale 4, hold 4, exhale 6 for 30 seconds).
- **Reframe It:**
 - Apply a self-compassionate mindset (e.g., “This feedback helps me grow—like all seafarers.”)

Instructions:

- “Feedback can spark shame, guilt, or anger—especially if you care about doing well.
- Before you can reframe it positively, you need to process the emotion. We’re going to use a three-step tool:

Name it, Ground it, Reframe it. Let’s try this in small groups.”

Group Activity Instructions (Breakout Rooms, 8 min):

- Form groups of 4.
- Each person briefly shares a recent or memorable feedback moment, such as: “I was told I’m slow—I felt guilty.”
- The group applies the framework:
 - a. Name the emotion (e.g., “Guilt”)
 - b. Ground with the breathing tool (everyone joins for 30 seconds)
 - c. Reframe with a learning mindset (e.g., “I’m adjusting my pace—I’m improving.”)
- Group members can give suggestions via chat or voice: “Try naming anxiety too” or “Reframe it as teamwork growth.”

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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Debrief:

Return to the main group:

- Poll: “Which step helped you the most?” Options: Name / Ground / Reframe.
- Share results briefly (e.g., “55% said Grounding helped most.”)
- Ask:
 - “How can this 3-step tool calm your inner storm during tough feedback?”
 - “Did anything shift when you named the emotion aloud?”

Example to Share:

“Ellen got feedback: ‘Your charts were off.’ She named shame, breathed slowly, and reframed:

‘I’m learning precision—like every navigator once did.’ That steadiness helped her bounce back.”

Takeaways:

- “Managing feedback emotions is like riding a wave—if you name it, ground it, and reframe it, you don’t get knocked down.
- This helps you learn and grow—without losing confidence.”

Anchor Pledge

An Anchor Pledge is a personal commitment or group promise designed to promote emotional stability, resilience, and support—especially relevant in high-stress environments like life at sea.

Just as an anchor holds a ship steady, an Anchor Pledge serves as a mental or emotional anchor during tough times. It’s a statement of intention that a seafarer (or a crew) makes to ground themselves in values like safety, support, teamwork, or self-care. It can be personal or shared, symbolic or action-based.

Examples of Anchor Pledges:

"I will pause and take three deep breaths before reacting under stress."

"I pledge to check in on at least one shipmate each day."

Objectives:

- Commit to an empathic feedback culture.
- Addressing cadets’ and superiors’ emotional needs.

Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Materials:

- **Digital Tool for Pledge Submission**
 - Padlet (preferred) or private chat function in online platform
 - Set up a shared Padlet board or chat thread in advance, titled: “Anchor Pledges”
- **Projector or Screen Share**
 - To display the Padlet word cloud or pledge responses during debrief
 - Ensure internet access and screen-sharing capabilities
- **Prepared Word Cloud Generator (if not using Padlet’s native one)**
 - Use Mentimeter to create a word cloud from responses
- **Facilitator Slide or Board (Physical or Digital)**
 - With prompt: “Type one pledge that you will commit to when giving or receiving feedback. For example: ‘I’ll pause my anger and use SBI.’”
 - Include 1–2 sample pledges as models
- **Timer or Clock**
 - For keeping the 2-minute writing time focused
- **Notebook or Reflection Sheets (Optional)**
 - For those who prefer to jot down thoughts privately before submitting
- **Emergency Feedback Kit Visual (Optional)**
 - Printout or slide showing a metaphorical “kit” with pledge examples as “tools”
 - Helps solidify the idea of pledges as resources in emotional moments.

3. Instructions:

- Type one pledge on Padlet (or private chat): e.g., “I’ll name my anger before critiquing,” “I’ll ground myself if feedback feels shameful.” (2 minutes.)
- Display Padlet word cloud (anonymized). Highlight themes:
- “I see ‘empathy,’ ‘listen,’ ‘calm’—our crew’s new tide.”
- Close: “Keep these pledges in your ‘Emergency Feedback Kit’—use them to lift your crew.” Example: “Sameer pledged: ‘I’ll breathe through shame and ask for help.’ Sofia pledged: ‘I’ll pause my anger and use SBI.’ Both strengthened the crew.”

Occupational Wellness

Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

Debrief:

- What inspired your pledge?
- How did it feel to make your pledge public (even anonymously)?
- Did any of your peers' pledges resonate with you?
- What challenges do you anticipate in keeping your pledge?
- How might these pledges help us improve communication and feedback on board?

What would it look like if everyone on our ship honoured their pledges during tense moments?

Takeaways

Naming emotions and grounding responses are foundational steps toward constructive feedback.

Personalized pledges act as internal tools to regulate emotional reactions during tense interactions.

When shared, these pledges reinforce a collective accountability to care for one another's emotional well-being.

The Anchor Pledge can serve as a lifelong reminder to pause, feel, and connect before reacting.

Conclusion:

1

Feedback Emotional Fitness: Recognize your instinctive emotional reactions (e.g., shame, anger, anxiety) when giving or receiving feedback. Reflect on emotional habits that may impact communication on board.

2

Emotional Barriers: Identify common emotional blockers to effective feedback—like cultural silence, defensiveness, or guilt—and understand how these emotions affect team trust and safety.

3

Empathic Feedback Using SBI: Use the SBI model (Situation, Behavior, Impact) to deliver feedback clearly and constructively. Combine it with perspective-taking to reduce emotional friction and increase crew connection.

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Module 4.3:

Giving & Receiving Feedback: A Maritime Communication Toolkit

4

Managing Feedback Emotions: Apply the Name It, Ground It, Reframe It tool to stay emotionally balanced during tough feedback. This helps you respond constructively and avoid defensive reactions.

5

Anchor Pledge: Make a personal commitment to manage your emotions and support an empathic feedback culture. These pledges serve as emotional tools to guide calmer, more connected communication on board.



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4.4. SHORE TRANSITION

TRANSITIONING BACK TO SHORE-BASED EMPLOYMENT



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Module 4.4: Transitioning Back to Shore-Based Employment

Purpose:

Prepare senior seafarers for a holistic transition to shore-based employment by addressing emotional, social, physical, financial, and professional challenges, adapting skills, and building resilience through mentorship and diverse career paths.

Key Components:

- Exploring emotional, physical, and professional transition challenges.
- Adapting maritime skills for traditional and entrepreneurial shore roles.
- Practicing multicultural networking and interview techniques.
- Building resilience with mentorship and role model inspiration.

Learning Outcomes:

By the end, participants will be able to:

- Identify 3 challenges in transitioning ashore.
- Apply 2 strategies to adapt maritime skills for shore roles.
- Develop a personal transition plan.
- Demonstrate 1 multicultural networking or interview technique.

Exploring Transitioning Challenges

Transitioning from a seafaring career to life ashore brings several challenges across emotional, physical, social, and professional dimensions.

Emotional Challenges

- Loss of identity or purpose after leaving a structured, high-responsibility role at sea
- Adjustment anxiety or uncertainty about fitting into land-based routines
- Feelings of isolation or disconnection from former crewmates and sea life
- Difficulty managing emotions without the familiar rhythms of shipboard life

Physical Challenges

- Changes in daily activity levels may affect fitness or lead to weight gain
- Disrupted sleep patterns due to the absence of ship-based shift routines
- Adjustment to urban noise or pollution if moving from ocean settings
- Potential chronic issues (e.g., joint pain, fatigue) from years of physical work onboard.

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Module 4.4: Transitioning Back to Shore-Based Employment

Social Challenges

- Reintegrating into family and community life after long periods of absence
- Difficulty relating to people who don't understand maritime experiences
- Rebuilding relationships or adapting to changed family dynamics
- Missing the camaraderie and team structure of shipboard life

Professional Challenges

- Finding meaningful employment ashore, especially if experience is seen as “too niche”
- Learning new technologies or soft skills for land-based roles
- Credential mismatches (sea qualifications may not always transfer directly ashore)
- Adapting to different workplace cultures with less hierarchy or routine

ACTIVITY – Scenario Discussion: Naming the Waves

Objectives:

Identify emotional, physical, social, and professional challenges of transitioning ashore.

Materials:

- Scenario slides or verbal narrations with challenges (stigma, health, legal, cultural, gender).

Instructions:

Present 6 scenarios. Ask participants to respond:

- “Seen or felt this? Type ‘Me,’ ‘Others,’ or ‘New.’”
- Poll (optional): “Which challenge feels toughest?”
- Discuss: “What helps navigate these challenges?”

Debrief:

- Which challenge resonated most with you?
- How did others’ stories or tips inspire you?

Takeaways:

“Transition challenges are like squalls—predictable but manageable with the right support and mindset. Naming them helps you plan your route.”

Module 4.4: Transitioning Back to Shore-Based Employment

Adapting Maritime Skills

Many maritime skills are highly transferable and valuable for shore-based roles or entrepreneurship—they just need to be translated into language that resonates with land-based industries. Here's how seafarers can identify and reframe their strengths:

Leadership & Team Coordination

Maritime Skill: Leading diverse, multicultural teams under high-pressure conditions

Shore Translation:

- Team leadership in dynamic environments
- Conflict resolution and cross-cultural communication
- Crisis management and people development

2. Technical and Mechanical Expertise

Maritime Skill: Operating and maintaining ship engines, navigation systems, and safety gear

Shore Translation:

Equipment maintenance and diagnostics
Technical troubleshooting and compliance
Safety systems oversight

3. Crisis Management & Decision-Making

Maritime Skill: Making rapid, high-stakes decisions during emergencies

Shore Translation:

Risk assessment and mitigation
Emergency planning
Decisive action under pressure

4. Discipline, Reliability & Time Management

Maritime Skill: Following strict protocols, adhering to time schedules, staying alert

Shore Translation:

Punctual, self-motivated, and task-oriented
Strong work ethic and reliability
Process discipline and efficiency

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5. Health, Safety, and Regulatory Compliance

Maritime Skill: Familiarity with international maritime regulations (SOLAS, MARPOL, ISM)

Shore Translation:

- Compliance with safety, health, and environmental regulations
- Auditing, inspection, and policy adherence
- Health and safety systems implementation

6. Adaptability & Resilience

Maritime Skill: Working in extreme conditions and adjusting to long periods at sea

Shore Translation:

High resilience and adaptability to new environments

Quick learner and independent worker

Open to feedback and change

7. Entrepreneurship Potential

- Seafarers often make strong entrepreneurs due to:
- Independence and self-discipline
- Risk-taking ability and practical problem-solving
- Global experience and cultural sensitivity

ACTIVITY – Peer Skill Mapping: Your Skills Are Your Cargo

Objectives:

Identify and translate maritime skills for shore-based roles or entrepreneurship.

Instructions:

In pairs, list:

- 3 maritime skills and shore/entrepreneurial equivalents.
 - 1 gap (certification, tech) and 1 diversity strategy (gender, age, culture).
- Share success stories and ideas.

Debrief:

- What surprised you about your transferable skills?
- What's one action you'll take to bridge a gap?

Takeaways:

“Your skills are valuable cargo—repackage them for shore or startups. Bridge gaps with training and highlight diversity strengths.”

Module 4.4: Transitioning Back to Shore-Based Employment

Multicultural Networking And Interviews

Multicultural networking and interview skills are essential for seafarers and professionals working in global maritime environments or transitioning to shore-based roles. These skills help build strong relationships, communicate effectively across cultures, and leave a positive impression in interviews.

- **Multicultural Networking Skills**
- **Cultural Awareness:** Understand and respect different cultural values, communication styles, and social norms. Avoid assumptions or stereotypes. Practice cultural humility.
- **Inclusive Communication:** Speak clearly, avoid jargon, and adjust your tone and gestures when needed. Listen actively and show openness to diverse perspectives.
- **Relationship-Building:** Take time to build trust—many cultures value relationship over task. Follow up with polite, friendly messages or gestures of appreciation.
- **Professional Etiquette Across Cultures:** Learn about formality levels, punctuality norms, and greetings in different cultures. For example, bowing in Japan or using titles and surnames in many Asian or European contexts.
- **Networking Tools:** Use global platforms like LinkedIn to connect with maritime or related industry professionals. Join forums, alumni groups, or attend multicultural job fairs and conferences.

Multicultural Interview Skills

Preparation with Cultural Sensitivity: Research the company's culture, values, and dress code. Understand their preferred communication style—some are formal, others informal and direct.

Storytelling with Relevance:

Use the STAR method (Situation, Task, Action, Result) to structure answers clearly.

Pitch Formula – STAR Method

STAR = Situation, Task, Action, Result

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ELEMENT	EXAMPLE
Situation	Led response during a storm off the coast
Task	Ensure engine room function and crew safety
Action	Directed 5-person team, followed emergency protocols
Result	Restored power in 3 hours, zero injuries

Choose examples that show how you've worked in multicultural teams or adapted to global challenges.

- **Flexibility and Openness:** Be ready to adapt your answers depending on how the interviewer responds. Respect different expectations around eye contact, pauses, or self-promotion.
- **Language Awareness:** Speak slowly and clearly if English isn't the first language of your interviewer. Clarify politely if you don't understand a question: "Could you please repeat or rephrase that?"
- **Demonstrating Global Competence:** Highlight cross-cultural experiences, ability to work in diverse teams, or travel adaptability. Show that you value inclusion and can thrive in international environments.

ACTIVITY – Pitch Practice: Your Signal Across Shores

Objectives:

Craft a culturally sensitive, impactful pitch for shore-based opportunities.

Instructions:

- In pairs, create a 30-second pitch:
- "As a [role], I [skill]—I want to [shore role/startup]."
- Practice switching roles: pitcher, recruiter.
- Discuss challenges and tips.



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Module 4.4: Transitioning Back to Shore-Based Employment

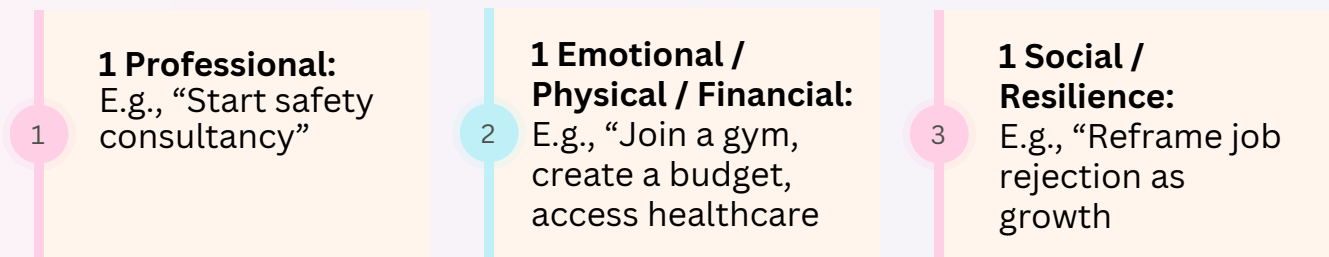
Debrief:

- What felt most challenging about pitching?
- How did cultural elements influence your pitch?

Takeaways:

“Your pitch is like a ship’s signal—clear, concise, and tuned to the receiver. Adapt it to connect with diverse audiences ashore.”

Resilience Roadmap



Resilience & Roadmap

A Personal Transition Plan template designed for a seafarer transitioning ashore, covers six key areas: professional, emotional, physical, social, financial, and resilience.

Personal Transition Plan – From Sea to Shore

1. Professional Transition

Goal: Secure a meaningful shore-based role or prepare for self-employment.

Actions:

- Identify transferable maritime skills and update resume/CV accordingly
- Attend career counseling or job fairs relevant to maritime or technical fields
- Apply to 3–5 job roles weekly or start planning for a business idea
- Take short online courses (e.g., leadership, IT, project management)

2. Emotional Adjustment

Goal: Maintain emotional well-being and navigate identity shifts.

Actions:

- Set aside time weekly to reflect or journal about the transition journey
- Join peer support or ex-seafarer forums
- Seek professional counseling if experiencing anxiety, sadness, or loss of purpose
- Practice mindfulness or grounding exercises (e.g., 5-4-3-2-1, deep breathing)

Module 4.4: Transitioning Back to Shore-Based Employment

3. Physical Health

Goal: Stay active and manage physical changes post-sea life.

Actions:

- Create a basic weekly fitness routine (walking, yoga, strength training)
- Get a health check-up, especially for long-term effects of shipboard life
- Establish a regular sleep schedule and healthy eating plan
- Stretch or move every few hours if shifting to desk work

4. Social Reintegration

Goal: Reconnect with land-based relationships and form new bonds.

Actions:

- Schedule weekly time with family and friends
- Talk openly with loved ones about adjustment challenges
- Attend local community events or interest-based meetups
- Rebuild daily rituals with family (meals, walks, shared tasks)

5. Financial Planning

Goal: Create financial stability for life on shore.

Actions:

- Review savings and plan a 6–12 month financial buffer
- Create a new monthly budget based on shore expenses
- Seek advice on insurance, investments, or pension transfers
- Explore shore-based income supplements if job search takes time

6. Building Resilience

Goal: Develop tools to stay mentally strong during uncertainty.

Actions:

- Identify personal coping strategies (e.g., prayer, music, nature walks)
- Set realistic, short-term goals and celebrate small wins
- Write a personal “Anchor Pledge” to stay grounded in purpose
- Practice reframing setbacks as learning opportunities

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Module 4.4: Transitioning Back to Shore-Based Employment

ACTIVITY – Individual Planning: Your Shore Transition Kit

Objectives:

Create a personal transition plan covering professional, emotional, physical, social, financial, and resilience aspects.

Instructions:

Write 3 steps:

- 1 professional (e.g., training, entrepreneurship).
- 1 emotional/physical/financial (e.g., exercise, budget).
- 1 social/resilience (e.g., mentor, mindset shift).
- Share in chat or verbally.



Debrief:

- What steps are you committing to?
- Who or what will support you on this journey?

Takeaways:

“Your resilience roadmap is your compass ashore. Anchored in self-care, skill adaptation, and connections, it helps you sail forward with confidence.”



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Module 1: Trauma And Critical Incident Management

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Recognizing Trauma Signals
- Coping strategies
- Support systems mapping
- Message in a bottle

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Interpersonal Skills. Teamwork and Collaboration

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Interpersonal Skills and their importance
- Importance of teamwork on board
- Using interpersonal k=skills for improved collaboration

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 3: Conflict Resolution And Communication

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding conflict onboard
- Types of conflict
- Role of communication onboard
- Conflict resolution strategies

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Navigating The Waves Of Loneliness - Tools For Seafarers

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Alone VS Lonely
- Triggers And Statistics
- Building resilience
- Coping strategies
- Fostering Connection
- Action Plan and help seeking

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 5: Navigating Digital Wellness at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Life at Sea: A Double-Edged Signal
- Dangers of Digital Overuse Onboard
- Why Digital Detox Matters on Board
- How to practice Digital Wellness at Sea
- When to Seek Help

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



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5.1. TRAUMA RECOVERY

TRAUMA & CRITICAL INCIDENT MANAGEMENT



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Module 5.1: Trauma & Critical Incident Management

Purpose:

Equip seafarers to recognize trauma symptoms, process critical incidents, and access support after challenging voyages.

Key Components:

- Recognizing trauma symptoms
- Normalizing emotional responses
- Coping strategies & support systems
- Resilience rebuilding

Learning Outcomes

- By the end, participants will:
- Identify 3 physical/emotional trauma symptoms
- Practice 2 grounding techniques for distress
- List 3 available support resources
- Create a personal recovery plan

Target Audience:

Crew members post-voyage (especially after piracy, accidents, or deaths at sea).

Recognizing Trauma Signals

What Is Trauma?

Trauma refers to a psychological and emotional response to a deeply distressing or disturbing event that overwhelms an individual's ability to cope. It can result from a one-time event (like an accident or assault), ongoing stress (like abuse or neglect), or cumulative exposure to adverse situations (such as war, disasters, or occupational hazards).

In psychological terms, trauma can affect how the brain processes threat and safety, often leading to hyperarousal, avoidance, intrusive memories, and disturbances in mood, cognition, and relationships.

Seafarers are at unique risk of trauma due to the isolated, high-risk, and high-stress nature of their work environment. Factors contributing to trauma include:

- Prolonged separation from family
- Exposure to severe weather, piracy, or accidents
- Witnessing injury or death
- Sleep deprivation and fatigue
- Workplace harassment or abuse
- Cultural isolation and communication barriers

Social Wellness

Module 5.1: Trauma & Critical Incident Management

Recognizing Trauma Signals in Seafarers

Emotional Signs:

- Irritability or anger outbursts
- Emotional numbness or detachment
- Persistent sadness or depression
- Anxiety or excessive worry
- Mood swings or emotional volatility

Cognitive Signs:

- Intrusive thoughts or flashbacks of distressing events
- Difficulty concentrating or making decisions
- Memory lapses, especially about the traumatic event
- Negative beliefs about oneself, others, or the world (e.g., “I’m not safe”)

Physical Signs:

- Sleep disturbances (insomnia, nightmares)
- Fatigue or low energy
- Headaches, digestive issues, or unexplained physical pain
- Startle responses or being easily alarmed

Behavioral Signs:

- Withdrawal from others or social isolation
- Avoidance of reminders of the trauma (e.g., specific tasks, areas of the ship)
- Substance misuse (alcohol, drugs) to cope
- Decline in work performance or absenteeism

Activity: The Storm Weathered

“No two storms leave the same damage. Today, we’ll follow MV Atlas’s crew after a piracy incident. But first, in 30 seconds share ONE word about a tough voyage—no details needed.”

Examples: exhaustion, loss, fear.



Case Study Intro: “MV Atlas was hijacked for 72 hours.

Crewmember Sameer experienced:

- Physical: Insomnia, headaches.
- Emotional: Guilt (“Why did I survive?”).
- Behavioral: Avoids engine room (where the attack started).

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Module 5.1: Trauma & Critical Incident Management

Participants write anonymously on paper scraps.

- Drop all into a jar. Shake.
- Pull out 5 random words. Say: “These feelings are normal. Today we’ll learn to navigate them.”

Transition:

“Let’s decode these signals.”

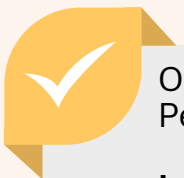
Activity: Recognizing Trauma Signals

Card Sort Activity:

1. Distribute symptom cards (pre-mixed):

- **Severe:** Flashbacks, panic attacks
- **Warning:** Insomnia, irritability
- **Normal:** Fatigue, temporary sadness

2. Real-Life Examples:



Onboard: Collisions, medical emergencies, bullying.
Personal: Family loss, financial stress.

Instruction:

“Is Sameer’s avoidance a red or amber flag? Why?”

3. Debrief Questions:

- Which (amber) signs often go unnoticed onboard?
- How might cultural backgrounds affect symptom expression?

Key Point:

“Trauma isn’t just piracy—it’s any event that overwhelms your coping capacities. It’s not a weakness – it’s the body’s logbook of survival. Trauma is like corrosion – early treatment saves the structure.”

Social Wellness

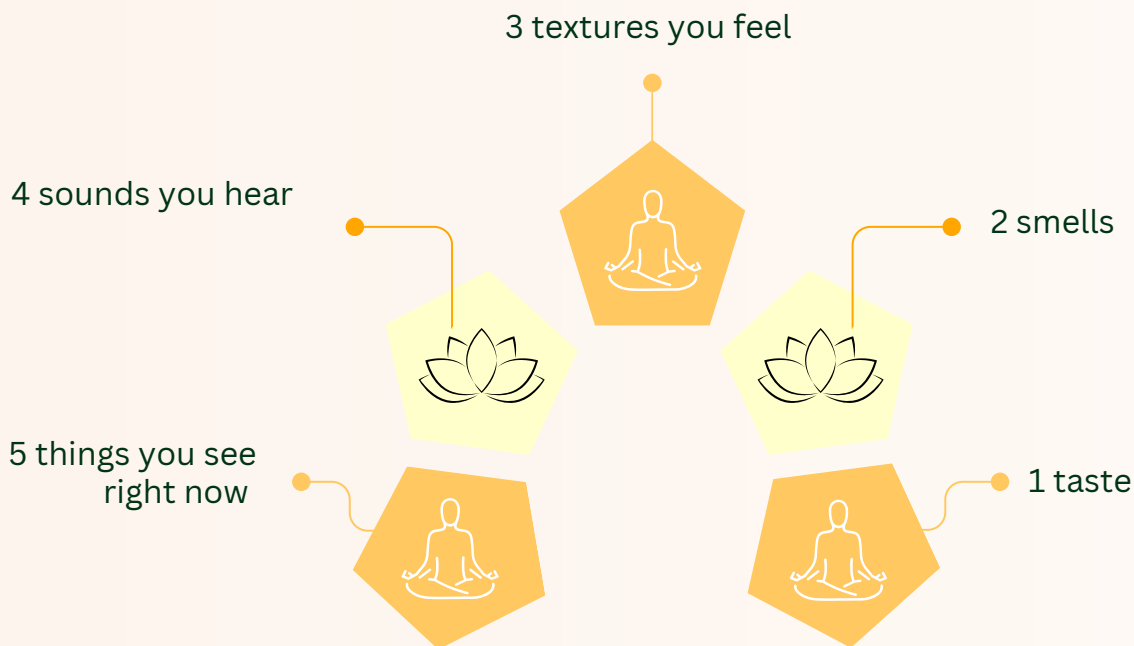
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Coping Strategies

3. Coping Strategies Demo

Technique 1: 5-4-3-2-1 Grounding

Name:



“Sameer practices naming engine room sounds/textures to reclaim safety. This brings him back to the present.”

Technique 2: Deckhand Breathing

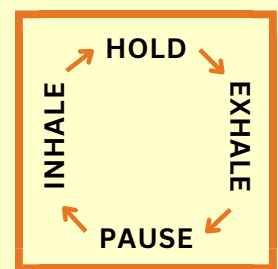


TRACE A SQUARE WITH YOUR FINGER:

Inhale 4 sec (up) → Hold 4 sec (across) →
Exhale 4 sec (down) → Pause 4 sec (across)

Practice:

Use bell to time 2 rounds of each technique.



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Module 5.1: Trauma & Critical Incident Management

4. Support Systems Mapping

Handout Activity:

Add resources for other incidents (e.g., bullying → union rep).



DRAW A SHIP ON FLIPCHART. LABEL:

- » **Bow (Immediate Support):** Crewmates, captain
- » **Midship (Professional Help):** Seafarers' Trust etc., ship psychologist (or on-call)
- » **Stern (Long-term):** Family, veterans' groups



EXAMPLE: DRAW MV ATLAS'S SUPPORT SHIP:

- » **Bow:** Crewmates who stood night watches with Alex.
- » **Midship:** Telemedicine psychologist post-incident.
- » **Stern:** Sameer's longtime friend (shared experience).

2. Small Groups:

1 Add 2 resources to each section.

2 Include how to access them at sea/ashore.

Sample Answers:

- Sat phone prayer groups
- 24/7 Suicide Prevention Hotline (organization specific)

Message In A Bottle

5. Closing: Message in a Bottle

Script:

“Write a compassionate note to Sameer—or your future self—with one survival tip.”

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Module 5.1: Trauma & Critical Incident Management

Examples:

“You survived the 2024 cyclone – you’ll survive this.”

‘Call Chief Mate X; she/he/they always listens.

Action:

Seal notes in envelopes labelled Open in Heavy Weather.

Appendices:

A. Sample Symptom Cards

RED	AMBER	GREEN
Night terrors	Isolating	Trouble sleeping
Self-harm urges	Anger outbursts	Mild forgetfulness

A1. Expanded Symptom Cards

Onboard Incidents	Personal Triggers	Symptoms
Piracy	Divorce	Nightmares, Anger
Severe weather	Debt	Fatigue, Isolation

B. Facilitator Cues

For emotional participants:

“Your reaction honors what you’ve endured. Breathe with me.”

For dismissive attitudes:

“Even steel hulls get stress fractures – smart crews check for them.”



SOCIAL WELLNESS

5.2. INTERPERSONAL

INTERPERSONAL SKILLS, TEAMWORK & COLLABORATION



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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Purpose:

Understanding the importance of interpersonal skills and teamwork and collaboration onboard.

Key Components:

- Different interpersonal skills
- The importance of teamwork for seafarers
- Teamwork and interpersonal skills for collaboration
- Strategies to improve teamwork and communication

Learning objectives:

- The importance of interpersonal skills and teamwork
- How can interpersonal skills help with improved teamwork
- The importance of collaboration onboard and its impact

Understanding Interpersonal Skills And Their Importance

- **Interpersonal skills-** these are also called “people skills” and help us build personal and professional relationships
- **Communication-** This includes both verbal and non-verbal communication, active listening, and clear articulation of ideas
- **Active listening-** not only hearing what someone is saying but also processing, understanding and responding accordingly
- **Empathy and emotional intelligence-** Understanding and sharing the feelings of others, which builds rapport and fosters trust. Recognizing and managing your own emotions, as well as understanding the emotions of others
- **Adaptability and flexibility-** Adjusting to different situations and people, and being willing to compromise
- **Responsibility and dependability-** Being reliable and trustworthy in fulfilling commitments
- **Teamwork-** Working effectively with others towards a common goal, including sharing ideas and supporting each other

Activity: Importance of interpersonal skills

Why do you think these skills are important especially onboard? (building relationships, effective communication, job success, personal growth).

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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Activity:

Case studies: Give scenarios of different things that people may be going through at sea and people share how they would deal with those situations and what they would say.

Objectives: helping seafarers analyze the importance of interpersonal skills onboard

Materials: Flashcards/ PPT

Instructions: Go through the case studies given below and think about how you would manage this situation

Debrief: While interpersonal skills are universal in nature, the way we all express ourselves.



Case Scenario:

On a container vessel, two crew members—a junior engineer and an oiler—had a disagreement over routine maintenance procedures. The disagreement escalated into a verbal altercation during working hours, causing tension in the engine room team.

Takeaway:

Conflict resolution and empathetic communication are key interpersonal skills that maintain harmony and operational efficiency onboard.



Case Scenario :

During a rough sea passage, a new deck cadet panicked during an emergency drill, failing to secure equipment properly. This could have led to injury or damage.

Takeaway:

Effective leadership, patience, and mentorship build trust and competence in junior crew members.

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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

**Case Scenario:**

On a bulk carrier with a multicultural crew, a misunderstanding arose during a safety meeting when a crew member from a different cultural background didn't respond directly to a question, which was perceived as disrespect by the officer in charge.

Takeaway:

Cultural sensitivity and adaptability are crucial for maintaining positive relationships and effective communication onboard.

**Case scenario**

A young seafarer on his first long voyage was visibly distressed and withdrawn. His performance started to drop, and he avoided social interactions.

Takeaway:

Active listening and empathetic engagement can help prevent mental health issues and promote well-being on board.

Importance of team work on board

Life and work at sea demand more than technical skill—they require strong, reliable teamwork. From navigating dangerous weather to managing day-to-day tasks, effective teamwork keeps the ship safe, efficient, and resilient.

Safety – A Shared Responsibility

- When every crew member contributes to a culture of safety, risks are reduced and lives are protected.
- Shared Responsibility: Everyone, from cadets to captains, plays a role in safety. Reporting near-misses, following procedures, and watching out for one another helps prevent accidents.
- Improved Communication: Clear, respectful communication helps avoid misunderstandings, especially during high-pressure situations like mooring, cargo operations, or emergencies.
- Efficient Coordination: Smooth teamwork ensures tasks are completed without delay or confusion—vital during drills, equipment checks, or storm navigation.

“When the team functions as one unit, the ship stays secure.”

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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Efficiency – Getting the Job Done Together

- Teamwork boosts the ship's performance and helps crew members grow in skill and confidence.
- Faster Problem Solving: Complex tasks (e.g., machinery breakdown, cargo shift) are solved faster when everyone brings their perspective.
- Learning Opportunities: Junior crew learn more by working alongside experienced team members—building confidence and competence.
- Improved Productivity: Tasks are completed more quickly and accurately when roles are clear and crew members support one another.

“A well-coordinated crew turns hard work into smart work.”

Morale & Well-being – The Human Side of Teamwork

- A positive team atmosphere makes shipboard life healthier and more enjoyable.
- Positive Work Environment: Respectful, inclusive teamwork reduces conflict and improves day-to-day interactions.
- Increased Job Satisfaction: Feeling heard, supported, and valued boosts motivation and retention.
- Reduced Stress & Fatigue: When tasks are shared fairly and help is available, mental and physical strain decreases.
- Stronger Bonds: Shared meals, watch duties, and even hardships build lasting connections and trust.

“Onboard, your team is your family away from home.”

Conclusion: A Ship Is Only as Strong as Its Crew

Teamwork isn't just a skill—it's a safety tool, a performance booster, and a lifeline for mental health. Invest in it every day: communicate openly, support each other, and lead by example.

Activity:

Share one example of team work that you have personally experienced onboard and how do you think team work benefited you in that situation. Give examples of situations where teamwork can help and how it can be used.

Objectives: Have participants reflect on their experiences with team work and also think of the importance of teamwork onboard.

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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Materials: Flashcards/ ppt

Instructions: Go through the scenarios given below within your respective teams and share how team work can be used to reach a conclusion/ find a solution to these situations.

Debrief: The purpose of this activity is to help all of us understand how often we use team work in our daily lives especially onboard and how critical it is to what we do successfully.

Takeaways: Importance of teamwork, how teamwork can help us develop interpersonal skills and practice them.

Scenarios:

- 1 Mooring and Unmooring Operations
- 2 Emergency Drills and Actual Emergencies
- 3 Navigation Watch
- 4 Engine Room Watchkeeping
- 5 Safety Inspections and Audits

Improving communication and collaboration

Teamwork and interpersonal skills for collaboration:



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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Communication:

Be clear and concise: Use simple language and avoid jargon to ensure everyone understands the information.

Active listening: Pay close attention to what others are saying, show genuine interest, and ask clarifying questions.

Nonverbal communication: Be aware of your body language and how it might be perceived by others.

Feedback: Be open to constructive feedback and learn from it.

Assertiveness: Express your ideas and opinions confidently and respectfully.

Collaboration:

01

Foster a culture of trust: Be dependable, reliable, and accountable for your work.

02

Empathy: Understand and share the feelings of others, especially when disagreements arise.

03

Conflict resolution: Learn to address disagreements constructively and find mutually beneficial solutions.

04

Teamwork: Be a team player, willing to collaborate and support your colleagues.

05

Problem-solving: Work together to identify issues and find creative solution.

Practical Tips:

Practice makes perfect

Give and receive feedback regularly

Engage in team-building activities

Focus on mentorships

Celebrate individual and group successes

Social Wellness

Module 5.2: Interpersonal Skills, Teamwork & Collaboration

Activity: Lost at Sea activity- participants are put into teams and given a survival scenario. Each group will be given the same survival kit and they have to come up with how they will use that kit to overcome the challenges.

Objectives: Helping crew understand how interpersonal skills can be tested in challenging situations and how to use them to our advantage especially in critical situations.

Materials: Chart paper, pens, pencils

Instructions: Each group will go through the emergency situation given to them and start working together to create a survival kit for that scenario. They have to explain where they will procure the components of this survival kit from and how that can be useful for them in that scenario. They also have to share what role each of them can play to help navigate the situation better.

Debrief: Interpersonal skills and teamwork are critical to survival especially in a high stress environment like that of seafarers.

Takeaways: How different individuals have different strengths that can be used effectively in an emergency situation and how team work is critical for the same

Scenarios:

A

Scenario A: Lifeboat in the Open Ocean

- Your ship sank, and your team is on a lifeboat with limited supplies.
- No nearby land in sight.
- It's day 1, and rescue may take up to 10 days.

B

Scenario B: Stranded Near a Tropical Island

- Shipwrecked but managed to swim to a small tropical island.
- Some debris and cargo washed ashore.

C

Scenario C: Fire Onboard – Immediate Abandon Ship

- You had to evacuate with no time to gather proper gear.
- You're on a life raft in cold weather conditions.

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Module 5.2: Interpersonal Skills, Teamwork & Collaboration

D

Scenario D: Engine Failure – Adrift for Days

- Your vessel is drifting due to engine failure.
- Communications are down.
- You have partial onboard resources.

Activity: Reflection Journal

- What is one interpersonal habit that you would like to start following after the module?
- What is one interpersonal habit that you would like to change after this module?
- How do you think you will handle conflict differently in the future based on what you have learned?



SOCIAL WELLNESS

5.3. CONFLICT RESOLUTION

CONFLICT RESOLUTION AND COMMUNICATION



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Module 5.3: Conflict Resolution and Communication

Purpose:

Being onboard involves various skills that seafarers need to utilize on a regular basis. A big part of ensuring that their operations are running smoothly is based on communication and using that as a tool for conflict resolution as well.

Key components:

- Understanding conflict that can take place onboard
- Why do conflicts arise?
- What are the different types of conflict?
- Specific reasons why conflicts arise onboard
- The importance of communication onboard
- Elements of effective communication
- Types of active listening
- Conflict resolution strategies

Learning objectives:

- Understanding the sources and types of conflict that can arise onboard
- Effective communication strategies in multicultural and high-stress environments
- Learning strategies of conflict resolution along with practical implementation of the same

Icebreaker:

- One word check in activity
- Each participant shares one word that describes how they are currently feeling.
- (The objective of the activity is to help people identify and communicate their feelings)

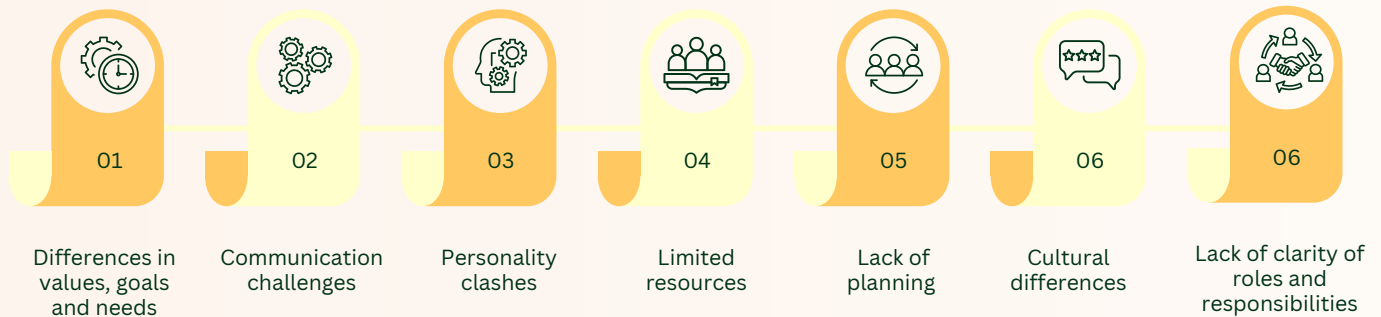
Understanding conflict onboard

- A conflict is often defined as a disagreement that takes place between two or more individuals/ groups/ ideas.
- As individuals have different ways of thinking, understanding and perceiving situations, there are bound to be differences in opinions as well.
- Conflicts are a common part of our workplace and it is important for us to understand where these conflicts are arising from and how they can be dealt with effectively.
- But, are conflicts a bad thing?

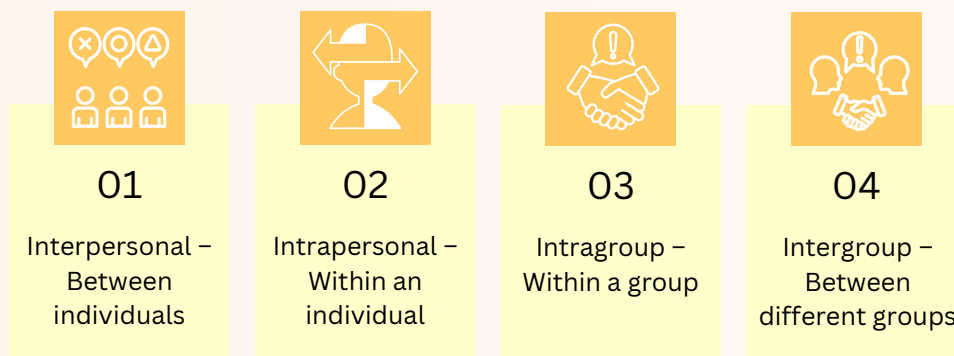
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Module 5.3: Conflict Resolution and Communication

Why do conflicts arise?



Types of Conflict



- **Interpersonal-** this type of conflict occurs within an individual, involving internal struggles with values, beliefs, goals, or decisions. It's often a battle of one's own thoughts and emotions
- **Intrapersonal-** This involves disagreements or clashes between two or more individuals. It can arise from differing opinions, interests, or perspectives
- **Intragroup-** This type of conflict occurs within a single group or team, where individuals have disagreements or misunderstandings. It can stem from competing goals, personality clashes, or differing work styles
- **Intergroup-** This involves disagreements or clashes between two or more groups or teams. It can be caused by competition for resources, differing values, or misunderstandings between group members

Module 5.3: Conflict Resolution and Communication

Categories of conflict:



1. Task Conflict

Task conflict arises when team members disagree on how to perform a job, assign responsibilities, or reach a goal. It can be healthy if managed well, as it may lead to better ideas and improved decision-making. However, if not addressed respectfully, it can escalate and delay work.

2. Relationship Conflict

This type of conflict is personal and stems from differences in personality, communication styles, or interpersonal tension. It often leads to stress, mistrust, and reduced teamwork. Relationship conflict rarely improves performance and usually needs active resolution to restore harmony.

3. Value Conflict

Value conflict occurs when individuals have opposing beliefs, ethics, or cultural norms. These conflicts can feel deeply personal and are harder to resolve, as they challenge core identities. Respectful dialogue and empathy are key to managing value-based disagreements in diverse teams.

Activity:

Conflict scenarios at sea- during this activity, seafarers will share real (anonymous) conflicts that they have faced at sea and also share the impact of these conflicts.

Objectives:

Helping seafarers recognize different conflict scenarios that they may have faced onboard.

- **Materials:** Flash cards, pens
- **Instructions:** Each individual will write down one conflict scenario anonymously and then talk about the impact of that on their professional and (if applicable) other aspects as well

Module 5.3: Conflict Resolution and Communication

- **Debrief:** Different types of conflicts can occur onboard for various reasons. It is important for us to analyze the root cause of these conflicts and see how minor conflicts can have an impact.
- **Takeaways:** Importance of analyzing and reflecting on conflict scenarios onboard.

Reasons for conflict onboard



Work pressure and stress



Cultural differences



Mis-communication



Work-family conflict



External factors

- **Work pressure and stress-** Long working hours, limited resources, and the constant need for activity can lead to frustration and stress, increasing the potential for conflict
- **Cultural differences-** Maritime crews often consist of individuals from various backgrounds, leading to misunderstandings and potential conflict due to differing cultural norms and values
- **Miscommunication-** Poor communication can exacerbate existing tensions and lead to unnecessary rivalry and envy among crew members
- **Work-family conflict-** Long periods of separation from family can create emotional strain and conflict, impacting seafarers' well-being and potentially leading to strained relationships with loved ones
- **External factors-** mental health, physical health concerns

Role of communication onboard

Effective communication is a critical element of working onboard. It allows us to ensure that safety and security is maintained, instructions are clear and precise and quick decisions are being made as and when needed. Let us take a deep dive into the role of communication in conflict resolution.

Module 5.3: Conflict Resolution and Communication

Elements of effective communication

✓ Active listening	✓ Assertive communication
✓ Empathy	✓ Building trust and rapport
✓ Clear communication	✓ Identifying issues and concerns
✓ Seeking clarification	✓ Preventing misunderstandings
✓ Negotiation and compromise	✓ Using verbal and nonverbal communication

- **Active Listening:** Fully focus on the speaker to understand their message without interrupting.
- **Empathy:** Understand and share the feelings of others to build connection and trust.
- **Clear Communication:** Express ideas simply and directly to avoid confusion.
- **Seeking Clarification:** Ask questions to ensure you understand correctly.
- **Negotiation and Compromise:** Find a middle ground where all parties give and gain something.
- **Assertive Communication:** Share your needs respectfully without being aggressive or passive.
- **Building Trust and Rapport:** Develop reliability and mutual respect over time.
- **Identifying Issues and Concerns:** Recognize the root causes of problems to address them effectively.
- **Preventing Misunderstandings:** Confirm messages are clear and correctly interpreted.
- **Using Verbal and Nonverbal Communication:** Combine words and body language for effective interaction.

Social Wellness

Module 5.3: Conflict Resolution and Communication

Types of Active listening:



Empathetic



Appreciative



Comprehensive



Critical

- Empathic listening is when you listen to understand. Think of listening when someone shares a personal story. In this type of listening, you're focused on the other person, instead of yourself.
- Appreciative listening is when you listen to enjoy yourself. Think of listening to music, a motivational speaker, or attending a religious ceremony.
- Comprehensive listening is when you listen to learn something new. This type of listening happens when you listen to a podcast, the news, or an educational lecture, like a class.
- Critical listening is when you listen to form an opinion of what someone else says. This type of listening happens when you're debating with someone or when you're listening to a sales person.

Activity: Active listening: participants will go through various scenarios shared and practice active listening using those scenarios.

1

Situation 1: You are explaining to your colleague that there is going to be bad weather during your voyage and they need to start preparing for this.

2

Situation 2: You and another colleague are talking about ways to boost morale for the seafarers on your voyage.

3

Situation 3: A person from your team has made a mistake while completing some safety checks onboard.

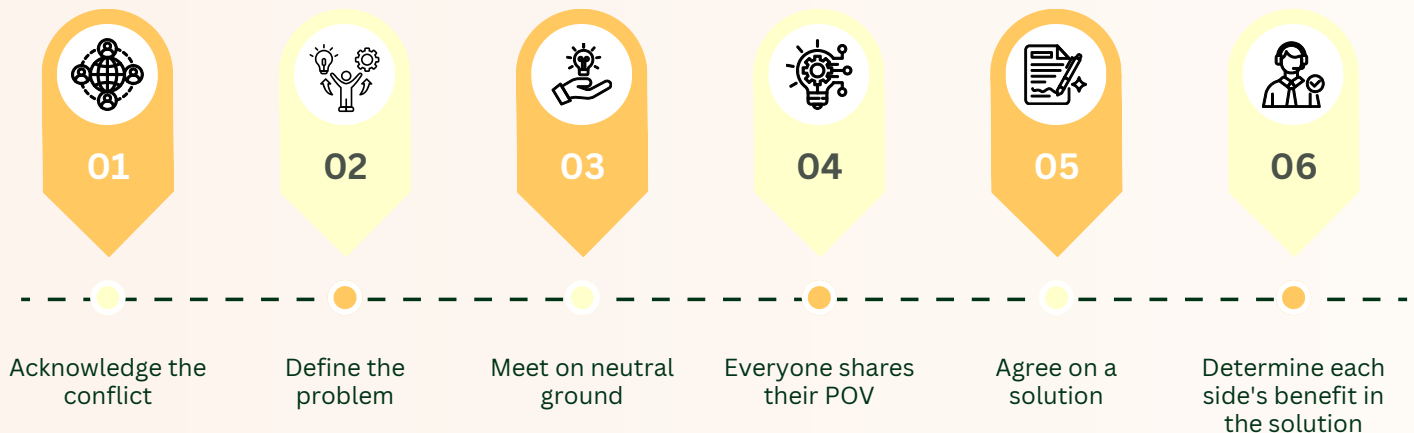
Module 5.3: Conflict Resolution and Communication

Conflict resolution strategies:

- **Avoiding-** Avoiding is a strategy best suited for situations in which the relationship's importance and goal are both low. This method involves simply ignoring that there may be a conflict. People tend to avoid conflict between team members when they don't want to engage in it. Avoiding allows them to ignore that there is a problem. There are situations when avoiding conflict can be an appropriate response, such as when there is no clear solution or a frustrated party needs time to calm down before confrontation. However, avoidance can require more effort than merely facing the problem and can cause friction between the disagreeing parties. When conflict is avoided, nothing is resolved.
- **Competing-** This conflict style is for scenarios in which you place high importance on your goal and low importance on your relationships with others. It's high in assertiveness and low in cooperation. Competing is an uncooperative, overly assertive method used by people who insist on winning the dispute at all costs. It's known as a win-lose strategy. This method is not often identified as bringing satisfactory resolutions, as it doesn't allow for collaborative problem-solving.
- **Accommodating-** in which you acquiesce to the other party's needs. Use accommodation in instances where the relationship matters more than your goal. This strategy, also known as smoothing, involves one party acquiescing, giving the opposing party exactly what it needs to resolve the problem. This method allows you to resolve a problem in the short term while working toward a long-term solution. In some cases, accommodating can be an appropriate resolution to a conflict. For example, if your opinion on the matter is not very strong, it is often easier to comply.
- **Compromising-** Compromising is a conflict resolution strategy in which you and the other party willingly forfeit some of your needs to reach an agreement. It's known as a "lose-lose" strategy, since neither of you achieves your full goal. This strategy, also known as reconciling, seeks a mutual agreement to settle a dispute. It's known as a lose-lose strategy since both parties willingly forfeit some of their needs in the interest of reaching an agreement. This can be a quick way to resolve a conflict without it becoming a bigger issue. Compromise can also be used as a temporary method to avoid conflict until the parties involved can implement a more permanent solution. It is appropriate to compromise when it would not be possible to make both sides completely happy while still moving forward.
- **Collaborating-** In instances of collaboration, your goal and the relationship are equally important, motivating both you and the other party to work together to find an outcome that meets all needs. Like the compromising method, collaboration involves working with the other party to find a mutually agreeable solution to a problem. It's known as a win-win strategy. For example, a salesperson and client may work together to negotiate contract terms until both parties find it agreeable.

Module 5.3: Conflict Resolution and Communication

Steps for conflict resolution



- **Acknowledge the conflict-** No one enjoys conflict, so it may be tempting to pretend it doesn't exist or will resolve itself. While this may happen, trying to ignore a problem will often cause it to worsen. Ignored conflicts grow over time and reappear at inopportune times. It is best to address conflicts when they occur to head off what might become a volatile situation.
- **Define the problem-** Defining the cause of conflict helps you to understand how the issue grew in the first place. You need both parties to agree on what the issue is and discuss needs that aren't being met on both sides. Obtain as much information as possible on each side's outlook. Continue asking questions until you are confident that all the conflicting parties understand the issue. You should help the parties remain focused on the issue, avoiding personal emotions during the discussion. Talk through the problem professionally without attaching a particular person or group to it.
- **Meet on neutral ground-** Clarifying a problem or discussing a resolution should be carried out in an environment that feels safe and neutral for all parties. Such a place also enables all involved to have honest communication. Do not choose either party's office or nearby location since it may imply one side has more influence or power over the other.
- **Everyone shares their POV-** Let each party have an opportunity to express their views and perceptions regarding the issue. Give them equal time to have their say. Embrace a positive approach in the meeting and, if necessary, set ground rules. Encourage all involved to share thoughts openly, comprehend the conflict's causes and begin to identify solutions. They may find it easier to interact if they understand a shared goal to meet company objectives.

Module 5.3: Conflict Resolution and Communication

- **Agree on a solution-** After listening to both parties, take time to investigate the case. Do not prejudge or come up with a final verdict based on what was said. Dig deeper and find out more about the happenings, involved parties, the issues and how people are feeling. Also, try finding any underlying conflict sources that may not be evident or noticeable at first. After visiting each possible option, determine which one will be most favorable to everyone involved. Each party should provide an acknowledgment that the proposed solution is the best one possible for reaching a common goal.
- **Determine each side's benefit in the solution-** By now, both sides have had a say in negotiating a reasonable solution. However, for it to be effective, each party must feel the solution is just and fair. Ideally, both sides will now understand the other's viewpoints. Oftentimes, the conflict can be resolved just through facilitated, open dialogue. This step requires some time and effort as both parties work to set aside their differences and preferences and find common ground to work toward resolution. Then, work with both sides to come up with a list of steps to achieve the agreed-on resolution.

Activity: What kind of conflict resolution strategy do you think would be effective in the following situations and why? (Participants can share their own strategies for the same as well)

Objectives: Helping participants understand how different conflict resolution strategies can be applied for different situations and also helping them apply their learnings in real time situations

Materials- flash cards with scenarios/ ppt

Instructions- Have a look at the different scenarios given and think about what conflict resolution strategies would be effective in that situation. Try and think of why that strategy would work and also think of alternatives.

Debrief- Each situation can have multiple strategies that would help resolve them effectively. It is important to take into account how one situation can be approached through multiple perspectives.

Takeaways- There are no good or bad conflict resolution strategies. It is important to know that each strategy has its time and place.

Module 5.3: Conflict Resolution and Communication

Scenarios

1

- Two colleagues disagree on which task to prioritize during their daily tasks. What kind of conflict resolution strategy can be applied here.
- **Answer- Compromising**

2

- You have been asked to secure the voyage during bad weather along with your team. Everyone seems to have a different way of going about this- what conflict resolution strategy can be used?
- **Answer: Collaboration**

3

- A colleague has asked for a shift in watch duty due to personal reasons and you have been asked to swap with them, though you do not want to swap your shift.
- **Answer: Accommodation**

4

- Two departments need to access the same limited resource. What would you do here?
- **Answer- Compromising**

Summary:

Given the nature of work and level of collaboration required to run a tight ship, conflicts are likely to arise. By using effective conflict resolution strategies and applying the principles of effective communication, seafarers can effectively manage and reduce the incidents of conflict and resolve them quickly as well.



SOCIAL WELLNESS

5.4. LONELINESS

NAVIGATING THE WAVES OF LONELINESS: TOOLS FOR SEAFARERS



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Social Wellness

Module 5.4: Navigating the Waves of Loneliness: Tools for Seafarers

Purpose:

Equip seafarers with strategies to manage loneliness and isolation, fostering resilience and connection at sea.

Key Components:

- Understanding Loneliness at Sea
- Coping Strategies and Resilience Tools
- Fostering Connection Onboard and Ashore

Learning Outcomes:

- Participants will be able to identify signs of loneliness and apply at least two coping strategies to manage emotional distress while at sea.
- Participants will demonstrate ways to build and maintain supportive connections onboard and recognize when and how to seek help.

Alone VS Lonely

Solitude is a chosen, peaceful state of being alone that can bring clarity and rest. Alone means being physically by yourself, which can be neutral or even positive. Lonely is the emotional feeling of being disconnected or unseen, whether or not you're with others.

Loneliness isn't one-size-fits-all. At sea, it wears two masks:

- **Emotional Loneliness:** e.g., Missing your partner's voice despite crew around you.
- **Social Loneliness:** e.g., Feeling like an outsider in the mess hall.

Activity: Alone vs. Lonely

Goal: Clarify the difference between solitude and loneliness.

Loneliness isn't one-size-fits-all. At sea, it wears two masks:

- **Emotional Loneliness:** e.g., Missing your partner's voice despite crew around you.
- **Social Loneliness:** e.g., Feeling like an outsider in the mess hall.

Activity: Solo or Stranded?

Participants stand/sit to react to scenarios

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Module 5.4: Navigating the Waves of Loneliness: Tools for Seafarers

- Alone on watch under stars (Alone)
- Eating alone while others laugh (Social Loneliness)
- Hearing a love song that aches (Emotional Loneliness)

Key Point:

Both types hurt, but need different lifeboats.

Debrief:

“Alone = physical solitude (neutral). Lonely = emotional distress (craving connection).”

Transition:

“Now let’s name what loneliness feels like at sea.”

Triggers And Statistics

Did you know?

- 1 45% of seafarers feel emotionally lonely after 3 months at sea
- 2 30% report social loneliness due to cultural and language barriers

Activity: Pass the Rope

Toss ball; share a lonely moment (e.g., “Stormy watch missing my wife’s voice”).

- No Wi-Fi to call my kids”(Emotional)
- Crew chats exclude me (Social)

Transition: Now, let’s steady our minds against these waves.

Building Resilience:

Resilience against loneliness as a seafarer means developing the emotional strength and coping skills to manage long periods of isolation, disconnection from loved ones, and limited social interaction. It involves staying mentally strong through routines, maintaining communication with support networks, and using healthy strategies like journaling, hobbies, or peer bonding to protect your well-being. Resilient seafarers acknowledge loneliness but don’t let it overwhelm their sense of purpose, identity, or mental health.

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Module 5.4: Navigating the Waves of Loneliness: Tools for Seafarers

Strategies

01



Deck Calm Relay

02



Flip the Chart

1. Deck Calm Relay:

Group breathwork (inhale 4, hold 4, exhale 6) to mimic a crewmate's grounding technique.

2. Flip the Chart:

Understanding the Thought-Emotion Connection

We feel various emotions when we're alone or lonely. What do you think, does the situation causes our emotions or something else?

Example:

- **Situation:** Missing your child's birthday at sea.
- **Emotion:** Guilt, sadness. Will 100 people in the same situation feel the same emotions? No, then what's different in each of these people that they're feeling differently?
- **Thought:** "I'm failing as a parent."
- **Same situation, different thought:** "I'm showing them hard work pays." What will the person feel now?
- **Emotion:** Pride, purpose.

The situation didn't change—your thinking did.

Reframing thoughts is training for building resilience.

01



Your Brain = Radar:
It focuses on what you tell it to scan for.

02



Negative Thoughts:
These are false alarms.

03



Reframing:
Helps recalibrate your mental system to focus on what's helpful.

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How to Reframe (Step-by-Step)

Use the Chart Flipping Method:

1. Spot the Thought:

- “I’m missing everything important.”

2. Challenge It:

- “Is this 100% true that I am missing everything important? What’s the evidence for/against?”
- “Is this thought helping me or causing me trouble?”
- “What will I tell my best friend in the same situation?”

3. Flip It:

- “I’m missing some moments, but I’m securing their future.”

Key Message:

“You can’t control the waves, but you can adjust your sails. Reframing isn’t fake positivity—it’s strategic navigation.”

Coping Strategies

Coping strategies for loneliness are practical and emotional tools that help individuals manage the distress of feeling isolated or disconnected. These may include reaching out to others, engaging in meaningful activities, practicing self-care, and challenging negative thoughts. The goal is to reduce the emotional impact of loneliness and build a sense of connection, even when physically alone.

Activity: Build Your Lifeboat

Write a mini-routine on cards:

- Body (e.g., push-ups), Mind (e.g., reading), Soul (e.g., sketching).
- Share in groups and upgrade ideas (e.g., “Sing while doing laps!”).

Warning: “Avoid booze/overeating—they sink you.”

Transition: “Habits ready? Let’s connect with crew and home.”

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Module 5.4: Navigating the Waves of Loneliness: Tools for Seafarers

Fostering Connection

Fostering connection to reduce loneliness among seafarers means creating intentional ways for crew members to feel seen, supported, and emotionally linked—despite the isolation of life at sea. This can include shared activities (like movie nights or meal gatherings), open conversations during downtime, peer check-ins, and digital contact with loved ones. Encouraging a culture of mutual care, active listening, and team bonding helps seafarers build trust and feel less alone, even in the middle of the ocean.

Activity: Bridge the Gap

- 1. Role-Play:** Pairs share “What are you proud of?” (listener repeats back).
- 2. Family Note:** Write a short message (e.g., “Saw dolphins—thought of you”).

Action Plan And Help Seeking

Step 1: Recognize the Signs

- Be aware of common signs of emotional distress:
- Trouble sleeping, feeling anxious or sad
- Withdrawing from crewmates
- Mood swings or irritability
- Trouble focusing on tasks
- Feeling hopeless or numb

Tip: If these last more than a few days or affect your work and safety, it’s time to act.

Step 2: Self-Help Actions You Can Take

Start with simple steps to stabilize and care for your mental health:

- **Use Coping Techniques:** Try grounding (5-4-3-2-1), deep breathing, or journaling.
- **Stick to a Routine:** Structure reduces stress—try to set meal, sleep, and break times.
- **Stay Active:** Even light exercise on deck can boost mood.
- **Connect Regularly:** Send messages home or talk with a trusted crewmate.

Step 3: Reach Out for Peer Support

- Don’t keep everything inside—share with someone:
- A senior crewmate, friend, or shipmate you trust
- The ship’s captain or welfare officer
- Union rep or safety officer (especially if issue is work-related)
- “I’m having a tough time—can we talk?” is a strong and healthy way to begin.

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Module 5.4: Navigating the Waves of Loneliness: Tools for Seafarers

Step 4: Access Professional Help

- When more support is needed, professional help is available even at sea.

Activity: Crew Pact Toss

- Write one tool (e.g., breathing) and one connection (e.g., crew talk) on cards.
- Toss ball; share pacts aloud (e.g., “I’ll use Raj’s push-ups and check on my bunkmate”).

Close:

“You’re tougher than gales. Use these strategies, officers, or crew if loneliness storms back.”

Closing Script:

“You’ve charted alone vs. lonely, built lifeboats, and made a pact—like a crew ready for anything. Who’s set?” (Group “Aye!” or clap.)



SOCIAL WELLNESS

5.5. DIGITAL

NAVIGATING DIGITAL WELLNESS AT SEA



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Module 5.5: Navigating Digital Wellness at Sea

Purpose:

To help seafarers develop a healthy relationship with digital devices by balancing the need to stay connected with the importance of mental well-being, interpersonal connection, and focused presence while onboard. The module encourages awareness, mindful tech habits, and emotional resilience through practical tips and engaging activities.

Key Components:

- Raise awareness of the emotional and operational impact of digital overuse at sea.
- Promote healthy digital boundaries while maintaining essential family connections.
- Encourage crew bonding and mental well-being through engaging, offline alternatives.

Learning Outcomes:

- Seafarers will recognize signs of digital fatigue and emotional overload.
- They will adopt practical tools to balance tech use and improve mental clarity.
- Participants will commit to at least one sustainable digital wellness habit.

Life at Sea: A Double-Edged Signal

For those who work on the ocean's vast expanse, digital devices are both a **lifeline** and a **leash**. When you're away from family for months, your phone is your world. You video call your child's birthday, check in with aging parents, or unwind with Netflix after a long shift.

But have you noticed...

- A message from home leaves you anxious for hours?
- You keep scrolling social media late into the night?
- You're physically on board, but mentally far away?
-

You're not alone.

This module is here to help you build a healthier relationship with your digital life, so you stay connected without being consumed.

Digital overuse on ships can have several **psychological, physical, interpersonal, and operational risks** — especially in the unique, high-stress, and isolated environment of seafaring life. Here's a deeper breakdown:

Module 5.5: Navigating Digital Wellness at Sea

Dangers of Digital Overuse Onboard

1. Decreased Alertness and Safety Risks

- Excessive screen time (especially before sleep) can reduce alertness, impacting concentration during critical tasks like navigation or machinery operation.
- Fatigue from poor-quality sleep due to screen exposure increases the risk of accidents and errors, which can have serious consequences at sea.

2. Sleep Disruption

- Blue light from screens suppresses melatonin, the sleep hormone, leading to insomnia or poor-quality rest.
- Sleep issues are already common on ships due to shift work and noise; digital overuse worsens the problem.

3. Social Withdrawal and Crew Disconnection

- Over-engagement with digital devices often leads to isolation from fellow crew members.
- This weakens onboard camaraderie, morale, and team trust — all essential in a confined and cooperative environment.

“Everyone’s in their cabin on phones. No one talks during meals anymore.” — Common crew feedback

4. Mental Health Decline

- Constant exposure to distressing news, comparison on social media, or emotional updates from home can increase:
 - Anxiety
 - Depression
 - Helplessness
- These feelings may go unnoticed or be suppressed in a masculine, “tough-it-out” ship culture, leading to long-term emotional strain.

5. Addictive Patterns and Lack of Control

- Doom-scrolling, online gambling, and binge-watching can easily become compulsive.
- Limited recreational alternatives onboard may reinforce these habits, leading to a loss of autonomy over screen use.

6. Unrealistic Emotional Expectations

- Regular contact with family can be comforting, but it can also create unrealistic pressure:
 - Expecting to solve problems remotely
 - Feeling guilty for missing out
 - Experiencing emotional whiplash between work and personal news

This emotional toggling between “two worlds” can create mental fatigue and emotional fragmentation.

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Module 5.5: Navigating Digital Wellness at Sea

Why Digital Detox Matters on Board



Connection is Essential

“I video call my wife every night. It’s the only thing that keeps me going.”

— **Arun, Chief Engineer**

Staying in touch **reduces loneliness**, improves morale, and maintains family bonds.



But Constant Connection Can Hurt

“I found out my mother was hospitalized. I had four weeks left on board. I couldn’t sleep.”

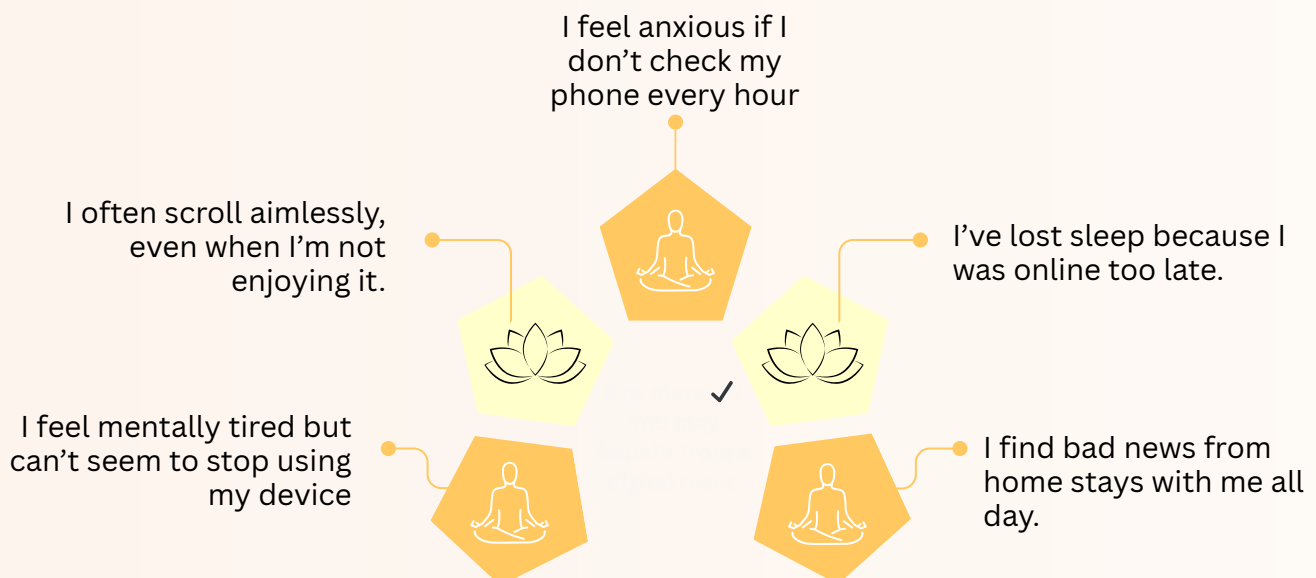
— **Rajiv, AB**

Emotional distress from bad news can spiral when you're far from home and unable to act.



Activity : Recognizing Digital Overload

Take this quick self-check (✓ or ✗):

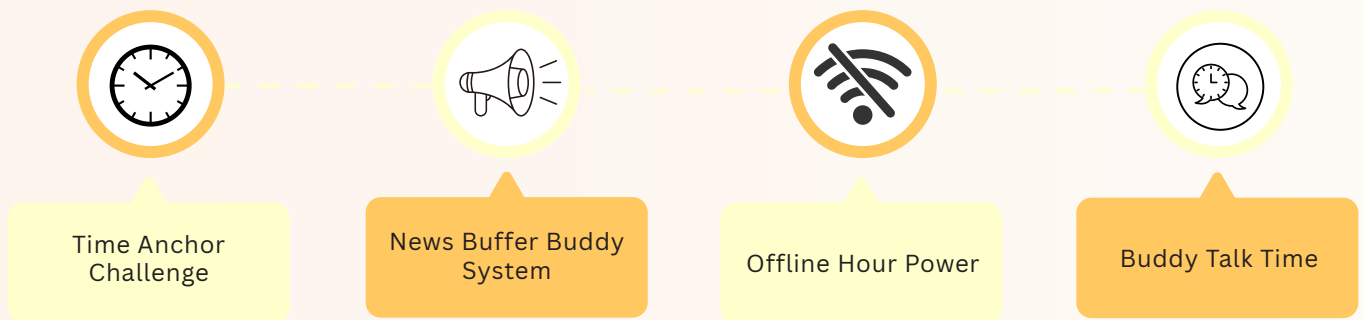


3 or more ✓? You may benefit from a digital reset.

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Module 5.5: Navigating Digital Wellness at Sea

How to practice Digital Wellness at Sea



1. Time Anchor Challenge

Choose two specific times in the day when you'll check messages or use social media – for instance, once after your shift and once before bed. Outside these times, avoid unnecessary screen time. Track your usage for one day to become aware of your habits. This small shift helps you gain control, rather than being controlled by the device.

Reflection: How did it feel to reduce constant checking? Did you notice more presence in your surroundings?

2. News Buffer Buddy System

Ask one trusted family member to act as a news filter. They agree to share only important updates unless there's a true emergency. This protects you from emotionally heavy news that you can do little about while on board – like your child catching a cold or an argument back home – and gives your mind the space it needs to function calmly.

Reflection: Did this reduce anxiety or worry? How did your family feel about this agreement?

3. Offline Hour Power

Designate one hour a day where you stay offline entirely. Use that time for something nourishing: take a walk on deck, stargaze, journal your thoughts, read a paperback, or chat with a crewmate. This one hour without digital interruption can ground you in the present and help reset your mental state.

Reflection: What did you enjoy most? What activity surprised you?

4. Buddy Talk Time

Each week, pair up with someone on board and have a real conversation – not just about work. Ask each other questions like: "What's the most unexpected thing you learned this week?" or "What do you miss from home?" These conversations build trust, connection, and emotional resilience – something no device can replace.

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Module 5.5: Navigating Digital Wellness at Sea

Mindful Tech Use: Tips That Stick

Try replacing digital habits with more mindful actions. For example, if you typically wake up and check your phone immediately, pause and take three deep breaths before reaching for it. Instead of scrolling through social media when you're bored, go for a short walk or jot down a few thoughts in a notebook. If you receive bad news and feel emotionally overwhelmed, try writing a letter (you may never send it) or recording a voice note to yourself to process those feelings.

If you're struggling with sleep because of screen exposure, try setting a rule to put your phone away at least one hour before bedtime. Use warm light settings in the evening, or listen to calming music instead of staring at a screen.

Staying Connected with Care

It's important to stay connected in ways that support your well-being. This means scheduling calls with loved ones at times when you're relaxed and emotionally available, rather than checking WhatsApp impulsively throughout the day. You can also create positive digital rituals — like sharing a daily photo, a good joke, or a short audio message — instead of falling into doom-scrolling or watching distressing news videos.

If a family member is unwell, stay informed through brief, focused conversations rather than constant messaging, which may heighten your anxiety.

Avoid turning to your device every time you're alone or bored — and instead, turn to people, nature, or hobbies to help you reconnect with yourself.

Activities: Effective Activities for Digital Wellness

Hack Your Wake-Up Routine

- **Problem:** You wake up and immediately check your phone, setting off a stress cycle.
- **Fun Fact:** Your brain is most suggestible right after waking up — like soft clay waiting to be shaped. Start with stress, and your day follows suit.
- **Try This Instead:** Before grabbing your phone, take 3 deep breaths and stretch. Step outside for a few minutes of daylight if possible.
- **Mini Challenge:** Try not checking your phone for the first 20 minutes after waking for 3 days. Journal how you feel.
- **Fact:** People who delay phone use after waking up report 23% less anxiety



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Module 5.5: Navigating Digital Wellness at Sea

Bored? Don't Scroll – Explore!

- **Problem:** Mindless scrolling = boredom's easiest fix. But it trains your brain to seek *constant stimulation*.
- **Try This Instead:**
 - Create a “boredom bucket” – a list of low-effort, screen-free things you enjoy:
 1. Sketch the sea
 2. Learn a new knot
 3. Try 5-minute meditation
 4. Start a “crew trivia” game
- **Fun Fact:** Boredom can boost creativity. Studies show daydreaming leads to more original ideas than constant media consumption.



The Great Notification Detox

- **Problem:** Every beep, buzz, and ping grabs your brain like a mini emergency.
- **Try This Instead:** Turn off non-essential notifications (especially news and social media apps). Check messages at set times.
- **Mini Game:** Count how many times you're distracted by your phone in a day. Try to “beat” that score tomorrow.
- **Fact:** The average person touches their phone **2,617 times a day**. Even reducing that by 20% can boost focus and reduce stress.



Screen Curfew Challenge

Problem: Late-night screens = late-night regrets.

Try This Instead:

Set a “digital sundown” – a screen cut-off time one hour before sleep. Switch to soft music, journaling, or chatting with a buddy.



Social Wellness

Module 5.5: Navigating Digital Wellness at Sea

Fun Fact: Blue light from screens suppresses melatonin, delaying sleep by up to **1.5 hours**.

Try creating and using any offline music playlist titled “Dock & Dream” with calming tunes.

Message with Intention, Not Compulsion

- **Problem:** Constant chatting or checking in with family can create an emotional rollercoaster.
- **Try This Instead:** Agree on a regular call schedule with loved ones. Share one meaningful thing a day (a story, joke, or picture), instead of every detail.
- **Fun Example:** Create a “Digital Message Jar” – send one nice message a day and read them together when you're home.



Reclaim the Rituals

Create tech-free mini-rituals that anchor your day:

- **Coffee & Conversation:** Pick one crewmate per week to chat with during tea break.
- **Sunset Solitude:** Watch the sky change color without your phone.
- **Captain's Journal:** Keep a 2-line diary every evening (no need to be poetic!).
- **Fun Fact:** Writing by hand activates more of the brain's memory and emotional centers than typing.



Photo the Moment, Then Put It Away

- Take a few photos to share with family, then keep the phone away and enjoy the moment.
- Try capturing *weird waves*, *cloud animals*, or *meals at sea*.
- Make a shared crew album to look back on — laughter is guaranteed!



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Module 5.5: Navigating Digital Wellness at Sea

Final Note: Digital Wellness ≠ Digital Rejection

This is not about becoming a monk with no phone. It's about becoming the captain of your attention, choosing *when* and *how* to connect — so your screen doesn't steer your mood.

“Don't let Wi-Fi become why-you-cry.”

Anchor yourself in the present, even when you're miles away from home.

When to Seek Help

Staying digitally connected can be comforting at sea — but too much screen time can silently wear you down. If you notice the following persistent symptoms, it might be time to pause and seek support:

- Sleep troubles after late-night scrolling
- Irritability, mood swings, or feeling low after online news or social media
- Emotional detachment from crewmates or work
- Anxiety or guilt from constant messaging with family
- Feeling like you can't stop checking your phone, even when you want to

What to Do:

- Talk to your ship's medical officer — they can guide you confidentially.
- Reach out to your company's mental health or wellness support services.
- Use available tele-counseling platforms designed for seafarers.

You maintain engines, clean filters, and check radars — your mind deserves the same maintenance.

Reminder: You don't have to manage screen stress alone. Seeking help is not failure — it's self-leadership.

Even digital navigation needs a compass. When the mental seas feel rough, drop anchor and ask for support.

Conclusion:

"The sea teaches us strength. But even the strongest anchor needs the right depth." Digital detox is not about cutting off from your family.

It's about protecting your mental space, so when you do connect — it's from a place of strength and presence.



ENVIRONMENTAL WELLNESS

Caring For Our World Starts With Caring For Our Spaces



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Module 1: Introduction To Environmental Wellness For Seafarers

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Environmental Wellness
- Environmental Wellness in Action
- Stress and Confined Spaces

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Components of Environmental Wellness at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Physical Environment Onboard
- Sustainability at Sea
- Connection with Nature

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Environmental Wellness

Module 3: Environmental Hazards and Mental Health

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Environmental Hazards at Sea
- Recognizing Mental Impact
- Strategies to Manage Environmental Stressors

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Practical Steps to Improve Environmental Wellness Onboard

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Focus Areas for Environmental Wellness
- Conscious Living at Home
- Ship Wide Practices: Collective Environmental Responsibility
- Energy Use - Mindful Consumption
- Waste Disposal - Manage It Responsibly
- Water Conservation - Every Drop Counts
- Green Mindset - Build a Culture of Sustainability

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



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ENVIRONMENTAL WELLNESS

6.1. ECO AWARENESS

INTRODUCTION TO ENVIRONMENTAL WELLNESS FOR SEAFARERS



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Environmental Wellness

Module 6.1:

Introduction to Environmental Wellness for Seafarers

Purpose :

To help seafarers build awareness of how their environment aboard a vessel impacts their physical and psychological well-being and develop behaviors that promote environmental wellness in three key areas:

- High exposure to confined and shared spaces
- Dependence on vessel systems (air, water, waste)
- Direct relationship with marine ecosystems

Key Components:

- Environmental awareness in confined, interdependent spaces
- Stewardship of onboard systems and surroundings
- Respect for and connection to the marine environment
- Stress awareness related to environmental conditions

Learning Outcomes:

By the end of this module, participants will be able to:

- Reflect on how confined spaces influence mental health and crew dynamics.
 - Understand their role in maintaining and respecting vessel systems.
 - Recognize the interconnection between seafarer actions and marine health.
- Identify small, intentional actions that contribute to environmental wellness.

Your Vessel as an Ecosystem

Think about this :

- Contrast shipboard life with land-based life
- View the vessel as a self-contained ecosystem
- Emphasize interdependence in shared spaces, systems, and impacts

Environmental wellness isn't just about nature; it's about how we live together in enclosed, interdependent systems.

ACTIVITY: Icebreaker – What Does a Healthy Environment at Sea Look Like?

OBJECTIVES:

- To encourage personal reflection on what defines a healthy shipboard environment
- To initiate peer-sharing and set the tone for an open, participative module

To create awareness that environmental wellness includes sensory, emotional, and functional experiences aboard

Environmental Wellness

Module 6.1:

Introduction to Environmental Wellness for Seafarers

INSTRUCTIONS:

- “Now, let’s open it up for a brief discussion. I want you to think about what a healthy environment looks like aboard your vessel.
- Maybe it’s fresh air, a tidy cabin, or a deck where you can catch the sun. Maybe it’s the sound of a well-maintained engine room, or the cleanliness of the galley.
- Take a moment—what does it feel like when the environment around you is healthy and positive?
- And on the flip side, what happens when it’s not? When things feel chaotic or uncomfortable?
- Go ahead, share your thoughts. No right or wrong answers here—we’re just getting a sense of what makes a shipboard environment truly ‘healthy’ from your perspective.”

Debrief:



What were the common elements across different responses?



Did anything shared by others surprise or resonate with you?



How often do you consciously notice your environment on board?



How might these conditions affect your mindset or performance on duty?

Takeaways:

A healthy environment includes both physical and emotional cues (e.g., cleanliness, order, safety, peace)

Crew perceptions vary, but shared experiences build common ground

Reflecting on what’s ‘healthy’ sets a foundation for improving and maintaining environmental wellness

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Understanding Environmental Wellness

Environmental wellness involves being aware of your surroundings, improving your immediate environment, and taking responsibility for the health of the planet. For seafarers, this includes both the shipboard environment and your relationship with the ocean and ports visited.



Why It Matters



Environmental conditions impact personal and collective health



Sustainable behaviors on board and in port ensure long-term well-being

Environmental wellness is about being aware of your surroundings, improving your immediate environment, and taking responsibility for the health of the planet. For seafarers, this means living in confined, shared spaces, relying on vessel systems for air, water, and waste, and having a direct relationship with marine ecosystems.

But why does this matter at sea and in ports?

- **Air and Water Quality:** Have you ever stepped into a port and noticed the air feels heavier, or found it hard to sleep in a stuffy cabin? That's your body reacting to your environment. Breathing polluted or stale air over time can cause fatigue and even illness.
- **Marine Ecosystems:** Dumping untreated bilge water or garbage doesn't just break the law-it kills marine life and can even affect the seafood you eat.
- **Climate Change:** Ships burning heavy fuel oil release pollutants that warm the ocean and make storms more intense. If you've noticed rougher seas or more unpredictable weather, you're witnessing climate change in action.

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

ACTIVITY: GROUP SHARING

OBJECTIVES:

- To reflect on personal environmental awareness gained through seafaring
- To highlight unique, experience-based learning among participants
- To promote collective environmental insight

MATERIALS:

- None

INSTRUCTIONS:

- “Take a moment to think about your time working at sea. What is one thing you've learned about the environment—either onboard or at port—that you didn't know before becoming a seafarer?”
- It could be about waste systems, marine life, water use, or air quality. When ready, share your insight with the group.”

Debrief:



Was this something you expected to learn when you started out?



Why do you think this learning only came through direct experience?



How has it affected how you behave or think?

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Takeaway:

Experiential learning is key to environmental awareness

Peer-sharing enhances insight

Small personal observations lay the foundation for greater responsibility

Environmental Wellness in Action

Why Environmental Wellness is Crucial at Sea and in Ports

Air and Water Quality

01



Port and shipboard activities impact sea and air quality.

Human Health

02



Pollution affects physical health; prevention supports well-being.

Marine Ecosystems

03



Marine health directly impacts seafarers and global food systems.

Climate Change

04



Long-term sustainability is key to preserving marine environments.

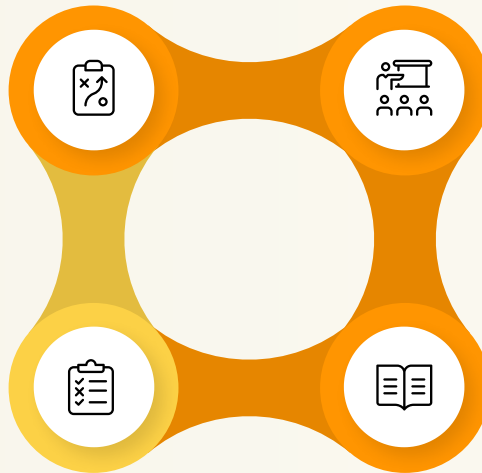
Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Dimensions of Environmental Wellness:

Resource Conservation:

Water, energy, waste, transportation



Environmental Awareness:

Understanding systems, informed choices

Respect for Nature:

Protecting wildlife and habitats

Environmental Action:

Conservation, advocacy, exposure reduction

Engaging Questions for Reflection:



Where does your shower water go?



How clean is the air you're breathing?



What happens to waste flushed or thrown away?

ACTIVITY: SMALL ACTIONS, BIG IMPACT

OBJECTIVES:

- To help participants connect personal behaviors to broader environmental outcomes
- To foster a sense of individual responsibility and empowerment through small, consistent actions
- To build a shared understanding that environmental wellness is cumulative and collaborative

MATERIALS:

- None

Environmental Wellness

Module 6.1:

Introduction to Environmental Wellness for Seafarers

INSTRUCTIONS (Script):

- “Now, I want to take this discussion a step further.
- Think about small actions you can take every day that contribute to environmental wellness—not just for you, but for the crew and the ocean.
- For example, do you always turn off lights and fans when you're not using them? Or maybe you could start recycling properly, or clean up after meals without being reminded.
- It doesn't have to be a huge shift. Every small action counts.
- Take a moment to think of one small action you can commit to that will positively impact the environment around you. It could be something simple but meaningful.
- What's one thing you'll do today?”
- (Encourage participants to share aloud, write down their actions, or submit anonymously.)

Debrief:



Did anyone hear a suggestion that inspired them or gave them a new idea?



How easy or difficult is it to maintain these habits onboard?



What barriers might stop us from doing these things—and how can we overcome them?

Takeaways:

Environmental wellness is shaped by repeated, intentional actions

No action is too small; even simple steps can lead to significant impact

Small habits—when shared across the crew—can make a significant difference in energy conservation, waste reduction, and crew morale

Individual commitment lays the groundwork for collective responsibility

Environmental Wellness

Module 6.1:

Introduction to Environmental Wellness for Seafarers

Stress and Confined Spaces

- Confined environments increase psychological strain and they impact sleep, mood, teamwork
- Stress Theory & Transactional Model explains that each crew member experiences and reacts to life at sea differently—what’s stressful to one (like isolation or tight schedules) may not affect another the same way.
- Their response depends on how they perceive the situation and the coping resources they believe they have (e.g., support, skills, past experience). Stress is not just about the external event (like a delayed schedule or rough weather), but how a person interprets it and what coping resources they feel they have.
- It is important to understand individual differences in stress responses on board.
- Key factors that shape individual stress responses include appraisal of the stressor, coping resources and strategies (e.g. problem solving skills, social support), personality and temperament, cultural backgrounds and beliefs and past experiences and traumas.

ACTIVITY: Confined Space Stress Poll

OBJECTIVES:

- To gauge lived experience of stress
- To normalize and surface shared concerns

MATERIALS:

- Poll

INSTRUCTIONS:

- “On a scale of 1 to 10, how stressful do you find living in confined spaces at sea? Think about privacy, noise, space, and social interaction.”
- (Once participants respond)
- “Let’s discuss why the scores look like this. What factors do you think contribute to the high or low stress levels we see?”

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Debrief:



Which aspects of ship life feel most limiting?



Have you developed coping methods or space-sharing rules?



How can we better support ourselves and each other in confined settings?

Takeaway:

Confined space affects mental health

Shared acknowledgment reduces isolation

Opens discussion for coping and support strategies

Activity : Ripple Effect Mapping

Mode: Visual mapping + group discussion

Content Focus:

- Mapping the wider consequences of environmental harm onboard
- Interlinking personal, social, and ecological impacts
-

Objectives:

- To visualize how one action can lead to multiple consequences
- To connect ecological damage with human outcomes

Environmental Wellness

Module 6.1:

Introduction to Environmental Wellness for Seafarers

MATERIALS:

- Paper
- Pens/Sketch pens

INSTRUCTIONS (Script):

“Draw a circle in the center of the page and label it: One act of pollution. Now, create ripples—what are the consequences that follow? Let’s take examples:

Examples:

- Plastic Waste Thrown Overboard: Floating plastic → Ingested by marine animals → Starvation → Disrupted food chain → Crew anxiety
- Chemical Cleaning Agents: Toxic runoff → Water contamination → Health issues → Increased workload
- Excessive Engine Noise: Disorients sea life → Migration disruption → Reduced biodiversity
- Oil Spill: Marine die-off → Economic loss → Crew stress
- Incorrect Waste Disposal: Air/water pollution → Respiratory illness → Onboard fatigue

Debrief:



Which of these consequences surprised you?



Did any connect back to crew wellbeing or workload?



How can this visualization help influence daily choices?

Takeaway

Environmental damage is not isolated—it ripples across systems

Even small neglects can lead to large consequences

Seeing the full picture encourages accountability and empathy

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Closing Activity: One Ripple I'll Make

Mode: Solo reflection + optional sharing

OBJECTIVES:

- To end with personal accountability
- To encourage implementation of learned behaviors
-

MATERIALS:

- None

INSTRUCTIONS (Script):

“What is one small habit or choice you’ll shift this week to support your space, systems, or the sea?”

Let’s write it down in the chat box as a reminder that small shifts matter.”

Examples:

- “I’ll report minor oil leaks immediately.”
- “I’ll turn off fans/lights when not in use.”
- “I’ll rinse and reuse containers instead of tossing them.”

Debrief:



How did you
choose that ripple?



What might get in the
way of following
through—and how
can we support each
other?

Environmental Wellness

Module 6.1: Introduction to Environmental Wellness for Seafarers

Takeaways

Personal action
fuels collective
change

Wellness is built
on habit, not
perfection

Everyone can
make a ripple

Conclusion

Environmental
wellness is vital
for physical and
psychological
health at sea.

Seafarers are part
of a living,
interdependent
ecosystem
onboard and in
oceanic
environments.

Stressors like
confined space
and poor systems
management
impact well-being
but can be
addressed
through
awareness and
small consistent
actions.

Each
crewmember's
habits—
however small
—contribute to
the ship's
culture,
environmental
footprint, and
overall
wellness

1

2

3

4



ENVIRONMENTAL WELLNESS

6.2. ONBOARD ECOLOGY

COMPONENTS OF ENVIRONMENTAL WELLNESS AT SEA



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Module 6.2: Components of Environmental Wellness at Sea

Purpose:

Equip seafarers with practical understanding and tools to enhance environmental wellness onboard by improving physical space, adopting sustainable practices, and connecting with nature to boost overall well-being.

Key Components:

- Physical Environment Onboard
- Sustainability at Sea
- Connection with Nature

Learning Outcomes:

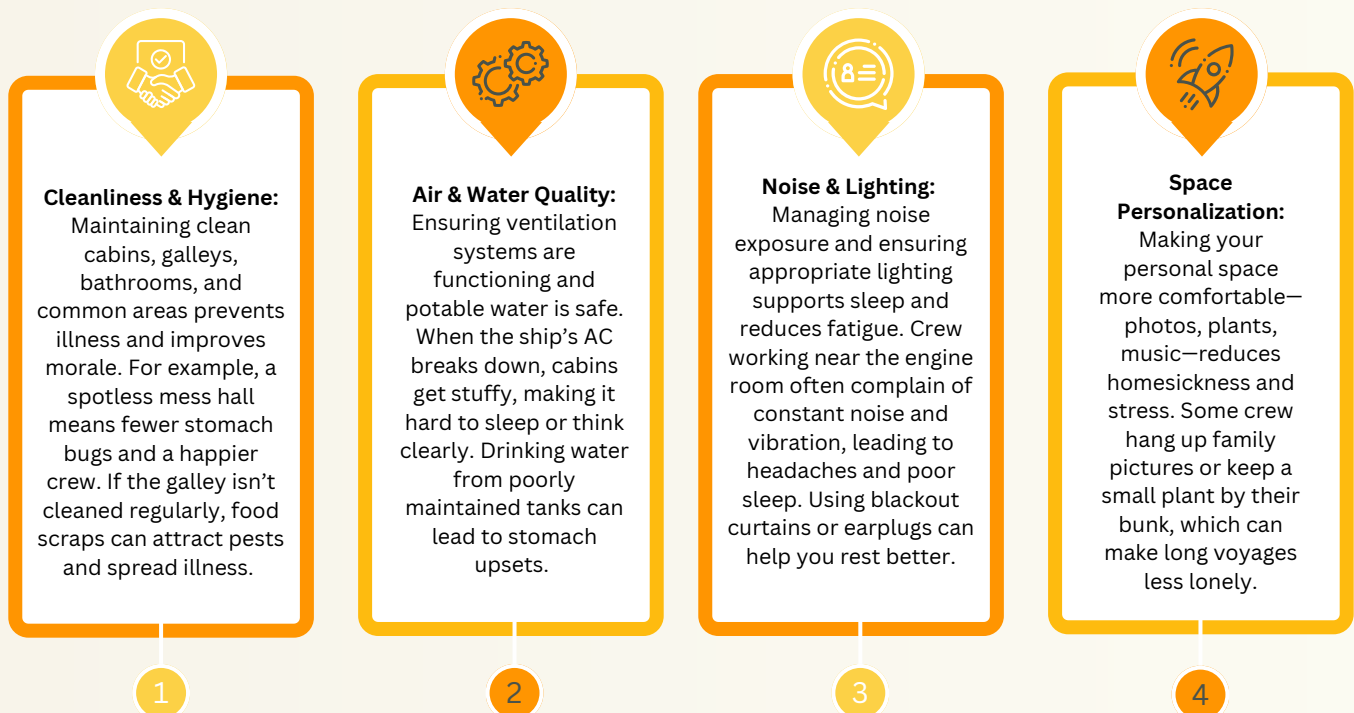
By the end, participants will be able to:

- Identify 3 ways the physical environment affects their health and morale.
- Demonstrate 2 sustainable practices compliant with MARPOL regulations.
- Describe 2 ways to connect with nature onboard to support mental wellness.

Physical Environment Onboard

It is important to recognize how the physical environment onboard impacts mental and physical health.

Key Areas:



Environmental Wellness

Module 6.2: Components of Environmental Wellness at Sea

Example Case Scenario – A 3rd officer used a simple photo and scent to transform their mental space at sea.... In his words...

“When I joined my first long voyage, I struggled with homesickness. My cabin felt cold and sterile. One day, I added a small framed photo of my family and brought a lavender-scented cloth from home. It changed everything. That tiny gesture made me feel less alone—and even helped me sleep better.”

3rd Officer, Container Ship



ACTIVITY: Personal Comfort Inventory

Objectives:

- Recognize personal items that enhance comfort and reduce stress onboard.
- Identify simple changes to improve personal space wellness.

Materials:

- None required; participants can reflect mentally or use pen and paper.

Instructions:

"Take a moment to look around your personal space or think about your cabin. What items or arrangements currently help you feel comfortable or less stressed? Now, think about one item you could add, remove, or adjust to make your space feel more welcoming—maybe a photo, a plant, or reducing clutter. When you're ready, please share one change you plan to make."

Debrief:

01

What did you notice about your current space?

02

How do you think this change will help your well-being?

03

Can small changes really impact your mood or stress levels?

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Module 6.2: Components of Environmental Wellness at Sea

Takeaways

Small, personalized changes to one's space can boost mental comfort and reduce feelings of isolation.

Awareness of physical surroundings is key to environmental wellness onboard.

Sustainability at Sea

Sustainability at sea means operating ships in ways that protect marine life, reduce pollution, and conserve natural resources.

Key Areas:



Waste Management:

Proper segregation and disposal of garbage, following MARPOL regulations, helps prevent pollution. Dumping plastics overboard breaks the law and threatens marine life, like turtles mistaking bags for jellyfish.

1



Energy Efficiency:

Turning off lights when not in use and reducing fuel consumption helps conserve energy and protect the environment.

2



Plastic Use:

Reducing single-use plastics and supporting recycling minimizes waste and protects marine ecosystems.

3

Environmental Wellness

Module 6.2: Components of Environmental Wellness at Sea

Case Scenario Example – “One Bin, Big Change”

Facilitator Cue (during Waste Management section):

"Here's a simple success story of someone who didn't wait for orders, they saw a problem and acted..."

"On our ship, garbage bins were always overflowing. I suggested labeled segregation signs and simple color codes, wet, dry, recyclables. Within weeks, it became a habit. The ship looked better, we reduced waste, and everyone started feeling more responsible. A small idea, but it changed our routines."

Chief Cook, Passenger Vessel



Activity – MARPOL Sustainable Actions

Objectives:

- Learn key MARPOL annexes and their practical application onboard.
- Identify actionable steps seafarers can take to protect the marine environment.

Materials:

- Printed summary or chart or slide of MARPOL Annexes (I to VI).
- Pens and paper.

Instructions:

"I'm going to introduce six key MARPOL annexes that guide environmental protection at sea. Each annex focuses on a different type of pollution. Let's go through them one by one, and I'd like you to suggest one practical action onboard that would help comply with each annex. For example, what can we do to prevent oil spills or manage sewage properly?"

- **Annex I (Oil):** Use spill kits, report leaks.
- **Annex II (Noxious Liquids):** Store chemicals securely.
- **Annex III (Harmful Substances):** Label and store hazardous goods properly.
- **Annex IV (Sewage):** Use treatment plants, avoid untreated discharge.
- **Annex V (Garbage):** Recycle and dispose correctly.
- **Annex VI (Air Pollution):** Maintain engines and limit emissions.

Environmental Wellness

Module 6.2: Components of Environmental Wellness at Sea

This isn't just a paperwork drill. Each action you identify-like using spill kits for oil or setting up a recycling system for garbage-becomes a practical step you can take on your next watch.

01

Discuss how small, daily actions like proper waste segregation, using less plastic, and being mindful of energy usage make a big difference over time.

Takeaways

Understanding and following MARPOL regulations is essential for shipboard environmental protection.

Individual and collective actions can significantly reduce pollution risks.

Activity – Eco Audit Challenge

Objectives:

- Encourage group collaboration to identify sustainability improvements in specific ship areas.
- Foster creative problem-solving and accountability for environmental wellness.

Materials:

- Paper and pen

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Module 6.2: Components of Environmental Wellness at Sea

Instructions:

"Let's break into small groups. Each group will focus on one area of the ship—like the galley, engine room, or cabins. Your task is to list three practical ways to improve sustainability in your assigned area. Think about waste reduction, energy use, or any other eco-friendly habits. After 10 minutes, each group will share their ideas."

Debrief Questions:

01

Which ideas stood out as most feasible?

02

How can these suggestions be implemented right away?

03

What benefits do these changes bring to the crew and environment?

Takeaways:

Sustainability onboard improves through teamwork and practical steps tailored to each area.

Small changes accumulate to create a healthier environment and positive culture.

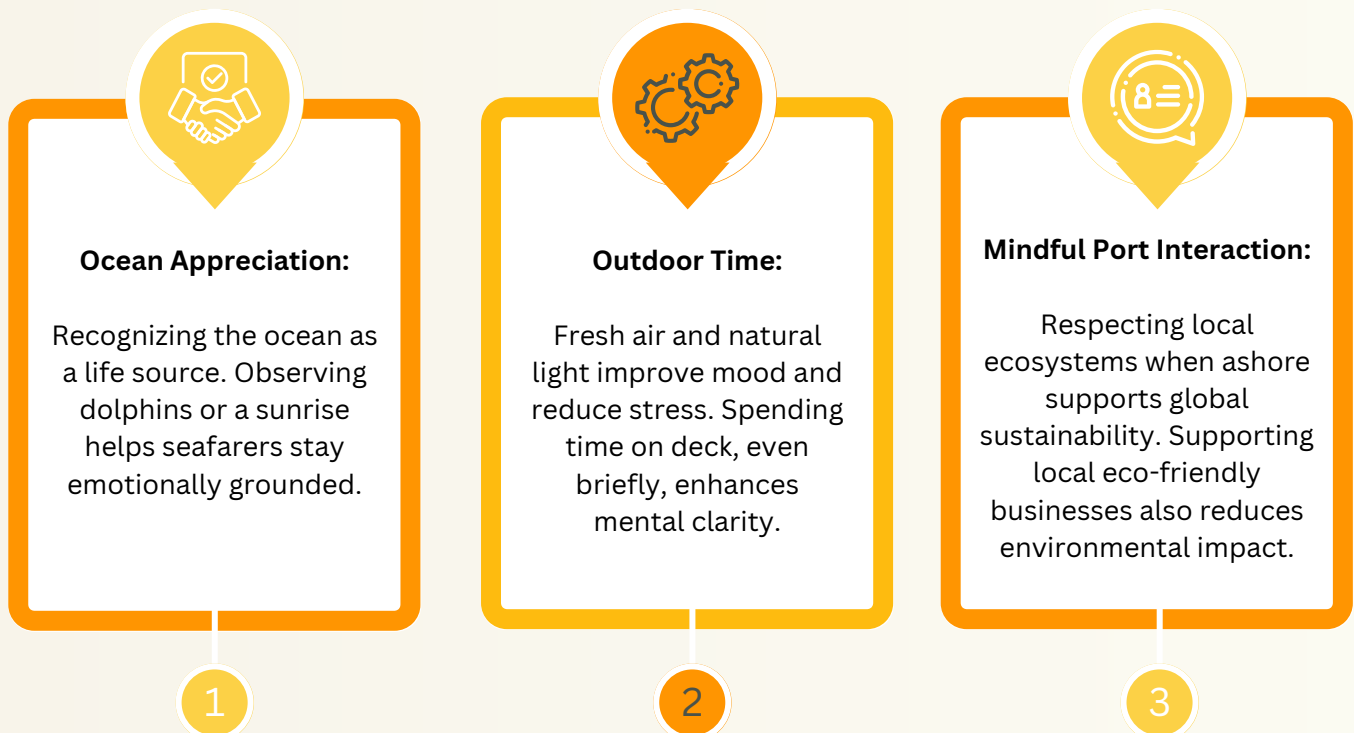
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Module 6.2: Components of Environmental Wellness at Sea

Connection with Nature

- Connection with nature holds a unique meaning for seafarers, who spend much of their lives surrounded by the vast, ever-changing ocean.
- This constant exposure often fosters a deep emotional bond with the sea—its rhythms, beauty, and power.
- Moments like watching sunrises, encountering marine life, or gazing at star-filled skies can offer seafarers peace, grounding, and reflection amid the demands of ship life.
- At the same time, the unpredictability of nature reminds them of their vulnerability and interdependence with the environment.
- Nurturing this connection—through mindfulness, respect for marine ecosystems, and sustainable practices—can enhance emotional resilience and help reduce feelings of isolation, offering a greater sense of meaning and belonging.

Key Areas:



Environmental Wellness

Module 6.2: Components of Environmental Wellness at Sea

Activity – Appreciating Nature

Objectives:

- Reflect on positive experiences with nature at sea.
- Connect nature moments to emotional and mental well-being.

Materials:

None required.

Instructions:

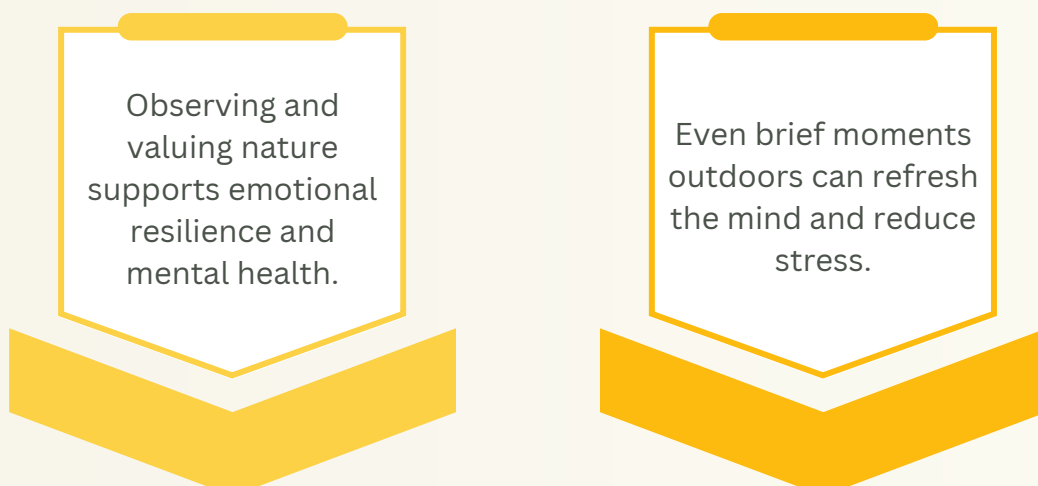
"Think back to a memorable moment when you experienced nature at sea—maybe spotting dolphins, enjoying a calm night, or watching a sunrise. Would anyone like to share their story?

Let's listen to each other's experiences and reflect on how these moments help you feel more grounded and connected."

Debrief:



Takeaway:



Environmental Wellness

Module 6.2: Components of Environmental Wellness at Sea

Closing Activity – “Thank the Sea” Circle

Objectives:

- Cultivate gratitude and emotional reflection at the end of the module.
- Strengthen group connection through shared appreciation of the seafaring experience.
- Reinforce the emotional link between seafarers and the natural world.

Materials:

- None required

Instructions (Facilitator script):

"As we wrap up this module on environmental wellness, I'd like us to end on a positive and reflective note. We're all here because the sea is not just our workplace, it's part of our journey, our routine, and sometimes even our peace."

"Let's go around the circle. When it's your turn, please complete the sentence: 'One thing I appreciate about the sea is...'"

"You can keep it simple or share something personal. There's no right or wrong answer. Let's take a moment to listen to each other and honor our shared experience."

Debrief:



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Module 6.2: Components of Environmental Wellness at Sea

Takeaway:

Gratitude fosters emotional resilience and a positive mindset.

Recognizing shared values deepens group bonds and boosts morale.

Ending with appreciation reinforces the emotional importance of the sea in daily life.

Conclusion:



The physical environment onboard directly affects your health and mood—small personal adjustments can make a big difference.

1



Sustainability practices like waste segregation and energy conservation protect both the ocean and the well-being of everyone onboard.

2



Connecting with the natural world around you fosters emotional balance and a sense of belonging at sea.

3



ENVIRONMENTAL WELLNESS

6.3. HAZARDS & HEALTH

ENVIRONMENTAL HAZARDS AND MENTAL HEALTH



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Module 6.3: Environmental Hazards and Mental Health

Purpose:

Equip seafarers with awareness and tools to recognize, manage, and mitigate environmental hazards onboard that impact mental health.

Key Components:

- Psychological effects of poor onboard environments
- Case-based understanding of stressors
- Identifying symptoms of environmental strain
- Strategies for physical and psychological management

Learning Outcomes:

By the end of this module, participants will be able to:

- Identify at least 3 environmental hazards onboard that affect mental health
- Recognize 4 psychological symptoms linked to environmental stressors
- Apply 3 environmental or mental reset strategies to cope with onboard stress
- Reflect on personal experience and proactively maintain psychological well-being through environmental care

How the Environment Impacts Our Minds

The physical environment onboard—air quality, lighting, noise, cleanliness, and space—directly affects mental health. While often overlooked, these environmental factors can silently contribute to emotional strain, stress, and reduced well-being over time. Exploration of how to recognize these hazards and take control of our environment to protect our mental health.



Understanding Environmental Hazards at Sea

Key Hazard Categories & Their Psychological Effects

Environmental Factor	Description	Psychological Impact
Mold and Dampness	Moist, enclosed cabins and lack of ventilation lead to mold buildup.	Triggers fatigue, headaches, respiratory discomfort, and low mood.
Clutter and Disorganization	Lack of storage, poor housekeeping, cramped spaces.	Creates mental overload, reduces focus, increases irritability.

Environmental Wellness

Module 6.3: Environmental Hazards and Mental Health

Environmental Factor	Description	Psychological Impact
Poor Air Quality	Low oxygen, fumes, engine exhaust, unventilated spaces.	Leads to brain fog, low energy, stress, and anxiety.
Noise and Vibration	Engine room, machinery, constant ambient ship noise.	Disrupts sleep, increases tension, impairs concentration.
Inadequate Lighting	Poor exposure to natural light or artificial lights.	Can lead to low serotonin, disturbed sleep cycles, and depression.
Confined Spaces	Small living quarters, shared washrooms.	Causes irritability, feelings of entrapment, and social withdrawal.
Isolation and Limited Contact	Long durations without communication or shore leave.	Leads to loneliness, homesickness, and mental fatigue.

These aren't minor annoyances, over time, they wear down our mental defenses. Small environmental improvements can lead to major emotional shifts.

Activity – Case Study Reflections

OBJECTIVES:

- Understand real-life impact of environmental hazards on mental well-being
- Encourage analytical thinking and empathy

MATERIALS:

Breakout rooms, Pen/paper for notes

INSTRUCTIONS:

We'll now read a few short real-life scenarios. I want you to listen and then share your thoughts. How would you feel in this situation? What symptoms or emotions might arise?

Scenario 1:

An engine room crew on a tanker is consistently working in high temperatures with constant engine noise.

- How might this affect their physical and mental health?
- What symptoms might they start experiencing over time?

Environmental Wellness

Module 6.3: Environmental Hazards and Mental Health

Scenario 2:

You've been on a long voyage, and your return to port has been delayed due to bad weather.

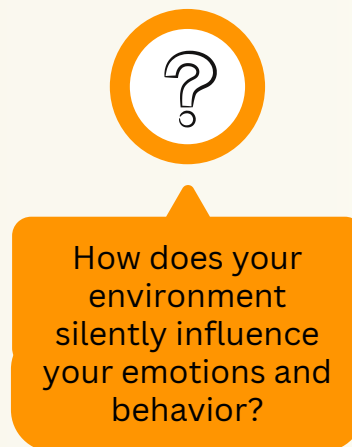
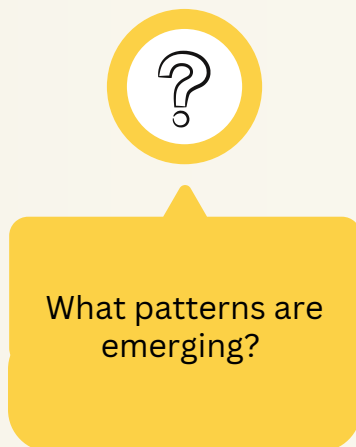
- What emotions do you think this could trigger?
- How would you manage this situation?

Scenario 3:

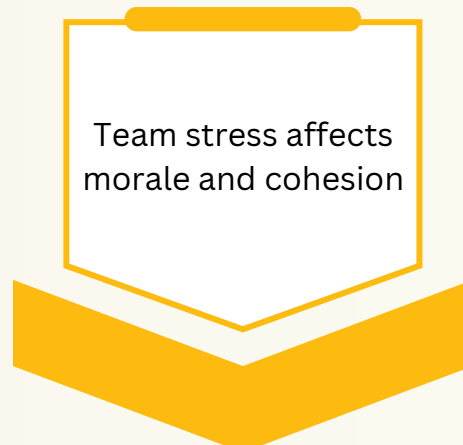
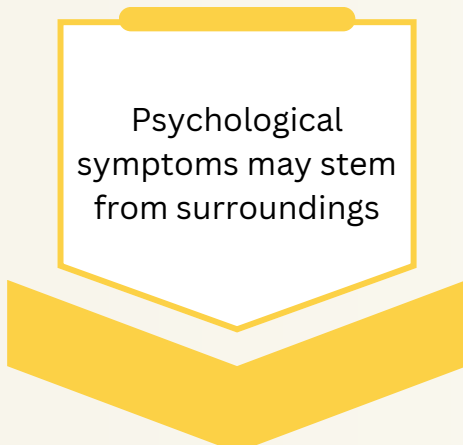
During a storm, your vessel experiences high waves and constant motion. Crew sleep is disrupted, and everyone is on high alert.

- How does this affect mental well-being and group dynamics?

Debrief:



Takeaways:

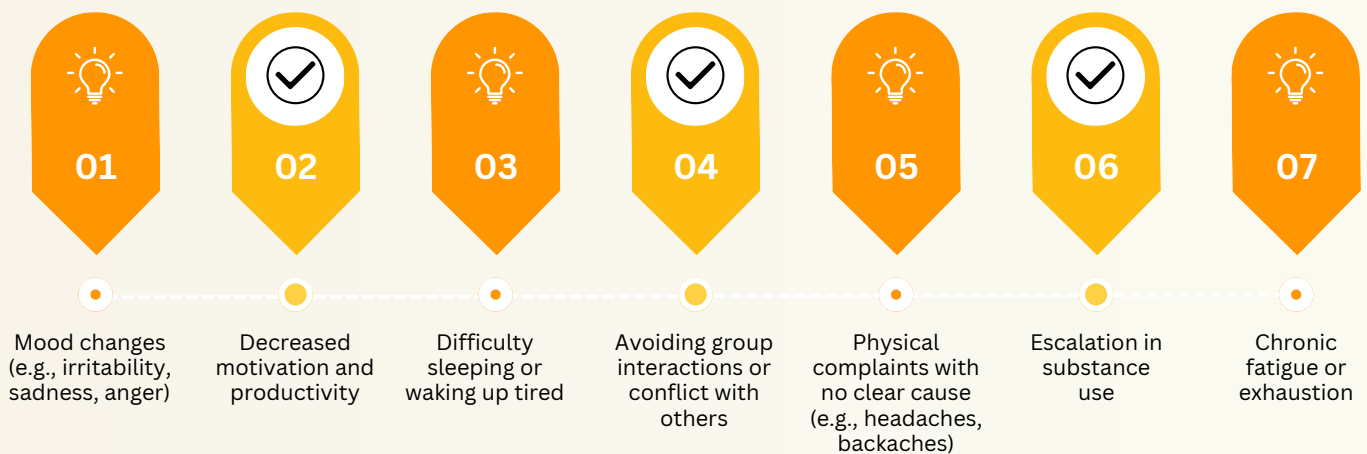


Environmental Wellness

Module 6.3: Environmental Hazards and Mental Health

Recognizing Mental Impact

Common psychological symptoms due to environmental strain:



Activity: Experience Sharing

OBJECTIVES:

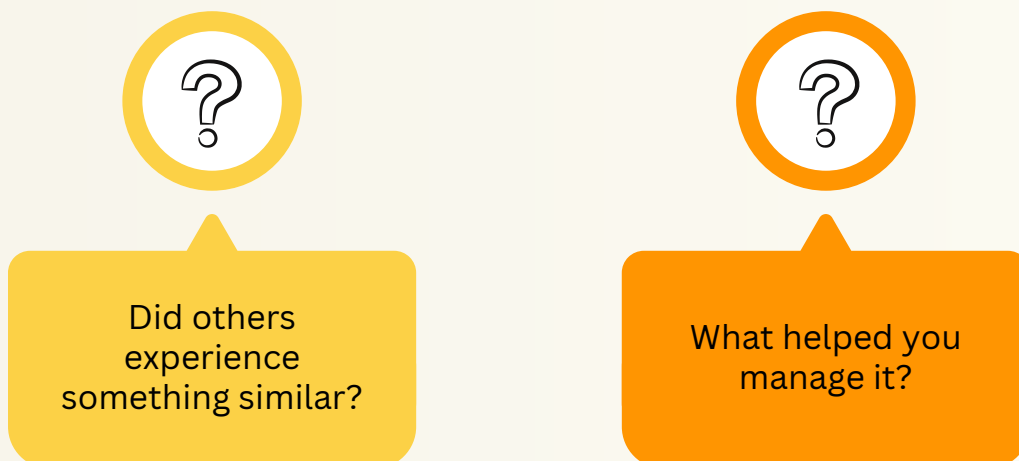
- Promote open dialogue and reflection
- Connect emotional states to environmental causes

MATERIALS: None

INSTRUCTIONS:

"Think of a time onboard when the environment really affected your mood or energy. What did you do? Let's take a few minutes to share."

Debrief:



Environmental Wellness

Module 6.3: Environmental Hazards and Mental Health

Takeaways:



You're not alone in
feeling
overwhelmed by
your environment



Simple changes
and awareness
can make a big
difference

Strategies to Manage Environmental Stressors

A. Physical Environment Maintenance

- **Ventilation Checks:** Air out rooms daily, use fans, avoid overuse of AC in closed rooms.
- **Clutter Management:** Set up weekly 10-minute crew clean-up routines.
- **Dehumidifiers or Absorbents:** Use to prevent mold where possible.
- **Green Space Solutions:** Small indoor plants (even artificial greenery) reduce visual fatigue.
- **Lighting Hacks:** Open portholes, use soft warm lights when possible to mimic natural cycles.
- **Noise Mitigation:** Earplugs, downtime rotation from high-noise zones.
- **Filter Maintenance:** Clean AC or vent filters regularly to improve air quality.
- **Storage Systems:** Use labeled containers and assign spaces to reduce mess.
- **Digital Detox:** Reduce screen time before bed to support restful sleep.
- **Connection Rituals:** Schedule weekly crew check-ins or shared meals.
- **Movement Moments:** Short stretching or walk breaks to counter space limitations.
- **Call Home Time:** Designate weekly time for personal calls and connections.

Environmental Wellness

Module 6.3: Environmental Hazards and Mental Health

B. Psychological Tools

Building Awareness and Routine Care

- Normalize conversations around mental health onboard
- Educate crews on the psychological effects of environmental stress

Daily Wellness Habits

- Practice mindfulness or short meditations daily
- Engage in some physical movement during breaks
- Follow a regular sleep hygiene routine (fixed timing, limit screen use before bed)
- Maintain hydration and a balanced diet

Environmental Ownership

- Prioritize cabin cleanliness and decluttering
- Ventilate shared and personal spaces daily
- Create a calm space in your cabin using small comforts (photos, scent, etc.)
- Keep a shared cleaning rota among cabinmates

When You Can't Change the Environment

- Control the Controllable: You may not be able to change noise levels, temperature, or ship conditions—but you can manage your response.
- Establish micro-routines: clean one item, stretch, do a 5-minute grounding exercise
- Use music, journaling, or humor to cope with stressors you can't eliminate
- Anchor into positive habits—eat meals on time, step out for sunlight if possible, reset your space before sleep

Mental Reset Techniques for Harsh Environments

- **5-4-3-2-1 Grounding:** Identify 5 things you see, 4 you feel, 3 you hear, 2 you smell, 1 you taste
- **Micro-journaling:** Write 2 lines each day—"What drained me today? What gave me relief?"
- **Box Breathing:** Inhale for 4 counts, hold for 4, exhale for 6, repeat 3 rounds after every shift



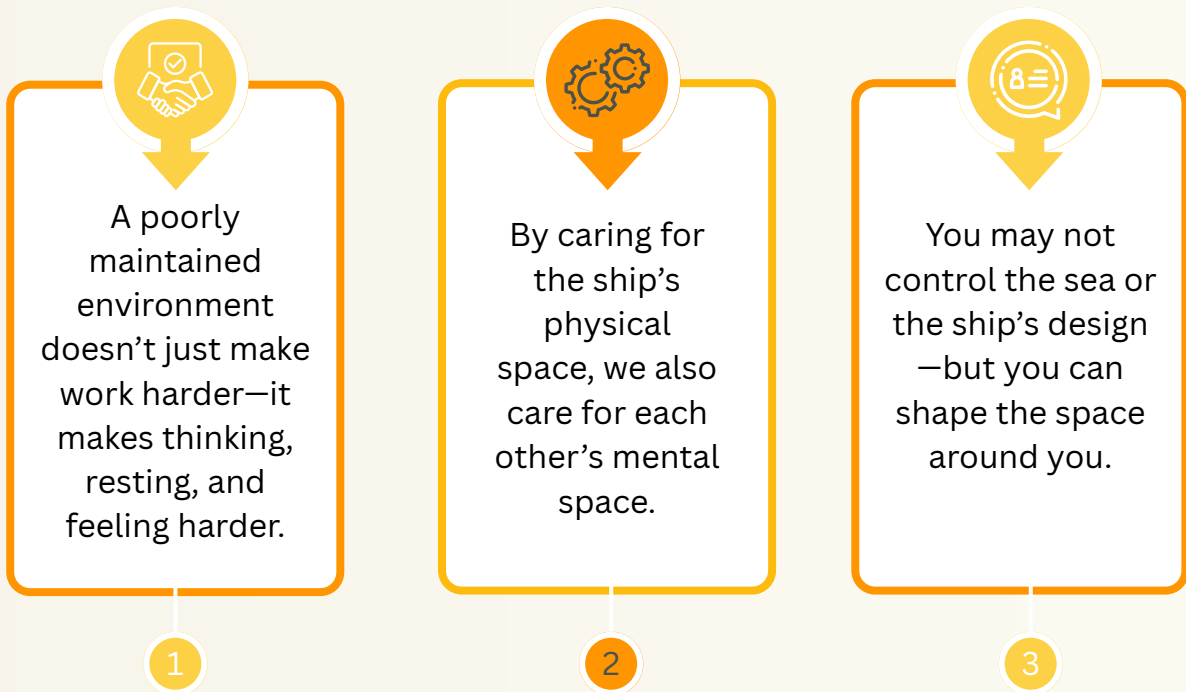
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Module 6.3: Environmental Hazards and Mental Health

Support Systems and Policies

- Reach out to helplines or onboard mental health support, if available
- Check in regularly with a trusted peer
- Use available counseling services on or off board

Conclusion:





ENVIRONMENTAL WELLNESS

6.4. WELLNESS SPACES

PRACTICAL STEPS TO IMPROVE ENVIRONMENTAL WELLNESS ONBOARD



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Module 6.4:

Practical Steps to Improve Environmental Wellness Onboard

Purpose

To equip seafarers with actionable steps to improve their physical environment onboard, from cabins to shared spaces, and link these changes to psychological wellbeing. This module reinforces that a clean, organized, and environmentally-conscious ship benefits both crew morale and mental clarity.

Key Components

- Link between environment and mental state
- Personal and shared space management strategies
- Climate, light, noise, and moisture control
- Sustainable habits onboard
- Group reflection and personal commitment

Learning Outcomes

By the end of this module, seafarers will be able to:

- Identify environmental hazards that negatively affect wellbeing
- Apply simple and practical habits for cabin and common area upkeep
- Engage in ship-wide eco-conscious practices
- Make individual wellness commitments for their environment
- Encourage a culture of sustainability and shared responsibility onboard

Why it matters

Your ship is your home at sea — comfort, cleanliness, and collaboration directly affect your morale and mental clarity.



Small efforts prevent larger issues: clutter, disorganization, and neglect can escalate into fatigue, irritability, and poor teamwork.



Focus Areas for Environmental Wellness

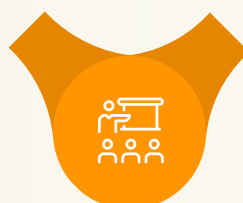
How To - Areas of Action

Cabin Safety & Personal Comfort



Keep cabins clean, dry, and personalized for comfort

Ventilate regularly to prevent stale air and moisture buildup



Organize personal spaces to reduce daily stress

Environmental Wellness

Module 6.4: Practical Steps to Improve Environmental Wellness Onboard

Shared Space Respect

01



Collaborate in cleaning schedules; keep common areas tidy.

02



Label personal items and respect shared storage rules.

03



Rotate simple maintenance tasks (lights, fan checks).

Climate & Moisture Control

01



Air out rooms daily and clean vents when possible.

02



Report leaks or excessive condensation early.

03



Use dehumidifiers or silica pouches in lockers.

Lighting and Rest

Use warm lighting or low-blue bulbs to mimic natural cycles.

Keep recreational and sleeping areas lighting-friendly for rest.

Open portholes in daylight hours when weather permits.

Environmental Wellness

Module 6.4: Practical Steps to Improve Environmental Wellness Onboard

Noise and Movement

01

Use earplugs in high-noise areas.

02

Rotate duties in engine rooms or noisy zones when possible.

03

Respect quiet hours post-duty or in bunk areas.

Activity: “What’s Wrong with This Space?” Spot-the-Hazard Game

Objective: Increase awareness of environmental risks and poor habits onboard.

Material: None

Instructions:

- Show photos of messy or unsafe ship environments (or act them out).
- In pairs or small groups, list everything that’s wrong.
- Debrief together: What could be done to fix or prevent each issue?

Debrief Message:

When we ignore small messes or poor habits, they build up, just like stress. Preventing problems is easier than fixing them later.

Ship-Wide Practices: Collective Environmental Responsibility

Common Areas – Shared Spaces, Shared Responsibility



Set up weekly or rotating crew cleaning schedules for common rooms, pantries, hallways, and workstations.

01



After using a space (like the mess room, gym, or recreation area), return items to their original places—books, utensils, tools, etc.

02



Avoid dumping personal belongings in common zones; use designated storage areas or lockers.

03

Environmental Wellness

Module 6.4:

Practical Steps to Improve Environmental Wellness Onboard

Why it matters:

Messy shared spaces create tension, reduce morale, and can be unsafe. Keeping things organized improves crew mood and cooperation.

Energy Use – Mindful Consumption



Turn off unused lights and devices, especially when leaving cabins or workspaces.



Use energy-efficient settings on equipment where available (like economy mode on machines).



Ensure refrigerator doors close properly and avoid frequent opening unless necessary.

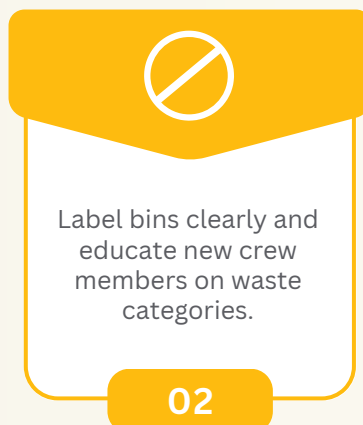
Why it matters:

Energy is precious at sea. Every bit of savings reduces fuel consumption, operational costs, and carbon emissions.

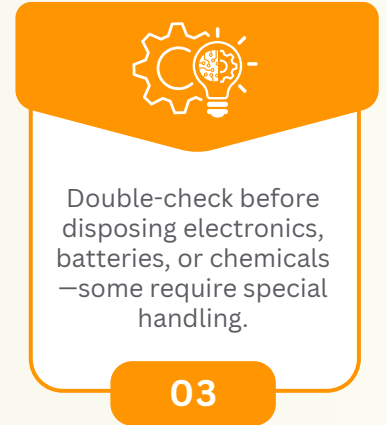
Waste Disposal – Manage It Responsibly



Follow the vessel's waste segregation protocols—separating food waste, recyclables, hazardous waste, and general trash.



Label bins clearly and educate new crew members on waste categories.



Double-check before disposing electronics, batteries, or chemicals—some require special handling.

Why it matters:

Improper waste disposal harms marine ecosystems and can result in legal penalties for the vessel. Clean practices protect everyone onboard and the environment.

Environmental Wellness

Module 6.4: Practical Steps to Improve Environmental Wellness Onboard

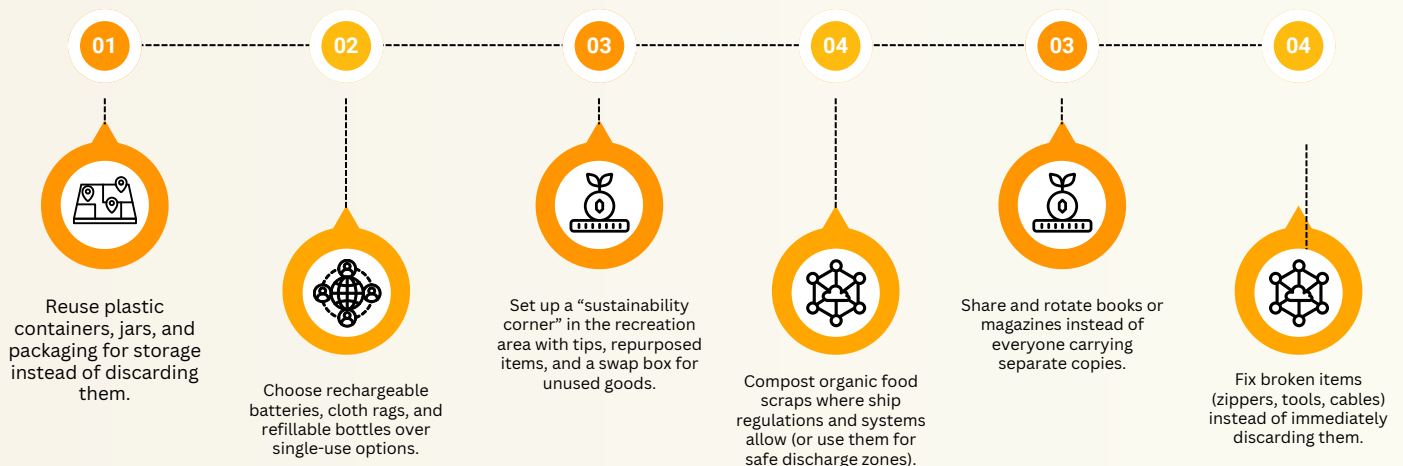
Water Conservation – Every Drop Counts



Why it matters:

Freshwater is limited onboard. Conserving it ensures supply lasts the entire voyage and reduces pressure on water-making systems.

Green Mindset – Build a Culture of Sustainability



Activity: Group Reflection

OBJECTIVES

- To encourage crew members to reflect on how their physical environment influences their mental wellbeing.
- To build group awareness of common concerns and foster open dialogue about environmental comfort onboard.
- To normalize speaking up about space-related stressors and personal needs.

MATERIALS: Paper/Pen

Environmental Wellness

Module 6.4:

Practical Steps to Improve Environmental Wellness Onboard

INSTRUCTIONS:

- “Let’s take a moment to think about your day-to-day onboard. When it comes to your living or working environment, what part of the ship’s setup most affects your comfort or wellbeing? This could be noise, lighting, clutter, privacy, or anything else.”
- “You can share as much or as little as you’d like. There’s no right or wrong answer, just your honest experience. As others speak, try to notice similarities or patterns.”
- (Invite 3–5 volunteers to share)

Debrief:

01

“What stood out to you in this discussion?”

02

“Did you hear others mention something you hadn’t realized affects you too?”

03

“How might this conversation help us as a crew moving forward?”

Takeaways:

Many environmental stressors are shared – you are not alone.

Discussing discomforts helps reduce stigma and creates collective solutions.

Awareness is the first step in improving both personal and group wellbeing onboard.

Environmental Wellness

Module 6.4: Practical Steps to Improve Environmental Wellness Onboard

Activity: Call to Action: 3-Point Environmental Wellness Plan

Each crew member creates **3 personal commitments** for the next voyage:

- **1 Personal Action** (e.g., ventilate cabin daily)
- **1 Shared Space Contribution** (e.g., clean up rec room after use)
- **1 Green Crew Habit** (e.g., reduce water or energy waste, support eco-friendly swaps)

Example:

- **Waste management:** Start a recycling system in your cabin or encourage others to use reusable containers.
- **Water conservation:** Take shorter showers and report any leaks immediately.
- **Energy efficiency:** Turn off lights and unplug devices when not in use.
- **Personal responsibility:** Keep your own space tidy and encourage others to do the same.
- **Mental and physical connection:** Remember, a clear, organized space helps you think clearly and feel less stressed. If you're feeling low, try decluttering your cabin or taking a walk on deck for fresh air.

OBJECTIVES

- To empower crew members to take personal responsibility for improving onboard environmental conditions.
- To encourage collective contribution and sustainable habits among the crew.
- To turn discussion into action with simple, achievable goals.

MATERIALS

- Paper /Pens
- Sample plan slide

INSTRUCTIONS

Facilitator Script:

“Now that we’ve reflected on what affects us most, let’s turn insight into action.”

“Each of you will create a 3-point environmental wellness plan. You’ll write down:

Environmental Wellness

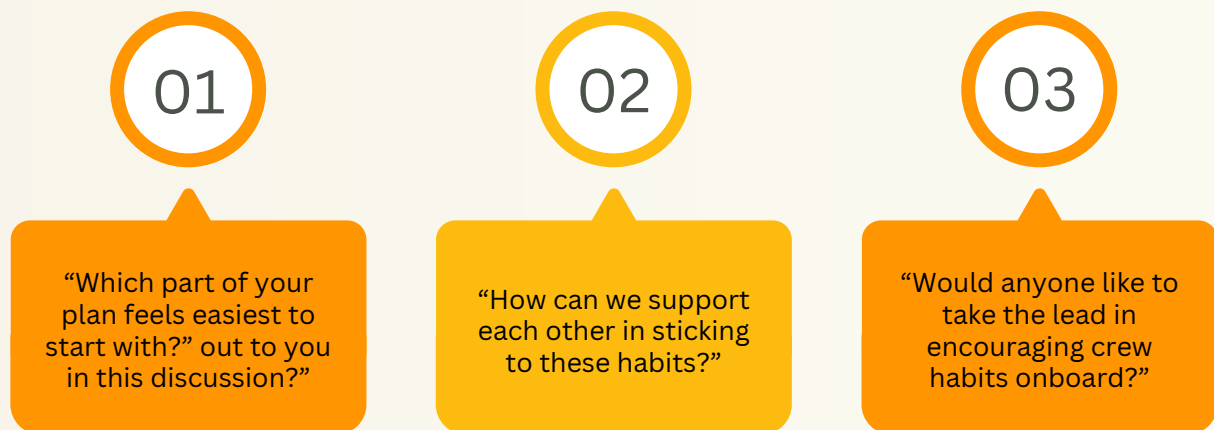
Module 6.4:

Practical Steps to Improve Environmental Wellness Onboard

- One **Personal Action** (e.g., ventilate your cabin daily)
- One **Shared Space Contribution** (e.g., clean up after using the mess table)
- One **Green Habit** (e.g., reuse containers, save water)”

“These should be small, practical actions that you can start today. I’ll give you a few minutes to think and write them down.”
(Allow 5–7 mins for writing. Invite a few to share)

Debrief:



Takeaways:



Environmental Wellness

Module 6.4: Practical Steps to Improve Environmental Wellness Onboard

Bonus Habits & Encouragement:



10-Min Reset Rule –
Reset your space at the end of shift or day for a clean start.



1-for-1 Rule –
Replace one item when you bring another into a shared area to prevent buildup.



Crew Check-In –
Once a week, check on each other's cabins/environment for ideas and improvements.

CONCLUSION

The state of the ship's environment directly affects crew morale, mental clarity, and teamwork.



Clean, organized spaces reduce stress and improve crew wellbeing.



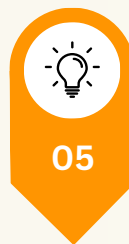
Seafarers practiced spotting and addressing environmental hazards.



Key focus areas included cabins, shared spaces, climate, lighting, and noise.



Sustainable habits in energy, waste, and water management were encouraged.



Group reflection fostered awareness and collective problem-solving.



Each member created a simple 3-step plan to improve onboard wellness.



Small daily habits build a supportive, healthy, and sustainable ship culture.

Environmental wellness isn't just about the planet, it's about you, your crew, and **your journey**.

Every action, no matter how small, builds a safer, healthier, and more resilient life at sea.

The ocean takes care of you, take care of it, and yourself, in return.



CLIMATIC WELLNESS

Every Mindful Action Today Shapes A Better Tomorrow



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Climatic Wellness

Module 1: Awareness Of Climatic Change

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Ocean is speaking
- Climate chain reactions
- Health onboard
- Indoor environment quality
- Climate emotions and eco anxiety
- Sustainable actions
- Reflection and pledge

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Adapting To Different Climate Zones

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Climate And The Human Body
- Hydration and Nutrition across climates
- Sleep quality in varying conditions
- Building climate resilience
- Mental wellness and weather - Appropriate practices
- Climate Wellness commitment

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 3: Influence of different weather conditions on seafarers

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Physical impact of weather conditions
- Psychological impact of extreme weather
- Taking care of yourself in different weather

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: First Aid For Climate Related Health Emergencies

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Different Climate related health risks
- First aid skills for emergencies
- Emergency preparedness onbaord

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



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CLIMATIC WELLNESS

7.1. CLIMATE CONSCIOUSNESS

AWARENESS OF CLIMATE CHANGE



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Climatic Wellness

Module 7.1: Awareness of climate change

Purpose

Equip maritime professionals with knowledge to recognize climate change impacts on oceans and crew well-being, fostering adaptive strategies and sustainable practices.

Key Components

- Climate-Ocean Link: Visible changes (melting ice, rising seas) and maritime consequences.
- Crew Health: Physical and mental impacts of heat, poor ventilation, eco-anxiety.
- Sustainable Solutions: Practical actions for personal and planetary health.

Learning Outcomes

By the end of this module, participants will:

- Recognize visible and subtle climate impacts on oceans and maritime operations.
- Understand how environmental stressors affect crew health and performance.
- Advocate for healthier living and working spaces onboard.
- Address eco-anxiety and channel it into proactive solutions.
- Implement practical sustainability practices for personal and planetary well-being.

Icebreaker Activity: "Your Sea Story"

Objectives

- Connect participants emotionally to the ocean.
- Highlight the ocean's personal and professional significance.

Material:

Poll

Instructions:

- "In one word, describe how you felt the first time you saw the ocean."
- Ask 2–3 volunteers to briefly explain their chosen word.

Sample Responses:

"Awed," "Calm," "Humbled," "Small," "Alive"

Debrief:

- How does your emotional connection to the ocean influence your work as a mariner?
- Can you share a time when the ocean surprised or challenged you?

Climatic Wellness

Module 7.1: Awareness of climate change

Takeaway:

Your relationship with the sea is personal and emotional, influencing how you protect this dynamic ecosystem. Understanding this connection fosters responsibility and care.

The Ocean Is Speaking



- Climate change refers to long-term shifts in temperatures and weather patterns. While the climate can change naturally, the current crisis is largely driven by human activities, particularly the burning of fossil fuels like coal, oil, and gas.
- These activities release greenhouse gases into the atmosphere—gases like carbon dioxide and methane—which trap heat and warm the Earth.
- It's like putting a blanket around the planet that keeps getting thicker every year.



The Result of Climate Change

- Sea levels are rising
- Oceans are warming
- Storms are intensifying
- Coral reefs are dying
- Weather patterns are becoming erratic and extreme

But these aren't just headlines on the news or topics for scientific debate. For those of you working at sea, climate change is no longer a distant threat—it's a lived reality.

Activity: The Ocean Is Speaking, Are We Listening?

Objectives:

Recognize visible climate impacts (coral bleaching, rising seas).
Link these changes to operational challenges (e.g., port flooding).

Materials:

Side-by-side images of:

- Healthy vs. bleached coral
- Melting icebergs
- Flooded ports
- Eroding coastlines

Climatic Wellness

Module 7.1: Awareness of climate change

Instructions:

- Discuss: “What changes have you noticed or read about? How might this affect shipping?”

Debrief:

- Which image or fact stood out most? Why?
- How could these changes affect your daily duties?

Takeaway:

Increased understanding of oceanic climate change and its direct link to operational challenges.

Climate Chain Reactions

As mariners, you are among the first to see, feel, and deal with the impacts of climate change:

- You navigate storms that are more violent and less predictable.
- You witness coastlines changing and ports flooding.
- You feel the intense heat that now lasts longer than ever.
- Many of you have seen marine life declining in once-thriving waters.

Objectives:

- Map cascading climate effects (e.g., heat → crew fatigue → delays).

Instruction:

- Discuss personal connections to climate chain reactions.

Materials:

Branching flowcharts showing examples:

- Rising heat → Coral death → Fish migration → Coastal economy loss
- Glacier melt → Sea level rise → Port submergence
- Extreme weather → Delays → Crew fatigue



Rising Heat →
Coral Death →
Fish Migration →
Coastal Economy Loss



Glacier Melt →
Sea Level Rise →
Port Submergence



Extreme Weather →
Operational Delays →
Crew Fatigue

Module 7.1: Awareness of climate change

Debrief:

- Which reaction worries you most? Why?
- How can crews prepare for unpredictable delays?

Takeaway:

Climate change triggers interconnected impacts affecting ecosystems, economies, and maritime operations. Anticipation and preparation are key.

From Outer Ocean to Inner Health

The ocean evokes deep emotions, and this first connection to the sea forms the foundation of how we understand it, appreciate it, and ultimately protect it. As seafarers, this emotional bond is essential—it allows us to approach climate challenges not just intellectually but emotionally, too. It reminds us that our work isn't just about transporting goods but also safeguarding a shared global resource.

Your relationship with the sea isn't just a professional connection. It's personal. The first time we see the ocean, we often feel small in its vastness, yet it also instills a sense of awe and responsibility. That emotional response is the first step toward understanding the importance of protecting our oceans.

The psychological concept here is the affective connection, which is grounded in Environmental Psychology. This theory highlights that human emotional responses to natural environments, like the ocean, directly impact our behavior. When we feel a personal connection to the ocean, we're more likely to engage in proactive behaviors to protect it, such as sustainable shipping practices and advocating for environmental change.

Core Focus Areas:

External climate stressors → Internal health impacts such as:

EXTERNAL CLIMATE STRESSORS	INTERNAL HEALTH IMPACT
Heat Exposure	Fatigue, dehydration, poor sleep
Poor Ventilation	Respiratory issues, headaches
Noise & Artificial Light	Disturbed sleep, reduced focus
Climate Helplessness	Eco-anxiety, emotional exhaustion

Climatic Wellness

Module 7.1: Awareness of climate change

Activity (Interactive):

Share or journal experiences of feeling unwell after extreme weather or environmental stress.

Materials:

Side-by-side images of:

- Healthy vs. bleached coral
- Melting icebergs
- Flooded ports
- Eroding coastlines

Sample Responses:

- “After heat exposure, I can’t sleep or focus.”
- “The constant hum of equipment makes me irritable.”
- “Environmental decline makes me feel helpless.”

Debrief:

- What shipboard environmental factors affect your well-being?
- What small actions can reduce their effects?
- How can teams support each other during climate stress?

Takeaways:

1 Your physical space is your immediate climate. Managing it matters.

2 Emotional responses to climate or environmental stress are valid and common.

3 Hydration, rest, boundaries, and shared responsibility help reduce internal strain.

Climatic Wellness

Module 7.1: Awareness of climate change

Healthy Living Spaces

Objectives:

- Advocate for ventilation, clean air, and ergonomic onboard spaces.
- Compare ideal vs. poor living conditions.

Materials:

Images comparing:

- Clean, well-ventilated cabin
- Stuffy, cluttered cabin



Activity Prompt:

- Rate your last cabin's ventilation and temperature comfort.
- How did it affect your well-being?

Debrief Questions:

- What one change would you make to your cabin today?
- How could better air quality reduce onboard conflicts?

Takeaway:

Healthy living spaces improve crew health, morale, safety, and performance. Environmental psychology supports the link between physical surroundings and mental well-being.

Climate Emotions & Eco-Anxiety

The human body is incredibly sensitive to its environment. For example, extreme heat causes physical fatigue, dehydration, and trouble sleeping. When you're overheated, your body is in a constant state of stress, making it harder to stay alert or regulate mood.

Cabins with low ventilation can increase carbon dioxide levels, which is directly linked to headaches, poor concentration, and long-term respiratory issues. The same goes for poor air quality due to pollution—especially relevant as climate change increases marine emissions and extreme weather patterns. Noise pollution—from engine rooms or heavy equipment—disrupts sleep and reduces attention span. Bright artificial lighting late at night can disturb your circadian rhythm, the body's internal clock, leading to sleep disorders and mental fatigue.

Eco-anxiety, triggered by environmental damage like oil spills or rising sea levels, includes feelings of helplessness, sadness, or guilt, which further affects mental health.

Climatic Wellness

Module 7.1: Awareness of climate change

Concepts:

1

Eco-anxiety is a valid emotional response marked by guilt, frustration, and helplessness.

2

These emotions reflect deep care and responsibility, not weakness.

3

Naming and sharing eco-anxiety normalizes it and builds resilience.

4

Emotional engagement supports collective climate action.

Activity: Tides Within – Understanding & Naming Eco-Anxiety

Instructions:

- Discuss feelings experienced when witnessing ocean pollution or marine life decline.

Sample Responses:

- Guilt, anger, helplessness, motivation, sadness, frustration, fear.

Debrief:

- How do these emotions impact your behavior?
- How can acknowledging them help you act with clarity and purpose?

Takeaway:

- Acknowledging eco-anxiety transforms distress into action and connects you to a global community striving for change.

Climatic Wellness

Module 7.1: Awareness of climate change

Sustainable Actions

Concept

Key Idea

Sustainability onboard supports both planetary and crew well-being. Actions like maintaining cleanliness, conserving resources, and cooperation enhance mental health, morale, and operational efficiency.

Activity: Sustainable Actions – For Crew & Planet

Materials

Two-column visual aid:

Sustainable for Planet 🌍	Sustainable for Crew 🌿
Reusing containers & bottles	Regular hydration & reduced plastic toxins
Minimizing food waste	Planning balanced, climate-friendly meals
Switching off unused lights/equipment	Encouraging restful, lower-light sleep environments
Efficient voyage planning to cut emissions	Lower noise, smoother sailing, less fatigue
Using non-toxic cleaning agents	Better respiratory health in closed ship environments
Reporting oil/waste leaks	Cleaner workspace, improved morale
Digital logbooks over paper	Clutter-free, mentally calming work areas
Planting trees during port leave	Symbolic connection, emotional restoration
Supporting local, sustainable businesses in port	Reducing footprint while improving cultural connection
Hosting "green" crew challenges	Building team motivation and climate-conscious morale

Climatic Wellness

Module 7.1: Awareness of climate change

Instructions

Choose a habit from the chart or add your own. Share how it supports you and the planet.

Debrief Questions

- How do these habits affect your mental state?
- Which action makes you feel proud?
- Can you recall when an eco-friendly choice improved the crew atmosphere?

Takeaway

Small sustainable actions onboard protect the planet and improve mental health and crew cohesion.

Reflection & Pledge



Concept

Motivational Framework

Self-Determination Theory highlights motivation fueled by:

- Autonomy: “I choose this.”
- Competence: “I can do this.”
- Relatedness: “We’re in this together.”

Supporting these fosters commitment to sustainable behaviors and mental well-being.



Activity: I Will Instructions

Complete the sentence: “I will...” with a personal sustainable action or mindset. Share intentions aloud or visually.

Examples

- “I will question wasteful practices.”
- “I will care for the ocean as a crew member and human being.”

Debrief Questions

- How did it feel to state your intention?
- What support do you need?
- How can the crew encourage each other?
- How does personal responsibility affect your emotional well-being?

Module 7.1: Awareness of climate change

Takeaways

- Climate action starts with personal commitment.
- Small intentional acts build lasting impact.
- Stating pledges strengthens purpose and resilience.
- You are climate custodians.

Conclusion

Closing Quote

“The greatest threat to our planet is the belief that someone else will save it.”,
Robert Swan, Explorer and Environmentalist.

Message

The responsibility for change rests with each of us. Every action, no matter how small, contributes to preserving the planet. Navigate with purpose, protect with passion.



CLIMATIC WELLNESS

7.2. CLIMATE ADAPTATION

ADAPTING TO DIFFERENT CLIMATE ZONES



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Climatic Wellness

Module 7.2: Adapting to different climate zones

Purpose

Seafarers often traverse drastically different climates within days—from icy northern routes to equatorial heat. These rapid shifts challenge the body and mind in ways few professions experience. Climatic wellness means being prepared for these transitions by understanding how climate impacts health, energy, mood, sleep, hydration, and nutrition. This module equips seafarers to proactively manage their wellbeing as they adapt to changing environmental conditions.

Key Components

By the end of this module, participants will:

- Recognize the impact of climate transitions on physical and mental health.
- Understand body responses to heat, cold, humidity, and sudden weather changes.
- Learn actionable strategies for sleep, hydration, nutrition, and resilience across climates.

Learning Objectives

- Create a personal Climate Adaptation & Resilience Plan.
- Commit to sustainable, climate-aware wellness practices.

Icebreaker: Where Have You Been?

Objective

To highlight the climate diversity experienced by seafarers and initiate engagement

Instructions

Ask participants, “What’s the most extreme climate you’ve sailed through?” Encourage stories of icy, hot, or humid environments. Use this to establish relevance.

Summary:



Extreme climate changes are routine for seafarers.



These rapid shifts demand awareness and adaptation.

Climatic Wellness

Module 7.2: Adapting to different climate zones

Climate and the Human Body

Your body is like an internal climate system. It adjusts your temperature, hydration, and energy levels depending on where you are. But these adjustments take time.



Hot zones may cause dehydration, sun fatigue, sleep disruption



Cold zones can lead to stiffness, low energy, even emotional dullness



Sudden transitions often cause headaches, irritability, or confusion

Key Physiological Adaptation Strategies:

- Practice gradual acclimatization: Begin adjusting your cabin temperature 2-3 days before arrival in a new climate zone. Even small adjustments of 2-3 degrees per day can help your body prepare.
- Understand that sweat response changes take time: When moving from cold to hot climates, your body needs time to optimize its cooling mechanisms. Stay especially vigilant about hydration during these first 4-5 days.
- Be aware of circulation adjustments: In cold environments, your body restricts blood flow to extremities to conserve core temperature. In hot environments, it does the opposite. These vascular changes can take 3-7 days to optimize.
- Respect your body's changing limits: During climate transitions, your usual capacity for physical exertion may be temporarily reduced. Modify your workout intensity by about 30% during the first week in a new climate zone.

Objective

To explain how temperature shifts affect body systems and energy.

Instructions

Present simple science on heat/cold impact on circulation, mood, energy, hydration. Ask: "Have you noticed changes in your body or mood in extreme weather?"

Climatic Wellness

Module 7.2: Adapting to different climate zones

Summary

- Hydration, circulation, exertion tolerance, and mood are impacted by climate.
- Gradual exposure helps the body adapt.

Activity: Heat to Cold – What Changes?’

Objective

To identify behavioral changes and gaps in climate transition habits.

Instructions

Divide a board or chart into two columns: HOT ZONE and COLD ZONE. Ask pairs or groups to fill in what they do differently: clothing, eating, moving, sleeping.

HOT ZONE	COLD ZONE
Drink more water	Layer clothing
Increase electrolyte intake	Wear thermal or insulated gear
Wear light, breathable clothing	Eat heavier, calorie-dense food

Summary



Adaptation requires
conscious habit shifts.



Observing differences supports
smoother transitions.

Module 7.2: Adapting to different climate zones

Hydration and Nutrition Across Climates

Let's address how hydration and nutritional needs change across climate zones. Sometimes appetite completely changes between cold and warm regions. When one learns to work with these instincts rather than against them, energy levels stabilize.

Strategies for Adaptation

- In hot climates, increase water intake by approximately 1 liter for every 5°C temperature increase above 25°C. Include natural sources of electrolytes like citrus fruits, bananas, and coconut water in your diet.
- In cold climates, you may not feel thirsty, but dehydration is still a risk due to dry air and increased respiratory water loss. Set regular hydration reminders and opt for warm beverages.
- Your caloric needs also fluctuate with climate. In cold environments, your body may require 10-15% more calories to maintain core temperature. In hot environments, smaller, more frequent meals may be beneficial.
- Adapt your diet to support climate-specific needs: In hot climates, increase consumption of cooling foods rich in water content like cucumbers, melons, and yogurt. In cold environments, warming foods like ginger, cinnamon-infused dishes, and hearty soups help maintain core warmth.

Creating a simple meal plan that automatically shifts based on climate zone helps. In hot regions, emphasize fruits, salads, and lighter proteins. In cold regions, incorporate more complex carbohydrates and warming spices.

Objective

To understand how climate affects thirst, calorie needs, and food preferences.

Instructions

Discuss how hot climates require more fluids and lighter foods, while colder zones call for more calorie-dense meals. Ask, "What changes in your appetite and water intake across climates?"

Summary

1 Hot zones need higher hydration and cooling foods.

2 Cold zones demand more calories and warming foods.

Module 7.2: Adapting to different climate zones

Sleep Quality in Varying Conditions

Sleep quality is often one of the first things affected by climate transitions, yet it's crucial for overall adaptation.

Strategies for Sleep Adaptation

- Create a sleep microclimate that buffers external conditions. In hot environments, use breathable, moisture-wicking bedding materials like cotton or bamboo. In cold environments, layer multiple thin blankets rather than one thick one.
- Adjust your pre-sleep routine based on climate. In hot environments, a tepid shower before bed helps lower core temperature. In cold environments, warm hands and feet specifically, as cold extremities often delay sleep onset.
- Aim for 18-22°C for sleep regardless of outside conditions, adjusting gradually as your body adapts.
- Consider humidity effects on sleep quality. In dry environments, a small humidifier can prevent respiratory discomfort. In humid environments, ensure adequate air circulation to prevent the stifling feeling that often causes night waking.

For eg.: during transitions, about 30-45 minutes more sleep than usual helps. When one allows for this temporary increase, adaptation to new climate zones happens much faster. Developing a specific sleep microclimate in my cabin can also facilitate sleep - adjusting bedding and room setup before arrival in a new climate zone facilitates adjustment.

Objective

To improve sleep through climate-specific routines and microclimate setup

Instructions

Share tips like breathable bedding for heat, wool socks in cold, and white noise for unfamiliar weather. Prompt: "What small sleep trick helps you most in extreme weather?"

Summary

1 Breathable bedding, warm extremities, and noise control support restful sleep.

2 Good sleep improves mood and immune response.

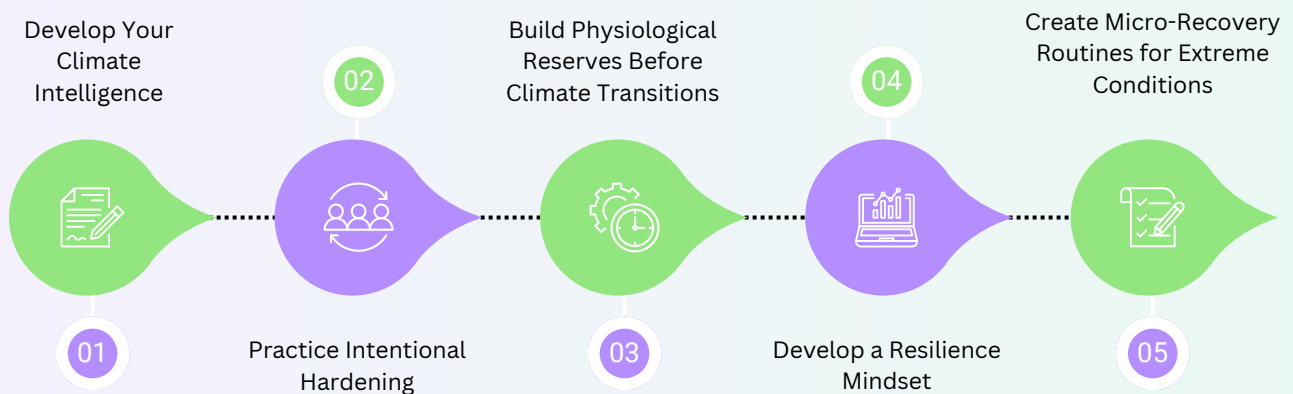
Climatic Wellness

Module 7.2: Adapting to different climate zones

Building Climate Resilience

Climate resilience means knowing what your body needs before it suffers and developing the capacity to bounce back from climate-related stressors. Resilience isn't just about enduring difficult conditions—it's about developing systems that help you thrive in any environment. The seafarers who struggle most are those who resist adaptation rather than embracing it.

Strategies For Resilience



Strategies for Resilience

- Develop your climate intelligence. Start tracking your personal patterns across different climate zones—document your energy levels, mood shifts, sleep quality, and physical symptoms. This personal data becomes your resilience blueprint.
- Practice intentional hardening. Gradually expose yourself to climate extremes in controlled ways. For example, finish your shower with 30 seconds of cooler water when heading to colder regions, or practice heat acclimatization through timed exposure on deck when transitioning to warmer climates.
- Build physiological reserves before climate transitions. Increase hydration 48 hours before entering hot zones. Boost vitamin D intake before entering regions with limited sunlight.
- Develop a resilience mindset. Research shows that viewing adaptation challenges as opportunities rather than threats significantly impacts your physiological response.
- Create micro-recovery routines for extreme conditions. In intense heat, implement cooling breaks. In extreme cold, schedule brief warming periods.

Reframe your thinking from "this climate is difficult" to "my body is learning a new skill"

Climatic Wellness

Module 7.2: Adapting to different climate zones

Objective

To teach proactive tools to prepare for climate shifts.

Instructions

Offer tools like tracking weather forecasts, keeping adaptable gear, or practicing contrast exposure. Ask, “What do you do when entering a new climate?”

Summary

1 Use data, habits, and mindset to prepare for transitions.

2 Being proactive builds strength over time.

Mental Wellness and Weather-Appropriate Practices

Let's now explore both the psychological impact of climate transitions and practical everyday habits that support wellbeing in different weather conditions. You may notice predictable mood changes with climate zones—more energy but sometimes irritability in warm regions, and more calm but sometimes lethargy in cold regions. Once you recognize these patterns, one can prepare for and counterbalance them.

Strategies for Mental Wellness

- Recognize the direct physiological influences of climate on mood. Heat can increase irritability and decrease concentration. Cold can influence motivation and energy levels.
- Develop climate-specific mindfulness practices. In hot climates, cooling breathing techniques like 'sitali' breath (inhaling through a curled tongue) can calm the nervous system. In cold climates, activating practices like dynamic movement can reinvigorate your system.
- Adjust light exposure strategically. When in regions with limited daylight, prioritize morning light exposure. In regions with excessive heat and brightness, get some dawn or dusk outdoor time when UV intensity is lower.

Climatic Wellness

Module 7.2: Adapting to different climate zones

Strategies for Weather-Specific Practices

- For hot climate zones, adopt the 'early and late' rule for outdoor exposure. Schedule intensive outdoor work before 10 AM or after 4 PM when possible. Use cooling towels around the neck.
- For cold climate zones, use the layering principle: a moisture-wicking base layer, an insulating middle layer, and a wind/waterproof outer layer.
- For humid environments, change clothes more frequently than you think necessary—at least twice daily when possible.

Objective

To explore the psychological effects of climate and introduce calming or activating practices.

Instructions

Explain that gloomy weather may affect mood; suggest journaling, walking, or socializing to counteract. Ask: “How does the weather affect your emotions?”

Summary:



Mental health
can shift with the
weather.



Routines and
awareness help
regulate mood.

Activity: My Climate Adaptation & Resilience Plan

Objective

To encourage proactive climate transition planning.

Climatic Wellness

Module 7.2: Adapting to different climate zones

Instructions

Distribute a worksheet. My Climate Adaptation & Resilience Plan

- Ask participants to write down:
- The next climate zone
- What they'll pack/prepare
- Which habits to adjust
- One lesson from the past
- One word to stay resilient

Then pair up and share one insight.

Summary

1 Personal planning reduces overwhelm.

2 Having a strategy makes the transition smoother.

Climate Wellness Commitment

Objective

To motivate participants to define clear adaptation actions for future climate transitions.

Instructions

Ask each person to complete this sentence: "One climate habit I will adopt is..." and optionally share it aloud.

Summary



Sharing a goal
creates
accountability.



Specific
commitments build
long-term habits.

Climatic Wellness

Module 7.2: Adapting to different climate zones

Closing Reflection & Takeaways

Objective

To reinforce key insights and honor the adaptability of seafarers.

Instructions

Ask: “What’s one thing from today you’ll actually use next time you change climate zones?” Summarize module themes.

Summary

1

Climate transitions are ongoing.

2

Your wellbeing improves when you adapt intentionally.



CLIMATIC WELLNESS

7.3. WEATHER IMPACT

INFLUENCE OF DIFFERENT WEATHER CONDITIONS ON SEAFARERS



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Module 7.3:

Influence of different weather conditions on seafarers

The Purpose

The idea behind this module is to focus on understanding how different weather conditions affect our health and wellbeing and what can be done to overcome this. The purpose is to understand the impact of different weather conditions on physical and mental health and how to prepare for the same.

Key Components

- Physical impact of weather conditions on seafarers
- Psychological impact of weather conditions on seafarers
- Different strategies for seafarers to take care of themselves as per the weather conditions
- Weather-related best practices

Learning Objectives

- To educate seafarers on various weather conditions encountered at sea
- To analyze physical and psychological impact of different weather conditions
- How to develop strategies for navigating different weather conditions

Discussion Activity

What weather conditions do you enjoy the most and why?

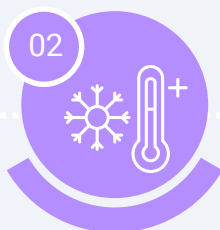
Instructions

Divide a board or chart into two columns: HOT ZONE and COLD ZONE. Ask pairs or groups to fill in what they do differently: clothing, eating, moving, sleeping.

Physical Impact of Weather Conditions



Motion
sickness and
fatigue



Risk of
hypothermia/
hyperthermia



Sun exposure
and
dehydration



Issues due to
icy/ wet
conditions

Climatic Wellness

Module 7.3:

Influence of different weather conditions on seafarers

- **Motion sickness and fatigue:** Excessive movement of the vessel can lead to nausea, vomiting, dizziness, and disorientation, causing fatigue and difficulty in completing tasks.
- **Risk of hypothermia/hyperthermia:** High temperatures can cause hyperthermia, leading to excessive sweating, dry skin, dizziness, and confusion. On the other hand, prolonged exposure to cold can result in hypothermia, characterized by shivering, weak pulse, disorientation, and potential loss of consciousness.
- **Sun exposure and dehydration:** High temperatures and humidity increase risks of dehydration, excessive sweating, dizziness, and blackouts.
- **Issues due to icy/wet conditions:** Prolonged exposure can lead to hypothermia, frostbite, shortness of breath, increased risk of infections, and fatigue.

Activity: Scenario Simulation

Simulate scenarios like an incoming storm, icy deck, extreme heat, and continuous rain, and discuss strategies to tackle each situation.



- **Stress and anxiety:** Unpredictable weather conditions can increase stress and anxiety levels in seafarers.
- **Impact on sleep and performance:** Dangerous conditions can hinder tasks and disrupt sleep patterns, reducing work efficiency.
- **Isolation and morale issues:** Bad weather can lower morale, foster feelings of disconnection, and increase isolation.
- **Impact on mood:** Gloomy and cold conditions reduce sunlight exposure, decreasing serotonin production and sometimes causing seasonal depression.

Climatic Wellness

Module 7.3:

Influence of different weather conditions on seafarers

Activity: “What If” Situation

Discuss alternative activities to maintain well-being when outdoor conditions are not favorable.

Taking Care of Yourself in Different Weather Conditions

Weather	Physical Health tips	Mental health tips
Summer/ Hot weather	Hydration, nutrition, light clothing, good hygiene, exercise wisely, ventilation and sun protection	Take breaks, find indoor activities to enjoy, stay mentally active
Winter/ cold weather	Hydrate, stay warm, looking out for signs of frostbite/ hypothermia, maintaining body temperature	Be aware of fatigue, connect with others, practice self care
Rainy weather	Keeping dry when possible, protection from mosquitoes, drinking clean water and food, general safety protocols	Managing stress and frustration, including indoor activities for unwinding, social connection
Stormy weather	Safety gear, manage seasickness, alternative processes for daily routine	Keep morale high, self care, meditation and mindfulness

Taking Care of Yourself in Different Weather Conditions

- **Staying informed:** Be prepared by tracking weather conditions before and during voyages.
- **Prepare for the unexpected:** Plan for sudden changes despite forecasts.
- **Dress appropriately:** Wear suitable attire for the season and have gear ready for weather shifts.
- **Adjust activity levels:** Take breaks and limit exposure during extreme conditions.

Climatic Wellness

Module 7.3:

Influence of different weather conditions on seafarers

- **Maintain hydration:** Hydrate adequately based on work and weather conditions.
- **Plan morale-boosting activities:** Organize indoor/outdoor interactions to counter stress and isolation.
- **Create a supportive environment:** Engage with isolated crew members to foster connections.
- **Practice self-care:** Include activities that enhance happiness and relaxation in daily routines.
- **Mindfulness and meditation:** Incorporate breathing exercises and mindfulness for stress management.
- **Connect with others:** Strengthen social bonds onboard for overall well-being.

Activity: Mindfulness - Body Scan Meditation

- **Get cozy:** Find a comfortable position to stretch your limbs.
- **Focus:** Close your eyes and concentrate on your breath.
- **Choose where to start:** Begin with any part of your body, focusing deeply before moving on.
- **Pay attention:** Notice sensations of pain or discomfort without judgment.
- **Breathe:** Visualize tension reducing with each exhale.
- **Move along:** Continue scanning your body systematically.
- **Note drifting thoughts:** Redirect your focus gently if it strays.
- **Visualize and breathe:** Picture your awareness spreading across your body.
- **Come back:** Gradually return your attention to your surroundings.



CLIMATIC WELLNESS

7.4. FIRST AID

FIRST AID FOR CLIMATE RELATED HEALTH EMERGENCIES



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Module 7.4: First Aid for climate related health emergencies

Purpose

As seafarers travel extensively and deal with different types of weather and climate conditions, it is critical for them to recognize climate-induced conditions and also learn what first aid can be given in such situations. This module will focus on mainly climate-induced emergencies and how to tackle them effectively.

Key Components

- Identifying climate-related health risks

Learning Objectives

- Basic first aid for climate-related health concerns (talk about mental first aid as well)
- Preparing for climate-related emergencies and what to do after the emergency has passed

Icebreaker

What has been the easiest and toughest climate-based adjustments you have had to make while on a voyage?

Different Climate-Related Health Risks

1. Heat-Related Illnesses

Heat Exhaustion

High body temperature, confusion, seizures, loss of consciousness, hot and dry skin.

01

Heat Stroke

Sweating profusely, dizziness, nausea, headache, weakness, and fatigue.

01

Sunburn

Redness of skin, tenderness, swelling, blisters, peeling skin.

01

Climatic Wellness

Module 7.4: First Aid for climate related health emergencies

2. Cold Exposure



Hypothermia:
Shivering, lethargy,
confusion, and loss of
consciousness



Frostbite:
Numbness, tingling,
and skin
discoloration.

3. Water-Related Risks

1

Near-drowning- Bluish
skin, difficulty breathing,
coughing, vomiting,
disorientation, fatigue

2

Storm related injuries-
Physical injuries like
fractures, cuts, hypothermia,
loss of consciousness

4. Air quality events



Smoke inhalation:
Coughing, wheezing,
shortness of breath, skin
irritations, eye irritation.



Respiratory issues:
Frequent cough,
runny nose with
frequent sneezing.

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Module 7.4: First Aid for climate related health emergencies

5. Vector borne illnesses

DENGUE:

Sudden fever and headache, persistent nausea, fatigue, muscle and joint pain



MALARIA

Fever and chills, fatigue, diarrhea, muscle weakness and fatigue



6. Other Injuries and Illnesses

Other injuries and illnesses
Fractures, cuts and scrapes, bruises



01

Climatic Wellness

Module 7.4: First Aid for climate related health emergencies

Activity: Myths & Facts



You should give ice-cold water immediately to someone with heatstroke.

MYTH



Heat exhaustion can quickly turn into heatstroke if untreated

FACT



If someone is shivering uncontrollably, wrap them in wet blankets to cool them down.

MYTH



CPR is not necessary for drowning victims if they appear to be breathing

MYTH



Humidity can make heat-related illnesses more dangerous.

FACT



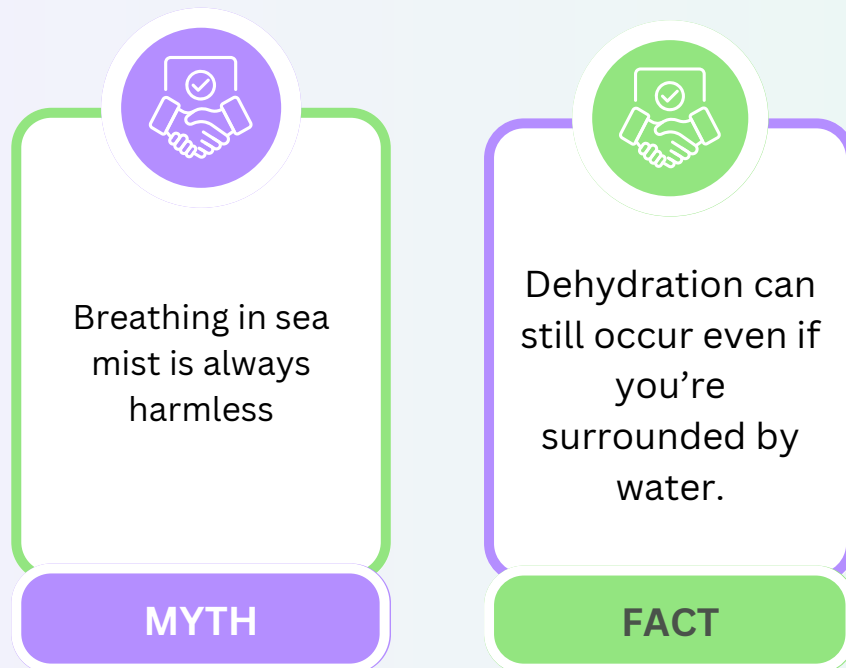
During a storm, staying near metal surfaces inside the ship is safe

MYTH

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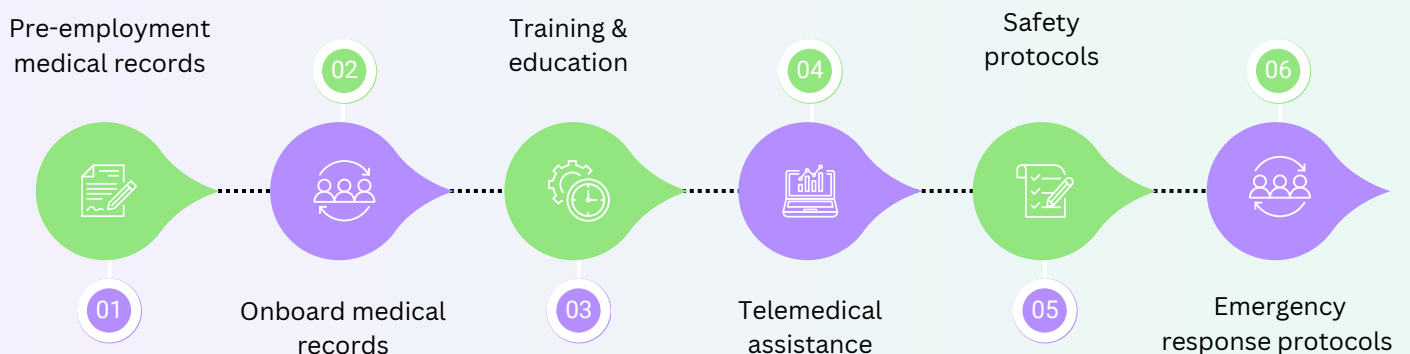
Module 7.4: First Aid for climate related health emergencies

Activity: Myths & Facts



Emergency Preparedness Onboard

What do you think would be needed for emergency preparedness?



- **Pre-employment and most recent medical records:** This includes all recent medical records that were taken before joining in, along with any specific relevant medical history
- **Onboard medical records:** Data for each seafarer in terms of their relevant medication, history, allergies, etc.

Module 7.4: First Aid for climate related health emergencies

- **Training & education:** Regular training to be provided to all personnel onboard for emergency protocols, processes, and procedures. Training to be scheduled at regular intervals with regular updating as per changes in weather conditions, climate, etc.
- **Telemedical assistance:** Information regarding telemedical services, who to reach out to, when to reach out for assistance, services provided, etc. should be easily accessible and available to all.
- **Safety protocols:** Having fixed safety protocols for emergency situations is essential to ensuring that seafarers are aware of what to do when such a situation arises. Protocols need to be reviewed and updated regularly as needed.
- **Emergency response protocols:** All personnel onboard need to know what emergency protocols are depending on the situation. This helps in ensuring that each individual knows their role in an emergency situation and is able to act swiftly.

Activity: What Would You Do?

Objective

Helping participants understand what their rapid-fire response will be in real emergency situations that take place onboard

Materials

Cards/ppt

Instructions

Each situation will be shared on a card/slide, and then participants are required to share their response to them as quickly as possible.

Debrief

The goal behind this exercise was to help us understand how quickly we are able to make sense of emergency situations around us and how we react to these. It will help you gain insight into how your mind processes information in such situations.

Climatic Wellness

Module 7.4: **First Aid for climate related health emergencies**

Takeaways

- The different ways we respond to emergency situations can often be used to our advantage by focusing on individual strengths and applying those to emergency situations
- Look at the various scenarios shared with you and tell us what you would do immediately as first aid in these situations. This is a rapid-fire response activity.

Examples



A deckhand collapses under the sun, sweating heavily and confused.



Your crewmate is pulled from the water, unresponsive but breathing



A sailor is coughing heavily after a stormy night with diesel fumes in the air.



You find a crew member shivering with pale skin after rain exposure.



During cargo operations in extreme heat, someone reports a pounding headache and nausea.



A cook suffers a cut during high seas and the wound won't stop bleeding

Climatic Wellness

Module 7.4: First Aid for climate related health emergencies



A crewmate is panicking and hyperventilating after smoke exposure



You hear thunder, and someone is on deck near a metal structure



After a storm, one person shows signs of dizziness and can't keep water down



Two crew members are down after lightning struck nearby

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Module 7.4: First Aid for climate related health emergencies

First Aid

Condition	First Aid
Heat Exhaustion	Move the person to a cooler location, cool their body by applying cool water to the forehead, neck, and armpits, and contact medical help immediately
Heat stroke	Move the person to a cooler location, provide cool drinks, and contact medical help if symptoms worsen
Hypothermia	Move the person to a warm, dry location, provide warm drinks, and cover them with blankets to regain body temperature gradually
Frostbite	Gradually warm the affected area with warm (not hot) water or a warm compress, and seek medical attention
Near drowning	Tilt their head back to clear airway, deliver rescue breaths if the person is not breathing, CPR if they are not breathing at all after rescue breaths, turn the person on their side in case they vomit to avoid choking
Smoke inhalation	Get the individual to fresh air, start CPR, loosen tight clothing
Dengue/ Malaria	Cold compress to bring down the fever, fever medication, isolating the individual for medical assistance
Fractures/ cuts and scrapes	Clean the wound with antiseptic and a clean bandage, assess for swelling In case of a fracture- keep the fractured portion immobile, apply ice to reduce swelling, get medical attention
Allergies	Lay the person down flat, administer an EpiPen to their outer mid- thigh, call for medical help

Module 7.4: First Aid for climate related health emergencies

Summary

- While emergency situations related to climate concerns are fairly common and most seafarers are prepared for the same, it is important to ensure that there is regular training and awareness programs being run.
- Ensure that all first aid equipment is readily available and accessible to all and ensure that you are aware of how to use all of this in case of an emergency.
- Understanding the signs and symptoms of different climate-related health concerns
- Understanding how we react to various emergency situations and how we can use our individual strengths there.
- Basic first aid that can be provided for various climate-related health concerns.



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Module 1: Critical Thinking, Risk Management And Problem Solving

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- What is Critical Thinking
- Barriers to critical thinking
- Risk identification and assessment
- Importance of problem solving

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Information Processing And Communication

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Information processing and its importance
- Skills and strategies needed for effective communication
- Techniques to improve information processing

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

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Module 3: Mindfulness And Cognitive Function

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Importance of mindfulness and cognitive sharpness
- Understanding cognition
- Mindfulness and its benefits

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Career Development And Intellectual Growth

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Intellectual growth and its importance
- Career development for seafarers
- Strategies and skills for career development

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



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CRITICAL THINKING, RISK MANAGEMENT & PROBLEM-SOLVING

8.1. CRITICAL THINKING

INTELLECTUAL WELLNESS

INFORMATION PROCESSING & COMMUNICATION

8.2. INFORMATION PROCESSING

INTELLECTUAL WELLNESS

MINDFULNESS & COGNITIVE FUNCTION

8.3. COGNITIVE FUNCTION

INTELLECTUAL WELLNESS

CAREER DEVELOPMENT & INTELLECTUAL GROWTH

8.4. INTELLECTUAL GROWTH

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INTELLECTUAL WELLNESS

8.1. CRITICAL THINKING

CRITICAL THINKING, RISK MANAGEMENT & PROBLEM-SOLVING



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Module 8.1:

Critical Thinking, Risk Management & Problem-Solving

Purpose: In a fast paced and often stressful environment onboard, keeping our intellectual skills sharp becomes immensely important. For seafarers, critical thinking, risk management and problem solving will help them think on their feet, assess situations and find solutions and help them stay sharp.

Key Components:

- Understanding critical thinking
- Understanding risk management
- Techniques to mitigate risks

Learning Objectives:

- Importance of Critical thinking and risk management onboard
- The importance of problem solving and finding quick solutions
- How can we develop these skills and continue to improve them
- How can I utilize these skills while in high pressure situations

What are the key skills you think all seafarers must have?

Think about various skills that are important for seafarers and connect them to the topic at hand about the importance of critical thinking, risk management and problem solving.

Now that we have established all the different skills that are helpful for seafarers to have, let us take a deep dive into a few of these skills and understand how to enhance them.

What is Critical Thinking?



It refers to the process of analyzing information and reaching a conclusion based on evidence and reasoning.



Key aspects of critical thinking include:



01

Analysis



02

Interpretation



03

Evaluation



04

Inference



05

Explanation



06

Self-regulation

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Module 8.1:

Critical Thinking, Risk Management & Problem-Solving

- **Analysis** - They break down information into its component parts to identify the underlying structure and relationships
- **Interpretation** - They make sense of the information and arguments, drawing inferences and forming conclusions
- **Evaluation** - They assess the validity, reliability, and relevance of information and arguments
- **Inference** - They make sense of the information and arguments, drawing inferences and forming conclusions
- **Explanation** - Getting into the details of a situation and giving relevant information to clarify the situation further
- **Self-regulation** - Focusing on interpreting and understanding situations and then acting in accordance with the situation

Barriers to critical thinking

1	Confirmation bias	4	Drone mentality
2	Assumptions	5	Social conditioning
3	Groupthink	6	Schedule pressures

- **Confirmation bias** - Confirmation bias is the tendency to search for, interpret, favor and recall information in a way that confirms or supports one's prior beliefs or values.
- **Assumptions** - Assuming something is true without sufficient evidence can lead to inaccurate conclusions and flawed decision-making.
- **Groupthink** - This occurs when a group prioritizes conformity over critical evaluation, leading to poor decision-making. It can be caused by a desire to maintain harmony within the group or a fear of being ostracized.

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Module 8.1:

Critical Thinking, Risk Management & Problem-Solving

- **Drone mentality** - is a pattern of going through the motions, paying little to no attention to what's going on around you. Think monotonous routine.
- **Social conditioning** - Learned behaviors and beliefs from our environment can shape our thinking and make it difficult to question established norms and values.
- **Schedule pressures** - Time constraints and fast-paced environments can reduce the time available for thoughtful reflection and analysis, hindering critical thinking.

Overcoming barriers to critical thinking-

✓ Clarity

✓ Precision

✓ Accuracy

✓ Relevance

✓ Depth

✓ Breadth

✓ Logical

✓ Significance

✓ Fairness

- **Clarity:** Is the information or task at hand easy to understand and free from obscurities?
- **Precision:** Is it specific and detailed?
- **Accuracy:** Is it correct, free from errors and distortions?
- **Relevance:** Is it directly related to the matter at hand?
- **Depth:** Does it consider all other variables, contexts, and situations?
- **Breadth:** Is it comprehensive, and does it encompass other perspectives?
- **Logical:** Does it contradict itself?
- **Significance:** Is it important in the first place?
- **Fairness:** Is it free from bias, deception, and self-interest?

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Module 8.1: Critical Thinking, Risk Management & Problem-Solving

Activity:

“5 Why’s ” chain reaction-Participants will be given different scenarios and they need to keep asking “Why” questions until we reach the root cause.

Situation 1



Fire in the engine room



Situation 2



Navigation equipment failure



Situation 3



Anchor dragging during bad weather



Situation 4



Electrical Power failure



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Module 8.1:

Critical Thinking, Risk Management & Problem-Solving

Objectives: to help participants actively engage their critical thinking skills.

Materials: paper, pens, charts

Instructions: Go through each situation and keep asking “why” questions for each statement that comes up. The goal is to keep asking 5 “why” questions until you reach the root cause of the problem.

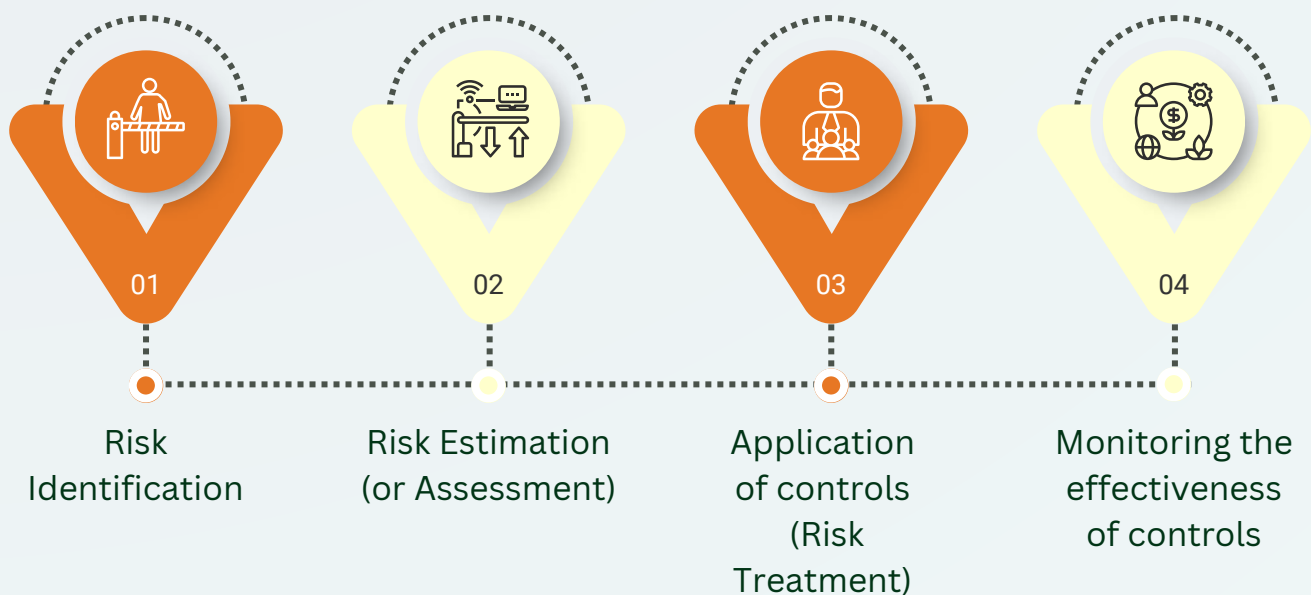
Debrief: Asking participants how the activity was and if it was easy or difficult for them to ask questions to reach the root cause.

Takeaways: Critical thinking is a skill that has to be developed over a period of time and by analyzing situations, critical thinking comes more naturally ,

Risk identification & assessment

This involves systematically assessing and identifying potential hazards and the risks associated with them with the aim of enhancing safety and preventing accidents.

Steps in Risk management:



1. Risk Identification

This step involves spotting anything that could go wrong onboard or during voyage planning. It includes identifying risks to the ship, crew, cargo, and environment.

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Module 8.1:

Critical Thinking, Risk Management & Problem-Solving

Risk Estimation (or Assessment)

Assess how likely each identified risk is to happen and how serious the consequences would be.

Eg. A worn-out engine part might have a high likelihood but moderate impact. A fire in the engine room might be low likelihood but very high impact.

3. Application of Controls (Risk Treatment)

Once risks are assessed, take steps to control or minimize them. Eg. Preventive maintenance for engines and equipment.

4. Monitoring the Effectiveness of Controls

After controls are in place, regularly check if they are working and adjust if necessary. E.g. Safety drills are evaluated for crew response time and effectiveness.

Techniques to mitigate risks:

1. STOP Method:

- S- Stop & Think
- T- Think through the task
- O- Observe the surroundings
- P- Proceed with caution

(Prompt: Can you think of situations where STOP can be applied in your day to day life onboard?)

2. Bow Tie analysis-

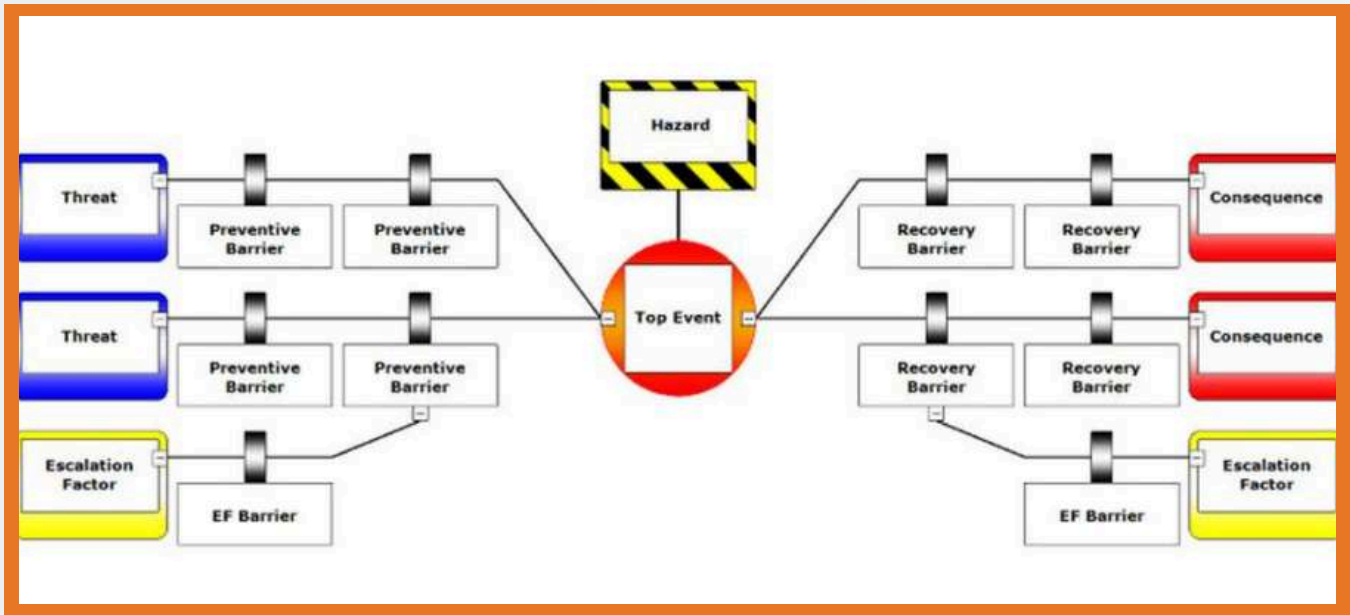
It is risk assessment method that uses a visual representation to depict the relationship between causes, events and consequences along with the barriers that can prevent risks

How does this help?

- Visual representation
- Focus on controls
- Helps identify gaps
- Supports risk communication
- Both proactive and retrospective use

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Module 8.1: Critical Thinking, Risk Management & Problem-Solving



3. Failure Mode & Effects Analysis:

It a systematic process for identifying potential failures in a design, process, or product, and then assessing their potential effects

Purpose

- Proactive risk assessment
- Prioritization
- Improved quality and reliability
- Cost reduction

Activity:

Case study analysis-

You are working onboard and have been asked to conduct an evaluation of the physical surroundings (onboard). This process involves an enclosed space entry. How would you use the Bow-tie risk analysis to understand and navigate this situation?

Objectives: Helping participants apply the bow tie analysis of risk management in a real life scenario to be able to get a feel of this technique.

- **Materials:** sheets of paper and pens
- **Instructions:** Participants will be divided into groups and work on the same situation using the bow tie analysis

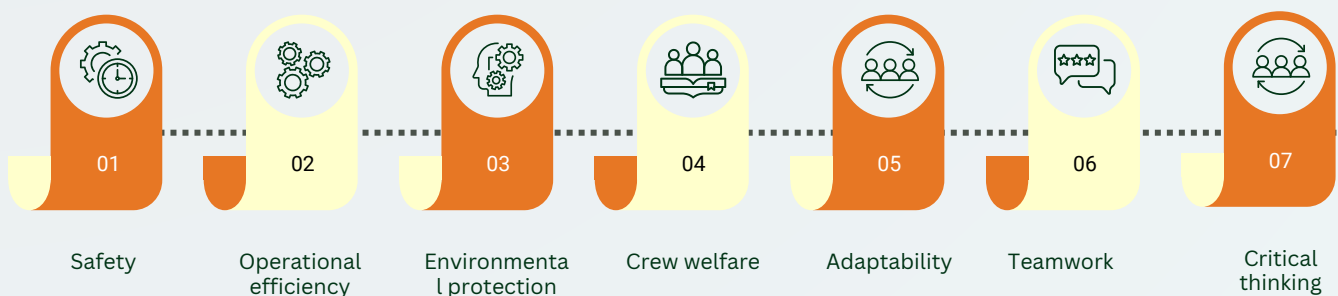
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- **Debrief:** understanding how the same situation can be analyzed differently to mitigate risks
- **Takeaways:** the same situation can be analyzed differently to ensure efficient risk mitigation and management

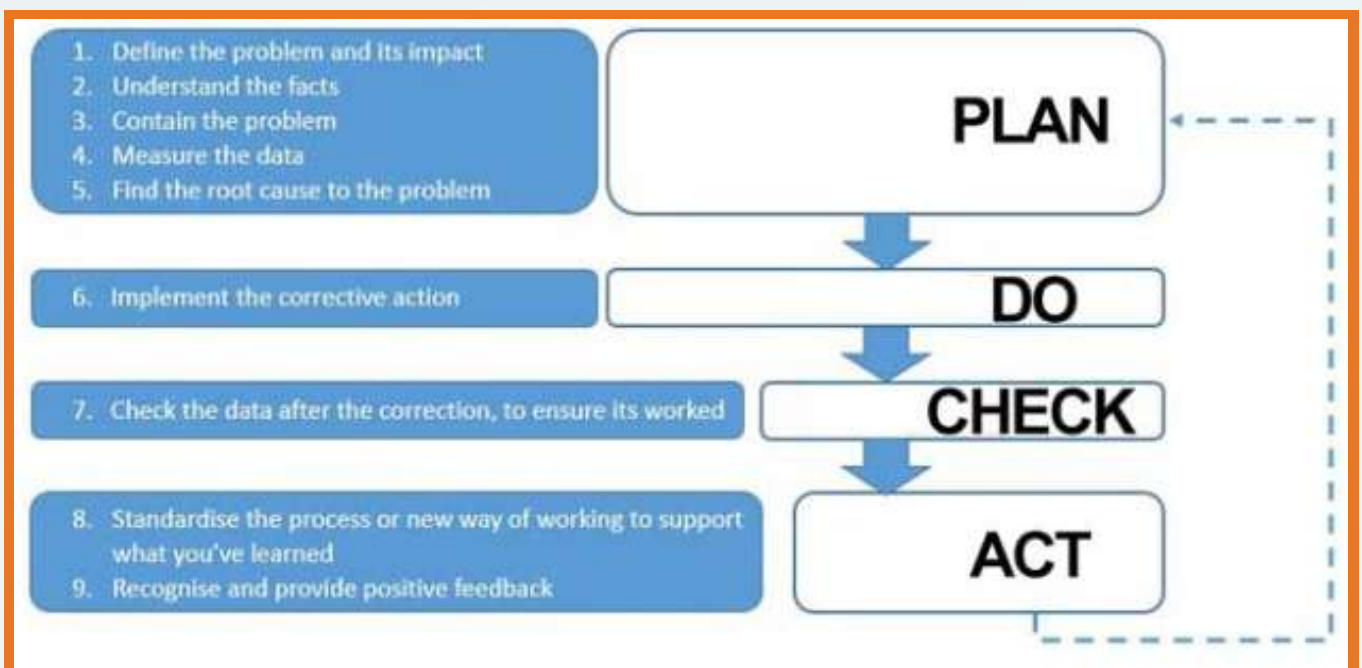
Importance of problem solving

What are the situations where you feel quick problem solving has helped you in your time onboard)



Structured approaches to problem solving -

Plan-Do-Check-Act



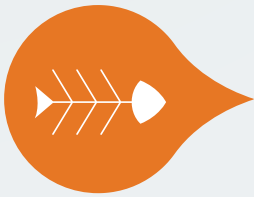
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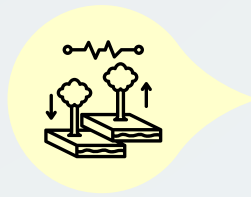
Root cause analysis

Benefits: Effective problem solving; prevention of recurring issues; improved quality and reliability; increased effectivity and productivity

The following tools help in investigating problems deeply and systematically:



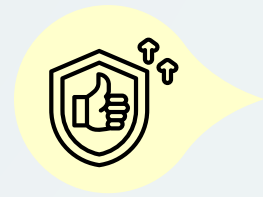
Fishbone (Ishikawa)
Diagram



Fault Tree
Analysis



Change
Analysis



Affinity
Diagram

1. Fishbone Analysis

Purpose:

- To visually identify many possible causes of a problem.

How it works:

- Problem is written at the "head" of the fish.
- Major categories (e.g., Man, Machine, Method, Material, Environment, Management) form the "bones."
- Causes are brainstormed and placed under each category.

Example at sea:

Problem: "Engine Overheating"

Possible causes under:

- **Man:** Inadequate training
- **Machine:** Faulty cooling pump
- **Method:** Incorrect coolant ratio
- **Material:** Low-quality spare parts

Module 8.1: Critical Thinking, Risk Management & Problem-Solving

2. Fault Tree Analysis (FTA)

Purpose:

- A logical diagram that shows how specific failures can lead to a system-wide failure.

How it works:

- Start from the top (the undesirable event) and break it down into contributing factors using logic gates (AND, OR).

Example at sea:

Top event: “Ship loses propulsion”

Contributors:

- Main engine failure
 - Due to fuel pump failure
 - Due to blocked filter
- Shaft misalignment
 - Due to poor maintenance

Used especially for **critical safety systems**.

3. Change Analysis

Purpose:

- To identify what changes may have led to a problem.

How it works:

- Compare a period when the system was working well with when the problem occurred.

Example at sea:

Problem: Increased navigational errors

Change analysis shows:

- New navigation software was installed
- New officer was assigned without proper induction
- Bridge layout was modified

This helps pinpoint what **recent change** caused the issue.

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Module 8.1: Critical Thinking, Risk Management & Problem-Solving

4. Affinity Diagram

Purpose:

- Organizes a large number of ideas or problems into related groups for better understanding.

How it works:

- Used after brainstorming; ideas are grouped into themes or categories.

Example at sea:

During a safety meeting: Crew brainstorms causes of poor communication.

Grouped themes:

- Language barriers
- Rank-based hesitations
- Lack of training in standard marine communication phrases

This helps in developing **focused action plans**.

Quick decision making tools -



SWOT Analysis – Strengths, Weaknesses, Opportunities, Threats

1. SWOT Analysis

(Strengths, Weaknesses, Opportunities, Threats)

Purpose:

To quickly assess a situation before taking action, especially during planning or choosing between options.

How it works:

- **Strengths:** What are we good at? (e.g., well-trained crew, good weather)
- **Weaknesses:** What could go wrong from our side? (e.g., low fuel reserve)
- **Opportunities:** What external factors can help us? (e.g., nearby port for assistance)
- **Threats:** What external factors can harm us? (e.g., oncoming storm)

Example at sea:

Choosing between two ports for emergency docking.

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Module 8.1: Critical Thinking, Risk Management & Problem-Solving



OODA Loop – Observe, Orient, Decide, Act

2. OODA Loop

(Observe, Orient, Decide, Act) – A rapid decision-making cycle

Purpose:

Used in dynamic situations where quick response is essential—helps in staying ahead of unfolding events.

How it works:

- **Observe** – Gather real-time data (weather, radar, crew input)
- **Orient** – Understand the situation using experience and context
- **Decide** – Choose the best course of action
- **Act** – Execute the decision immediately

Then repeat the loop to adapt.

Example at sea:

Responding to a sudden fire alarm.



RAPID Model – Recommend, Agree, Perform, Input, Decide

3. RAPID Decision-Making Model

(Recommend, Agree, Perform, Input, Decide)

Purpose:

Clarifies roles in decision-making, especially when multiple people are involved—prevents delays caused by unclear authority.

How it works:

- **Recommend:** Who gathers info and suggests options?
- **Agree:** Who must agree for the decision to move forward?
- **Perform:** Who carries it out?
- **Input:** Who provides relevant information?
- **Decide:** Who has the final say?

Intellectual Wellness

Module 8.1: Critical Thinking, Risk Management & Problem-Solving

Example at sea:

During a storm, the Chief Officer notices a dangerous cargo shift and recommends slowing down and changing course.

The Captain and Chief Engineer agree that immediate action is needed. The bridge team and deck crew secure the cargo and adjust the ship's speed and direction.

The Weather and Navigation Officers provide input about sea conditions and the nearest safe port.

Based on this, the Captain decides to alter course to ensure the ship's safety.

Activity:

- Six Thinking Hats Strategy: Look at the situation below and use each of the 6 hats to understand and solve the problem to the best of your ability.
- You have been asked to create an induction plan for new joiners onboard.
- Each of you will have to contribute to the creation of this module.
- Use the 6 thinking hats strategy to understand how to go about creating this.

Objectives: To apply problem solving techniques in real time situations.

Materials: Different color hats, paper, pens.

Instructions- Each team will solve the same situation using the 6 thinking hats strategy. You will have to share your thoughts for each of the different hats.

Debrief: The 6 thinking hats strategy helps in analyzing a situation in its entirety and looking at all the possible outcomes, positives, and pitfalls before coming to a conclusion. It can be effective in making an informed decision.

Takeaways- 6 thinking hats can be very helpful in a situation where you feel multiple outcomes are possible and there is a need to do a deep dive into the situation.

Intellectual Wellness

Module 8.1: Critical Thinking, Risk Management & Problem-Solving

White Hat

Data, facts information known or needed



Red Hat

Feelings, hunches, instinct and intuition



Black Hat

Difficulties, potential problems, why something may not work



Yellow Hat

Values and benefits, why something may work



Blue Hat

Manage process, next steps, action plans



Green Hat

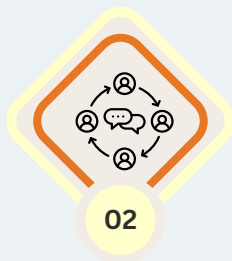
Creativity, solutions, alternatives, new ideas



Conclusion



Cultivate curiosity and question things



Reflect on your thinking process



Practice problem solving



Enhance communication and active listening



Seek feedback



INTELLECTUAL WELLNESS

8.2. INFORMATION PROCESSING

INFORMATION PROCESSING & COMMUNICATION



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Intellectual Wellness

Module 8.2: Information Processing & Communication

Purpose:

Helping seafarers understand the importance of processing information coming at them actively while also ensuring that there are proper channels of communication and why it is important to integrate effective communication into their daily lives.

Key components:

- What is information processing and why is it important for seafarers?
- Techniques to improve information processing
- Understanding communication
- Barriers to effective communication
- Strategies to improve communication

Learning objectives:

1. The importance of information processing in the context of seafarers
2. Strategies to ensure effective information processing
3. Importance of effective communication
4. Strategies to enhance effective communication onboard

Information processing & its importance:

What does information processing onboard mean according to you?

What is information processing?

- It is the cognitive process through which we interpret, absorb, analyze and store information which is needed for decision making and impacts our behaviour.

Stages of information processing



Encoding



Storage



Retrieval



Transformation

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- **Encoding-** This is the process of taking in information from the environment and assigning meaning to it. It involves perceiving or attending to stimuli before they can be stored in short-term memory.
- **Storage-** This is when information is held temporarily in short-term memory while it is processed or transferred into long-term memory for more permanent storage.
- **Retrieval-** This stage focuses on accessing previously stored information from either short-term or long-term memory in order to utilize it for a current task.
- **Transformation-** The final stage involves transforming information into a more useful form, such as organizing it in different ways or using reasoning and problem-solving skills to come up with a solution.

Importance of information processing for seafarers:



Day-to-day examples of Information processing



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Techniques to improve my information processing-

1	Pomodoro method	5	Mnemonics
2	Technology	6	Brain games
3	Eliminate distractions	7	Chunking
4	Meditate		

- **Pomodoro method-** Working in focused, 25-minute intervals, followed by short breaks. This helps maintain concentration by breaking work into manageable chunks, promoting better cognitive processes and information retention.
- **Technology-** Tools like focus apps, timers, and digital reminders can aid in managing distractions and improving focus. These technologies help individuals stay organized and maintain mental clarity, boosting overall memory performance.
- **Eliminate distractions-** Turning off notifications or creating a quiet workspace allows for better focus and more effective information processing. Fewer distractions mean more cognitive resources are available for memory and learning.
- **Meditate-** Regular meditation improves attention and focus by calming the mind and reducing stress. It enhances working memory by training the brain to concentrate for longer periods, which is crucial for encoding and retaining information.
- **Mnemonics-** Create memorable associations or phrases to help recall information.
- **Brain games-** Engage in games and puzzles that challenge cognitive skills.
- **Chunking-** which breaks complex information into small, manageable pieces. This helps process and store information more efficiently.

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Activity: Case study analysis-

Objectives: To help seafarers apply their information processing skills in real time situations and see how they can do the same. Also help them implement the strategies they have learned previously

Materials: PPT

Instructions: Participants will be divided into groups and each group will go through the case studies one by one. Focus on answering the questions given with each case study.

Debrief: Different situations require us to understand and make sense of the information provided to make quick decisions and plan outcomes. Information processing strategies help us with simplifying this process

Takeaways: There are multiple strategies can be used for information processing and we can choose any of them based on the time and information available to us

Case 1:

You are 10 miles from shore in heavy fog. Radar shows a fast moving vessel approaching from port side at close range. Communication must be clear and precise to avoid collision.



Work on communicating the right things.



What is the most effective way to communicate the instructions?



What should the next course of action be?

Case 2:

You are approaching a narrow channel at night. Another vessel is seen approaching head-on with no sign of altering course. Prepare and communicate the proper signals and actions.



What needs to be communicated urgently?



What is the best form of communication?



What should the next course of action be?

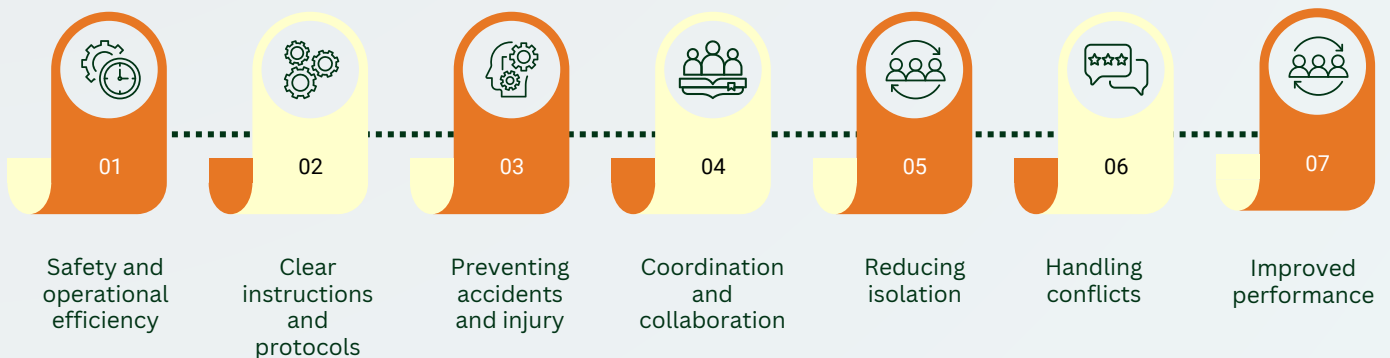
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Communication

One of the key elements that contributes to information processing and improved efficiency at work is communication. While the way we process information varies for each of us, another important element is how we communicate the same to others

Why is Effective communication important for seafarers-



Activity: Miscommunication mishaps

Objective: Helping seafarers understand what can be the consequences of not communicating clearly and effectively

Materials: PPT / flashcards with scenarios

Instructions: Go through each scenario that has been shared on the cards and tell us what could be the outcome or consequence of that type of communication. Also focus on whether the message of this communication is clear or unclear

Debrief: The most important part of communication is to focus on language, clarity, and ensuring that the other person understands the message as well

Takeaways: The importance of effective communication onboard and the outcomes that it can lead to when not followed thoroughly

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Scenarios:

- The Officer of the Watch (OOW) instructs the helmsman to “alter course to 270,” but due to poor pronunciation or accent, the helmsman hears “290” instead.
- During a fire drill, the command to “evacuate to muster station” is given in English, but some non-native speakers onboard misunderstand and remain at their stations.
- The Chief Engineer instructs a junior engineer to “check the fuel oil purifier,” but the junior mistakenly services the lube oil purifier due to unfamiliarity with terminology.
- The radio officer receives a weather update indicating a storm warning but fails to clearly communicate the severity to the captain.
- A crew member is told to “check the lifejackets,” but assumes that means checking their presence, not condition or expiry dates.

Barriers to effective communication:



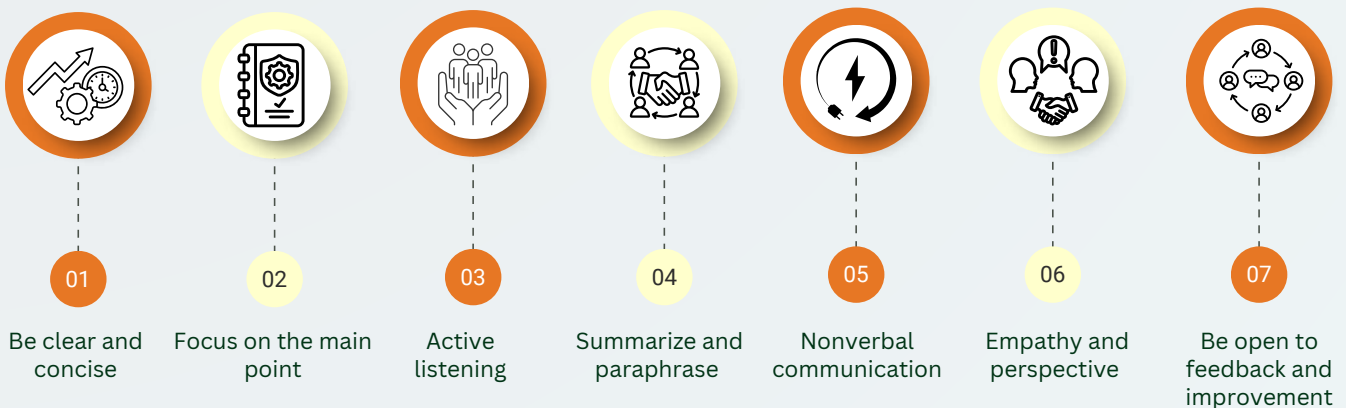
- **Physical barriers-** These include distractions like loud noises, poor lighting, or inadequate equipment.
- **Technological barriers-** Faulty equipment or difficulty using communication technologies can also create barriers.
- **Cultural barriers-** Differences in cultural norms, values, and communication styles can lead to misinterpretations.
- **Language barriers-** Misunderstandings due to different languages, unfamiliar accents, or the use of jargon can create communication problems.

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- **Psychological barriers-** These relate to mental states like fear, distrust, or lack of attention, which can hinder understanding.
- **Perceptual barriers-** These arise from individual biases, stereotypes, and misunderstandings that can distort information.

Strategies for effective communication:



- **Be clear and concise-** Express yourself in a way that is easy to understand, avoiding jargon and technical terms that may confuse your audience. Get straight to the point, delivering your message efficiently and effectively.
- **Focus on the main point-** think about the main point/s that you would like to convey and focus on communicating those.
- **Active listening-** this involves not only listening to what the speaker is saying but asking clarifying questions and processing what they are saying.
- **Summarize and paraphrase-** Summarizing what the speaker is saying and repeating it to them will help ensure that you are both on the same page.
- **Nonverbal communication-** rely on nonverbal communication including body language, facial expressions, tone of voice to reinforce your message.
- **Empathy and perspective-** Put yourself in the other person's shoes to understand their perspective and emotions.
- **Be open to feedback and improvement-** Be open to constructive criticism and feedback to improve your communication skills.
- **Use appropriate channels-** Choose the right communication channel (e.g., email, phone, in-person) for the situation.

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Module 8.2: Information Processing & Communication

Activity: Decode the message:

Objective: helping seafarers apply their effective communication skills in real time scenarios that they face regularly onboard

Materials: PPT / flashcards with scenarios

Instructions: Each card will have one statement written on it and you need to try and decode what that message is saying. Also think about what action you will do related to that message

Debrief: Do you think the messages were all clear? Are there any other ways to make the communication of these messages more effective?

Takeaways: Effective communication focuses on clear, concise and two way communication- where the speaker and listener both understand the message clearly

- “I think something’s not right with the engine, maybe check it?”
- “It’s kind of foggy out there, maybe we should slow down.”
- “Uh, yeah... we’re gonna be a little late, I guess...”
- “Just put that somewhere over there so it doesn’t fall.”
- “Hey, I think there might be a fire or something in the galley.”

In conclusion:

By focusing on information processing and effective communication we can ensure that the voyages run smoothly with minimal errors and to the best of its capacity.

Share one learning that you have had from today’s module that you would like to implement moving ahead.



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8.3. COGNITIVE FUNCTION

MINDFULNESS & COGNITIVE FUNCTION



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Module 8.3: Mindfulness & Cognitive Function

Purpose:

Helping seafarers understand the importance of cognitive processes and how they can help with personal and professional life onboard. Using mindfulness as a tool to manage stress, develop resilience, and cope with isolation at sea.

Key components:

- Importance of mental health and cognitive sharpness
- What is cognition
- How can stress, fatigue, and isolation impact cognition
- The connection between Mindfulness & Cognitive Function

Learning Objective:

1. Helping seafarers enhance their mental resilience, focus, and decision-making abilities
2. Teaching mindfulness techniques for short-term and long-term benefits
3. Improving cognitive skills for safety, communication, and leadership onboard

Think of one activity that makes you feel relaxed.

Importance of mental health and cognitive sharpness-

- The high-stakes, demanding, and dynamic nature of maritime operations makes it imperative for seafarers to remain cognitively sharp.
- Attention to detail, quick decision making, and problem solving are important to ensure safety, security, and efficiency onboard. In today's module, we will be understanding the importance of cognitive sharpness and mindfulness to achieve the same, and how seafarers can incorporate this into their daily routines.

Understanding Cognition

- Cognition refers to all the processes associated with our mind- this includes attention, memory, thinking, perception, language and learning.
- All of these are necessary for our day to day functioning and learning any new skills.
- Cognition impacts the way we think, understand and make sense of the world around us.
- It also helps in forming impressions, filling in the gaps, making decisions and problem solving.

For seafarers, this is a particularly important skill to have because it helps them with the following:

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Module 8.3: Mindfulness & Cognitive Function



Safety and accident prevention



Operational efficiency



Cognitive sharpness is an important non-technical skill to be able to perform their technical roles better



Cognitive sharpness also contributes to experience gaining for seafarers and allows them to access this experience in relevant situations.

How can stress, fatigue and isolation impact cognition

1

Impacts focus

2

More likely to make mistakes or have accidents

3

Poor memory and retention

4

Mental fatigue

5

Impairs judgement and decision making

6

Prolonged stress leads to burnout and mental health concerns

- Impacts focus- Stress and fatigue can impair attention, making it harder to focus and concentrate. This can lead to increased distractibility and difficulty in tasks requiring sustained attention.
- More likely to make mistakes or have accidents-due to fatigue and stress leads to brain fog which in turn makes us more prone to making mistakes errors or accidents onboard.
- Poor memory and retention.
- Mental fatigue- Stress and fatigue can disrupt sleep, deplete energy, and hinder cognitive processes. This can make even simple tasks feel overwhelming and increase the tendency to procrastinate or avoid responsibilities.
- Impairs judgement and decision making- High-stress environments and fatigue can negatively influence emotional responses and impair decision-making abilities.

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Module 8.3: Mindfulness & Cognitive Function

- Prolonged stress leads to burnout and mental health concerns- high levels of constant stress lead to burnout and other mental health concerns

Activity: Can you think of specific instances that can happen when stress or fatigue set in for seafarers? What do you think can be done to keep yourself mentally active?

Objectives: Having seafarers share tips on how they keep themselves mentally active during their voyages/ shifts.

Cognitive Fitness Routine:



Sleep hygiene



Nutrition



Fitness



Social connection



Mental
workouts &
mindfulness

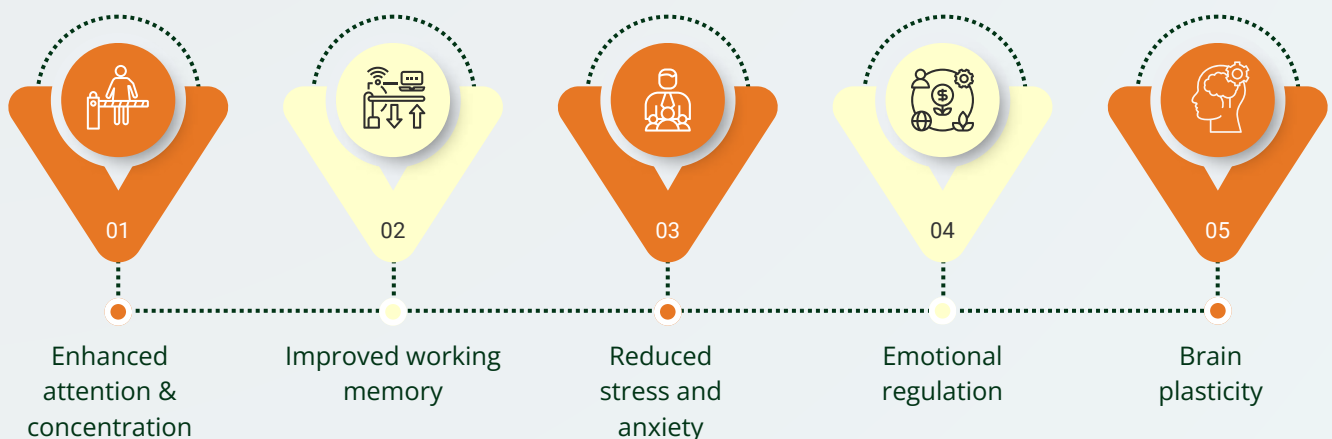
- **Sleep hygiene-** Focusing on getting good quality sleep is a priority for good cognitive fitness.
- **Nutrition:** Having a nutrient dense and balanced diet is critical for keeping the mind fit and active along with the body. Consuming vitamins and minerals, seeds, healthy fats are key brain foods.
- **Fitness-** Regular exercise has been known to not only help the body stay active but also contributes to mental fitness, better concentration and focus and better memory and retention as well.
- **Social connection:** One of the best ways to keep the mind engaged and active is to regularly interact with those around you and form strong social connections.
- **Mental workouts & mindfulness-** Incorporating brain games like puzzles, riddles, sudoku, mindfulness have been known to improve cognitive fitness.

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Module 8.3: Mindfulness & Cognitive Function

Mindfulness - it refers to the practice of paying attention to the present moment without judgement and only focusing on our thoughts, feelings and the surroundings. It works on the principle of awareness and acceptance while keeping aside any judgement of our thoughts and feelings.

The connection between Mindfulness & Cognitive Function



- **Enhanced attention & concentration** - Mindfulness practices, like meditation, help train the brain to focus attention and resist distractions, leading to better concentration.
- **Improved working memory** - Repeated practice of focusing attention enhances working memory, the ability to hold information in mind and manipulate it.
- **Reduced stress and anxiety** - Mindfulness can help reduce stress hormones like cortisol and lessen feelings of anxiety, allowing the mind to focus more effectively.
- **Emotional regulation** - Regular mindfulness practice can lead to structural and functional changes in the brain, particularly in areas related to attention, concentration, and emotional regulation.
- **Brain plasticity** - Mindfulness can strengthen key brain networks, including the default mode network, which is important for self-awareness and cognitive processing.

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Module 8.3: Mindfulness & Cognitive Function

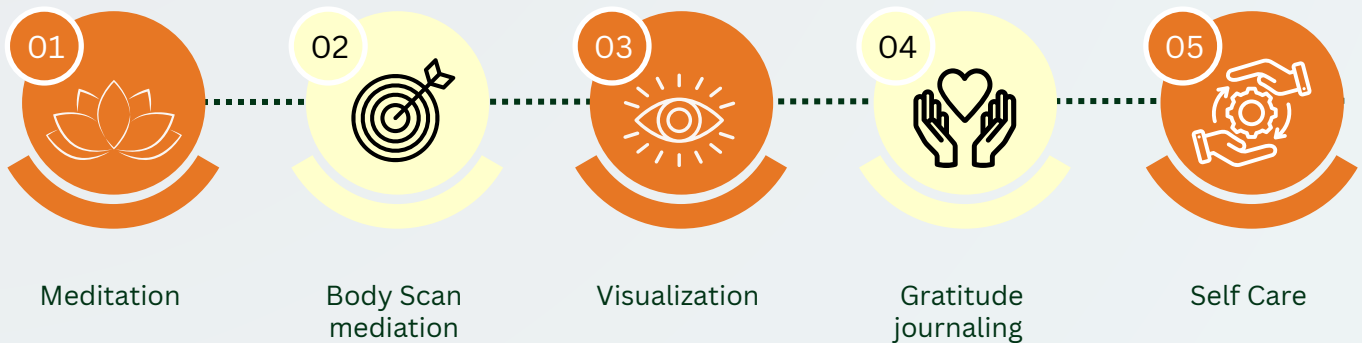
How does mindfulness help seafarers?

- **Helps in understanding the difference between reacting vs responding to a situation** - The work environment for seafarers is high stress, which can lead to them developing anxiety and other mental health concerns. Mindfulness can help them develop resilience and tune themselves into their thoughts, feelings, and behaviours and respond in ways that can actually help them manage the situation better.
- **Creates awareness about emotions and how to deal with them** - Emotional regulation is a crucial element on managing high-stress situations onboard and taking quick decisions. Mindfulness can help seafarers improve their emotional intelligence and learn to recognize and label their emotions. This will in turn help them respond to situations accordingly and create a more harmonious environment onboard.
- **Helps create awareness and responsiveness for their emotions** - It helps seafarers track their good and bad days at sea through self-awareness and emotional regulation. They can acknowledge their experiences through learning and find effective strategies to cope with bad days.
- **Helps focus on the positive in situations** - Mindfulness helps in slowing down the present moment and focusing on managing challenges in new ways. Rather than getting pulled into regrets from the past or worry about the future, they are able to stay rooted in the present and find joy and purpose there.
- **Helps improve productivity** - There is a direct link between mindfulness and productivity. The job that seafarers do, does require high amounts of focus and attention to detail and a regular practice of mindfulness can help improve their focus and concentration, in turn improving their productivity.
- **Helps give us a sense of direction and purpose** - By incorporating gratitude as a part of mindfulness, seafarers can also work on adding meaning and purpose to their life. Mindfulness helps seafarers find a deeper connection to their surroundings, their work, each other and their families as well.
- **Mindfulness skills are utilized throughout your life** - Mindfulness is a skill that is useful in every aspect of life. For seafarers as well, mindfulness can definitely contribute positively to their life onboard but it will also add meaning to their personal lives and help them strengthen their relationships with family and friends as well.

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Module 8.3: Mindfulness & Cognitive Function

Mindfulness Techniques



- **Meditation** - is a practice where individuals focus their attention and awareness, often through techniques like breathing exercises to achieve a mentally clear and emotionally calm state.
- **Body Scan meditation** - Is a mindfulness practice where you systematically focus your attention on different parts of your body, noticing any sensations without judgment. It helps you connect with your physical and emotional self.
- **Visualization** - involves creating vivid mental images in order to bring inner peace and promote positive change. It can be used for relaxation, stress management, goal setting, and more. By focusing on a mental image, you can train your mind to be more focused and reduce distractions.
- **Gratitude journaling** - involve actively acknowledging and appreciating the positive aspects of life. These practices can be implemented daily, such as journaling, expressing gratitude to others, or meditating on positive experiences. Regular gratitude practice can lead to increased happiness, reduced stress, and stronger relationships.
- **Self Care** - intentionally engaging in activities that promote your well-being, both physically and mentally. It involves taking care of your own needs, whether it's through hygiene, nutrition, leisure, or seeking professional help when needed. It's about recognizing what you need and taking steps to meet those needs.

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Module 8.3: Mindfulness & Cognitive Function

Daily Mindfulness Practices



- **Mindfulness as you wake up** - Start your day with a brief, intentional routine before distractions arise. Sit quietly, take deep breaths, and set a clear intention—such as being kind or patient—which you revisit throughout the day.
- **Mindful eating** - Transform meals into a richer experience by pausing to breathe before eating, tuning into your hunger cues, and savoring each bite. This practice helps you enjoy food more fully and respond to your body's true needs.
- **Mindful breathing** - Take a moment to focus solely on your breathing without trying to change it. Notice the rise and fall of your chest and the sensation of air entering and leaving your nostrils.
- **Mindful observation** - Involves consciously and intentionally paying attention to one's thoughts, feelings, bodily sensations, and surrounding environment in a non-judgmental way. It's a core component of mindfulness practice, promoting self-awareness, emotional regulation, and a deeper connection with the present moment.
- **Mindful pause** - Recognize that most of our actions run on autopilot. By intentionally pausing and creating reminders (like sticky notes or triggers), you can shift from the “fast brain” (automatic responses) to the “slow brain” (deliberate decision-making), rewiring your behavior over time.
- **Mindfulness before sleep** - Can help you fall asleep faster and improve sleep quality by calming your mind and body. By being present and mindful, you can reduce rumination and emotional reactivity that can interfere with sleep.

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Module 8.3: Mindfulness & Cognitive Function

Activity: Body scan meditation practice

Objective: Helping participants understand how easily they can practice mindfulness in their daily life through body scan

Materials: None

Instructions:

- Get cozy. Start by getting comfortable. Lie down or sit in a position that allows you to stretch your limbs easily.
- Focus. Close your eyes and begin focusing on your breath. Notice the sensation of your breath filling and leaving your lungs as you inhale and exhale.
- Choose where to start. Begin anywhere you like, the top of your head, left foot, right hand, right foot. Focus on that spot as you continue breathing slowly and deeply. Then move to another part of your body and do the same.
- Pay attention. Open your awareness to sensations of pain, tension, discomfort, or anything out of the ordinary.
- Go slow. Spend anywhere from 20 seconds to 1 minute observing these sensations.
- Acknowledge. If you begin to notice pain and discomfort, acknowledge and sit with any emotions these sensations bring up. Accept them without criticism. For example, if you feel frustrated and angry, don't judge yourself for these emotions. Notice them and let them pass.
- Breathe. Continue breathing, imagining the pain and tension decreasing with each breath.
- Release. Slowly release your mental awareness of that specific part of your body and redirect it to your next area of focus. Some people find it helpful to imagine releasing one body part as they breathe out and moving on to the next as they breathe in.
- Move along. Continue the exercise along your body in a way that makes sense to you, whether you move from top to bottom or up one side and down the other.

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Module 8.3: Mindfulness & Cognitive Function

- Note drifting thoughts. As you continue to scan your body, note when your thoughts drift. This will probably happen more than once, so don't worry. You haven't failed and can easily get your thoughts back on track. Just gently return your awareness to where you left off scanning.
- Visualize and breathe. Once you finish scanning parts of your body, let your awareness travel across your body. Visualize this as liquid filling a mold. Continue inhaling and exhaling slowly as you sit with this awareness of your whole body for several seconds.
- Come back. Slowly release your focus and bring your attention back to your surroundings.

Debrief:

Sharing how everyone felt during the activity. This activity can be done after waking up, before sleeping, or any time that you want to relax and have a few minutes. You can spend as much or as little time as you have to complete this practice.

Summary:

The way we think, feel, perceive and respond to the world around us is an integral part of how we manage our day to day lives. By focussing on cognition through mindfulness, we can work on creating a space for ourselves that helps us understand ourselves and others better and engage effectively and work productively.



INTELLECTUAL WELLNESS

8.4. INTELLECTUAL GROWTH

CAREER DEVELOPMENT & INTELLECTUAL GROWTH



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Intellectual Wellness

Module 8.4: Career Development & Intellectual Growth

Purpose:

Understanding the importance of career development for seafarers and how they can utilize intellectual growth to achieve the same.

Key components:

- What is intellectual growth?
- Techniques to improve Intellectual growth
- Career Development & its importance
- Skills for career development

Learning objectives:

1. Understanding intellectual growth and the value that it brings to the individual
2. Strategies to work on intellectual growth (onboard and offshore)
3. How can intellectual growth lead to career development
4. Skills and techniques for career development for seafarers

Chart your course:

If your life is a voyage, where are you now? Setting sail, navigating a storm, discovering new islands, or reaching a long-awaited port? And what would you want your next destination to be?

Intellectual Growth

What is intellectual growth?

It refers to our ability to continue to maintain our cognitive functions, adapt to life situations and also fosters overall well-being. It includes continuous learning, developing new skills and also keeping the mind active and engaged.

Particularly for seafarers, intellectual growth helps with better decision making, increased resilience and improved cognitive functioning. These abilities help them navigate complex situations, adapt to dynamic conditions and prioritize safety at sea.

Activity: Growth compass: Each participant makes 4 quadrants on a sheet of paper and names them as follows- skills, knowledge, attitude and habits. For each quadrant write down one thing that you have learned in the past year/ improved and one thing that you would like to develop in the coming year.

Objectives: Focus is on helping participants find their strengths, habits through the template given.

Materials: Template with 4 quadrants, pens/pencils

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Module 8.4: Career Development & Intellectual Growth

Instructions:

Each participant will go through which each quadrant and fill it in according to what you believe are your strengths, skills, attitude and habits

Strengths: These are your natural talents and abilities, things you excel at without much effort.

Skills:

These are the specific capabilities you develop through learning and practice. They can be hard skills (technical or professional) or soft skills (interpersonal and emotional)

- **Habits:** These are the behaviors you consistently repeat, often unconsciously. They can be positive or negative and significantly impact your actions and outcomes
- **Attitude:** This is your overall outlook and perspective, influencing how you respond to challenges and opportunities. A growth mindset, which embraces challenges and views failures as learning opportunities, is essential for continuous growth

Debrief: As you analyse the activity, focus on what is working for you positively and what you feel can be improved on.

Takeaway: The purpose of the activity is to help you analyse where you stand in terms of different aspects of your personal and professional life and focus on growth

Techniques to improve Intellectual growth:



Learn a new skill



Read



Physical activity



Stay curious



Embrace creativity



Focus on self-reflection activities



Practice mindfulness and meditation



Online learning and certifications



Skill based learning

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Module 8.4: Career Development & Intellectual Growth

Activity: Share specific skills you have learnt while being onboard and share the applications of the same.

Objective: Helping participants analyse various job specific skills that they have learned over a period of time. The idea is to help them reflect on their skill development which often may not happen consciously and to also think of other applications of the same

Materials: None

Debrief: Now that you have identified various skills that you have developed during work, try to keep them in mind as you continue to grow in your career and personal life. Think of various other areas where these skills can be transferred.

Career Development for Sea Farers

While each individual wants to grow in their career, this growth can look different for each of us. One aspect of career development is our focus on intellectual growth. How are these two factors connected to one another?



Skills for career development

- Technical and professional skills- this includes certifications, training, regulatory knowledge, safety and emergency response etc.
- Communication skills- including clear reporting, cross cultural communication.
- Leadership and management skills- team management, conflict resolution and decision making skills that help navigate day to day and complex situations.
- Adaptability and problem solving- troubleshooting, flexibility and learning agility.

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Module 8.4: Career Development & Intellectual Growth

- Emotional intelligence and resilience- self awareness, work-life balance planning and empathy and team morale.
- Continuous learning mindset- focusing on self development, regular goal setting and networking, growth mindset.

Activity: Road map for your career and life- start setting short and long term goals for yourself and the associated actions you will take to reach those goals.

Objective: Helping participants set a goal for their future and use the road map as a way to stay accountable and start taking steps from today itself

Materials: Pens, paper

Instructions:

Create a physical road map for yourself for the next one year. Think about all the things you would like to accomplish personally and professionally and put those as check points in your road map. Once you have done this, work backwards to see what you would have to start doing today to reach these goals in a year. Start making small steps that you can take to reach your goals

Debrief:

While goals can often seem overwhelming and hard to achieve, by creating a road map, we can break these goals down into manageable steps and easily work towards achieving them. Having a road map also helps with accountability and marking progress

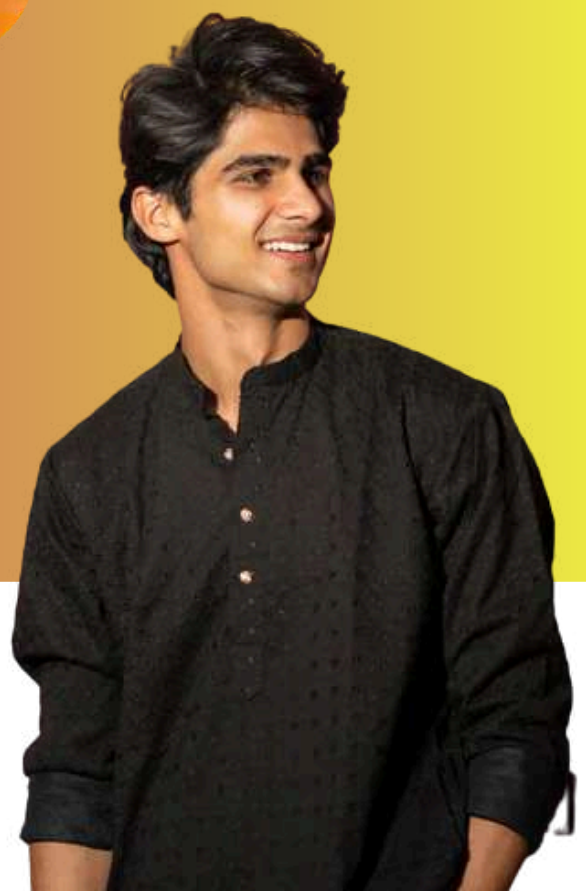
Summary:

Learning and intellectual growth are the stepping stones to career advancement. In order to reach where you want to be, start laying the foundation today and move towards equipping yourself with the skills and knowledge required to achieve your goals.



CULTURAL WELLNESS

Unity Begins With Understanding Where We Come From



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Cultural Wellness

Module 1: Anchored in Identity – Building Cultural Awareness at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Cultural Awareness: Identity and Heritage
- Identity Mapping
- Cross Cultural Scenarios at Sea

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 2: Navigating Cultural Waters – Respect for Diversity & Intercultural Competence

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Diversity
- Exploring Cultural Norms
- My Cultural Compass Plan

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Cultural Wellness

Module 3: Borderless World – Cultivating Tolerance & Acceptance at Sea

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Tolerance vs Acceptance
- Me and My Borders
- Group Reflection and Closing

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion

Module 4: Navigating Context – Understanding Communication Styles through Edward Hall's Theory

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Understanding Communication Styles Through Context
- Cultural Self Assessment
- Strategies to Bridge Context Gaps

3) Activity:

Each activity will include clearly defined objectives, required materials, step-by-step instructions, a debrief for reflection, and key takeaways to reinforce learning.

4) Conclusion



CULTURAL WELLNESS



CULTURAL WELLNESS

**ANCHORED IN IDENTITY:
BUILDING CULTURAL
AWARENESS AT SEA**

9.1. IDENTITY & HERITAGE



CULTURAL WELLNESS

**NAVIGATING CULTURAL WATERS:
RESPECT FOR DIVERSITY &
INTERCULTURAL COMPETENCE**

9.2. CULTURAL COMPETENCE



CULTURAL WELLNESS

**BORDERLESS WORLD:
CULTIVATING TOLERANCE &
ACCEPTANCE AT SEA**

9.3. TOLERANCE & ACCEPTANCE



CULTURAL WELLNESS

**NAVIGATING CONTEXT –
UNDERSTANDING COMMUNICATION
STYLES THROUGH EDWARD HALL'S
THEORY**

9.4. COMMUNICATION STYLES



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CULTURAL WELLNESS

9.1. IDENTITY & HERITAGE

ANCHORED IN IDENTITY: BUILDING CULTURAL AWARENESS AT SEA



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Cultural Wellness

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

- **Cultural awareness begins with self-awareness** - Understanding one's own cultural identity provides the foundation for appreciating others.
- **Respect for diversity strengthens teams** - Embracing differences rather than ignoring them leads to more effective collaboration.
- **Heritage pride and cultural openness coexist** - Maintaining connection to one's roots while remaining curious about others creates optimal cultural competency.

Activity – Cultural Snapshot

Objectives – Highlight cultural diversity in the room



A traditional food they love.



A festival they celebrate.



A saying/proverb from their language.



Debrief:

- “What stood out to you from this sharing?”
- “How do you feel when someone shows curiosity about your culture?”

Takeaways:

- Cultural diversity exists in every group - even small teams have rich varied backgrounds
- Curiosity about others' cultures builds connection and makes people feel valued
- Simple cultural sharing (food, festivals, sayings) can quickly break down barriers

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Activity – What is Culture?

Objective: Create a shared understanding of culture.

Instructions :

- Create two columns and categorize between visible and non – visible
- Visible Culture (food, clothes, language)
- Invisible Culture (beliefs, values, communication styles)

Debrief :

- “Have you experienced a culture shock onboard?”
- “What assumptions do people sometimes make about your background?”

Takeaways:

- Culture has visible and invisible layers - what we see (food, clothing) vs. deeper values and communication styles
- Culture shapes everything - how we communicate, make decisions, and handle conflict
- Cultural assumptions can create misunderstandings - awareness prevents conflicts

Identity Mapping:

- In the context of culture, identity mapping is a method used to visually represent an individual's or group's social identities and affiliations.
- It involves creating a chart or map that illustrates the different layers of identity, including core, chosen, and given identities.
- This process helps understand how individuals perceive themselves within a broader social and cultural context.

Cultural Mapping:

- This broader term refers to research techniques used to map tangible and intangible cultural assets within local landscapes.
- It can involve mapping cultural practices, traditions, and resources, providing a visual representation of cultural heritage.

Cultural Wellness

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Activity - Identity Mapping Exercise

Objective: Help seafarers explore their cultural roots.

Instructions :

Handout - My Cultural Identity Map (Share in Pairs)

Prompts include:

- I am from...
- My mother tongue is...
- A value my family holds dear is...
- One tradition I treasure is...
- I feel proud of my culture when...

Debrief:

- “How does knowing your cultural identity help you at sea?”
- “Why is it important to stay rooted in heritage while being open to others?”

Takeaways:

- Self-awareness is the foundation of cultural competence
- Staying connected to your heritage provides strength and grounding while at sea
- Sharing your identity safely helps others understand and respect you better.

The phrase "**cross-cultural scenarios at sea**" refers to situations or interactions that occur in maritime environments (like on ships or in ports) involving people from **different cultural backgrounds**. These scenarios often arise because maritime operations typically involve **international crews**, **global trade**, and **multinational regulations**.

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Cross Cultural Scenarios At Sea:

Examples of Cross-Cultural Scenarios at Sea:

01

Multinational Crews: A ship may have officers from one country, engineers from another, and deckhands from yet another. Communication, work styles, and hierarchy perceptions can differ.

02

Different Communication Styles: Language barriers or variations in tone, body language, and expression can lead to misunderstandings.

03

Workplace Expectations: Some cultures value punctuality and hierarchy, while others emphasize flexibility or egalitarianism. This can affect teamwork and discipline on board.

04

Conflict Resolution: Cultural norms regarding confrontation, authority, and conflict can influence how crew members handle disputes.

05

Health and Safety Compliance: Understanding and interpreting rules (like safety drills or hygiene standards) may vary depending on cultural context and prior training.

06

Port Interactions: When sailors interact with authorities or workers in international ports, cultural etiquette and customs play a major role in smooth operations.

Cultural Wellness

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Why It Matters:

Cross-cultural scenarios at sea are important because they impact:

- Crew safety and cohesion
- Operational efficiency
- Mental health and wellbeing
- Leadership and conflict resolution
- Compliance with international maritime law

Activity - Cross-Cultural Scenarios at Sea

Objective: Build empathy and skills to handle cultural misunderstandings.

Instructions:

- In pairs: One plays the seafarer, one plays the observer.
- Practice culturally sensitive communication.

Role-Playing Scenarios:

01

A crewmate refuses to join a group meal due to religious fasting.

02

A colleague reacts defensively when corrected in front of others.

03

You overhear a cultural stereotype being joked about in the mess room.

04

Someone seems disinterested during safety drills due to language gaps.

Cultural Wellness

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Facilitator Tips:

- Encourage paraphrasing and respectful questioning.
- Emphasize “cultural humility”, staying curious and open.

Takeaways:

- Cultural humility beats cultural assumptions - stay curious rather than judgmental
- Communication techniques matter - paraphrasing and respectful questioning prevent escalation
- Religious, communication, and social differences require sensitive navigation
- Bystander intervention is important when cultural stereotypes or disrespect occur

Activity : Anchored in Me: Personal Action Plan

Objective: Commit to being more culturally aware.

Instructions : Handout: Cultural Awareness Commitment

Sample:

I Will...	To Foster...
Learn one greeting in another crewmate's language	Connection
Ask before assuming	Respect
Share a part of my heritage	Mutual appreciation

Participants fill in one commitment they'll try onboard.

Debrief :

“How does making an effort to learn another team mates culture make you feel?”

Module 9.1

Anchored in Identity: Building Cultural Awareness at Sea

Takeaways :

- Small, specific commitments create lasting change
- Learning others' languages/customs shows respect and builds relationships
- Sharing your own heritage creates mutual appreciation and understanding

Activity - Group Reflection & Closing

Debrief:

- “What’s one thing you learned about your own culture today?”
- “What’s one way you can show respect for others’ cultures?”

Key Takeaway Messages:

- Cultural awareness begins with self-awareness.
- Respect for diversity leads to stronger teams at sea.
- We carry our heritage with pride, and we grow by learning from others.

Conclusion

- This cultural awareness module addresses a critical need in the maritime industry by providing seafarers with practical tools for navigating multicultural work environments.
- By combining self-reflection, skill-building, and action planning, the training creates lasting behavioral change that benefits both individual well-being and operational effectiveness at sea.



CULTURAL WELLNESS

9.2. CULTURAL COMPETENCE

NAVIGATING CULTURAL WATERS: RESPECT FOR DIVERSITY & INTERCULTURAL COMPETENCE



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Cultural Wellness

Module 9.2

Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Purpose:

To develop intercultural awareness and respect among Indian seafarers navigating multicultural ships. This module equips them with the skills to communicate effectively across cultures, reduce misunderstandings, and foster inclusive, respectful relationships onboard.

Key Components:

- Understand visible and invisible aspects of culture.
- Recognize and appreciate personal cultural lenses and those of others.
- Navigate cultural differences with empathy and openness.
- Learn tools for constructive responses to cultural misunderstandings.
- Foster daily inclusive behaviors that build team cohesion and emotional well-being.

Learning Outcomes

By the end of this module, participants will be able to:

- Define diversity in the context of maritime life.
- Identify visible and invisible elements of culture using the Iceberg Model.
- Reflect on their own cultural values and how these shape behavior.
- Demonstrate effective strategies for responding to intercultural conflict.
- Commit to inclusive action and cultural sensitivity onboard.

Activity 1: Cultural Snapshot

Objective: Highlight cultural uniqueness and reflect on cross-cultural interactions.

Instructions:

- Pair participants. Use prompts based on group type:
 - **Pre-Sea:** “What’s one tradition, value, or custom from your home that might be new to others onboard?”
 - **Post-Sea:** “Share a moment at sea when you encountered a cultural difference. What happened and how did you respond?”
- Ask participants to listen and note one interesting or surprising insight from their partner.
- Invite 2–3 volunteers to share.

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Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Debrief:

- What stood out to you?
- How do you think such differences show up on board a ship?

Takeaways:

- Cultural diversity is rich and present even in small groups.
- Stories foster empathy and help normalize cultural differences.
- Respect and curiosity are the first steps toward inclusion.

Understanding Diversity

Diversity in the seafarer context refers to the wide range of nationalities, cultures, languages, religions, and personal values found among crew members on board ships. Seafaring is one of the most globalized professions, often bringing together individuals from different parts of the world to live and work in confined spaces for extended periods.

This cultural mosaic can enrich teamwork and problem-solving, offering varied perspectives and experiences. However, it also presents challenges related to communication, cultural misunderstandings, and differing work ethics or hierarchies. Understanding and respecting these differences is essential for fostering harmony and safety on board. Shipping companies often conduct cross-cultural training to prepare seafarers for diverse work environments.

Promoting inclusivity, tolerance, and cultural sensitivity enhances cooperation, reduces conflict, and contributes to crew well-being. Ultimately, embracing diversity strengthens global maritime operations and supports a respectful and resilient workforce.

Activity : What is diversity ?

Objective: Create shared understanding of diversity and its impact on maritime life.

Instructions:

- Ask the group to define "diversity." Note responses on a flipchart.
- Split the group (or separate Pre-Sea/Post-Sea if needed) to discuss where they've seen or expect to see diversity onboard.
- Share group insights.

Module 9.2

Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Debrief Questions:

- What kinds of differences can create friction at sea?
- How might a better understanding of diversity improve teamwork?

Takeaways:

- Diversity includes both visible (e.g., food, dress) and invisible (e.g., values, attitudes) aspects.
- Cultural misunderstandings can impact safety, collaboration, and morale.
- Valuing diversity strengthens crew dynamics and inclusion.

Exploring Cultural Norms

Cultural norms play a significant role in shaping behavior, communication, and expectations among seafarers from different backgrounds. On board ships, crew members often hail from various countries, each bringing their own customs, beliefs, and social etiquettes. These norms influence how individuals perceive hierarchy, authority, time management, gender roles, and interpersonal interactions.

For example, some cultures value direct communication, while others rely on more indirect or respectful approaches, which can affect teamwork and conflict resolution.

Religious practices, food preferences, and festivals also vary and must be respected to maintain harmony. Cultural misunderstandings may lead to miscommunication or tension if not addressed sensitively. Therefore, creating an environment that encourages open dialogue and mutual respect is vital. Awareness and training in cultural competence help seafarers navigate differences and foster a more inclusive atmosphere.

Understanding and integrating cultural norms improves morale, collaboration, and operational efficiency on board ships, where mutual reliance and cooperation are essential for safety and success.

The Iceberg Model of Culture is a useful tool to understand the visible and hidden aspects of culture among seafarers.

1. Tip of the Iceberg (Visible Culture)

These are the external, observable aspects of culture that are easy to notice:

Cultural Wellness

Module 9.2

Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

01



Language and accents

02



Dress codes and uniforms

03



Food preferences

04



Festivals and holidays

05



Customs and rituals

06



Manners and greetings

Onboard a ship, you may immediately notice that a seafarer prays before meals, another officer prefers direct communication, or yet another Indian crew member brings home-cooked spices. These are all visible signs of cultural differences.

2. Below the Surface (Invisible Culture)

This is the larger, hidden part of the iceberg, deeper values and assumptions that drive behavior but are not immediately visible:

- Attitudes toward authority and hierarchy
- Beliefs about time and punctuality
- Concepts of teamwork and individualism (e.g., Western cultures may value individual initiative, while others emphasize group harmony)
- Non-verbal communication styles (e.g., eye contact, silence, personal space)
- Conflict resolution styles (e.g., direct confrontation vs. indirect communication)
- Gender roles and expectations

In a multicultural ship crew, a misunderstanding might occur not because of language, but because of hidden values, for instance, if one officer expects assertiveness while another sees it as disrespect.

Understanding culture like an iceberg helps seafarers appreciate that what they see is only a small part of the whole, real understanding requires curiosity, respect, and communication.

Cultural Wellness

Module 9.2 Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Activity: Exploring Cultural Norms – The Iceberg Model

Objective: Help participants uncover the “hidden” aspects of culture and how they influence communication and behavior.

Instructions:

- Introduce the Iceberg Model: visible (10%) vs. invisible (90%) culture.
- Share handout with visible/invisible examples.
- Ask each participant to reflect and write:
 - One visible element of their culture.
 - One invisible cultural value or belief.
- **Pre-Sea:** Reflect on how these may differ onboard.
- **Post-Sea:** Share a time when an invisible value caused confusion at sea.



Debrief:

- Which invisible aspects cause the most tension?
- How can we become more aware and avoid assumptions?

Takeaways:

- Culture is more than what we see.
- Understanding hidden norms helps avoid conflict.
- Self-awareness is key to intercultural competence.

Activity : Cross-Cultural Scenarios at Sea (Role Play)

Objective: Practice respectful responses to real-life intercultural situations.

Instructions:

- Form small groups and distribute scenario cards.
- Ask each group to:
 - Identify the cultural misunderstanding.
 - Role-play both a mismanaged and a respectful version of the scenario.
 - Discuss what could have improved the interaction.

Cultural Wellness

Module 9.2 Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Scenarios Examples:

01

A crewmate fasts and declines food, others feel ignored.



02

A junior avoids eye contact and is perceived as rude.



03

A loud mess hall conversation upsets a quiet senior from another culture.

04

A female officer experiences differing gender expectations.

Facilitator Tips:

- Encourage respectful tone and body language.
- Validate post-sea experiences; guide pre-sea cadets gently.

Takeaways:

- Cultural awareness defuses conflict.
- Respect, listening, and curiosity go a long way.
- We can always learn and respond better.

Module 9.2

Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

My Cultural Compass Plan

My Cultural Compass Plan is a personal and practical guide that helps seafarers navigate the complexities of working and living with a culturally diverse crew.

Just as a compass provides direction in navigation, this plan offers direction in understanding, respecting, and engaging with people from different cultural backgrounds.

Life at sea involves close, continuous interaction among individuals from various countries, languages, religions, and traditions. Misunderstandings, tension, or isolation can arise if cultural differences are ignored or mishandled. The Cultural Compass Plan serves to:

- **Increase Self-Awareness** – Helps seafarers reflect on their own cultural values and biases.
- **Promote Understanding** – Encourages learning about others' cultural norms and communication styles.
- **Improve Communication** – Guides respectful and effective interaction across cultural lines.
- **Reduce Conflict** – Offers strategies to manage and resolve cultural misunderstandings calmly.
- **Foster Inclusion** – Supports creating a cooperative, respectful, and supportive onboard community.
- **Enhance Safety and Efficiency** – Good cultural understanding contributes to smoother teamwork, better morale, and safer operations.

In essence, My Cultural Compass Plan is a personal commitment to cultural competence, designed to help seafarers thrive in a multicultural environment, build stronger relationships, and contribute to a more harmonious life at sea.

Cultural Wellness

Module 9.2 Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Activity : My Cultural Compass Plan

Objective: Promote reflection and individual commitment to inclusion.

Instructions:

Distribute the “Cultural Compass” handout with these prompts:

- One inclusive action I’ll take onboard:
- One phrase I’ll use when confused by a cultural difference:
- One thing I’ll continue learning about:

Pre-Sea: Focus on preparing mindsets before first voyage.

Post-Sea: Reflect on learning and apply insights going forward.



Debrief:

Invite a few volunteers to share their intentions.

Takeaways:

- Small daily actions build inclusive culture.
- Asking instead of assuming avoids offense.
- Cultural respect is a continuous journey.

Activity: Group Reflection & Closing

Instructions:

Create a closing circle. Ask:

- What’s one insight you’re taking with you today?
- How will you apply this onboard?

Facilitator Tip:

Use a closing quote, such as:

“Respect for others’ cultures is not political correctness, it’s seafaring competence.”

Takeaways Shared Might Include:

- “I’ll ask before judging someone’s silence.”
- “I’ll share more about my heritage with crewmates.”
- “I want to learn how to say thank you in three languages.”

Module 9.2

Navigating Cultural Waters: Respect for Diversity & Intercultural Competence

Conclusion

Respecting cultural differences at sea enhances mental health, crew cooperation, and operational success. With rising diversity in shipping, intercultural competence is no longer optional, it's essential.





CULTURAL WELLNESS

9.3. TOLERANCE & ACCEPTANCE

BORDERLESS WORLD: CULTIVATING TOLERANCE & ACCEPTANCE AT SEA



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Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

Purpose:

To help seafarers cultivate a “borderless mindset” that embraces tolerance and acceptance in today’s multicultural maritime environment. This mindset is vital for fostering emotional flexibility, mutual respect, and inclusive living, both onboard and ashore.

In a world where the sea has no borders, the ability to go beyond mental and cultural boundaries is not just ideal but essential. This module builds the emotional and interpersonal capacity of seafarers to thrive in global crews, navigate cultural complexity, and strengthen relationships rooted in empathy and openness.

Key Components

- Understand the concept of a "borderless world" in the seafaring context.
- Develop awareness of personal biases and mental borders.
- Learn the distinctions between tolerance, acceptance, and inclusion.
- Practice empathetic communication and cultural openness.
- Commit to actionable behaviors that promote inclusivity.

Learning Outcomes

By the end of this module, participants will be able to:

- Define what it means to live and work in a “borderless world.”
- Reflect on their own values, biases, and assumptions.
- Differentiate between tolerance, acceptance, and inclusion.
- Apply practical tools for empathy and open-mindedness.
- Make a personal commitment to foster inclusive shipboard environments.

Borderless Mindset

- **The mind can carry more borders than maps.**

Letting go of assumptions opens new channels for trust and learning.

- **Tolerance is the beginning, not the end.**

Acceptance and inclusion create lasting connections and psychological safety onboard.

- **Global citizens respect both difference and dignity.**

Understanding another’s story builds a stronger, kinder crew.

Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

Activity – World Without Borders

Objective: Spark awareness and aspiration for a more connected, empathetic world.

Instructions:

- Ask participants: “If the world had no borders, how would people behave differently?”
- Write down keywords or phrases on a whiteboard or flipchart: (e.g., open-minded, fair, inclusive, understanding, curious)

Debrief:

- “What mental borders do we carry?”
- “How do these influence the way we treat others?”
- “Can we let go of these borders even if national ones remain?”

Takeaways:

- The world may have lines, but our minds don't have to.
- Openness begins with imagining what's possible.

Tolerance vs. Acceptance

In the context of seafarers, the distinction between tolerance and acceptance is particularly important because of the diverse, high-stress, and close-knit environment in which they work.

Tolerance refers to the act of enduring or putting up with differences (such as cultural, religious, or personal habits) without necessarily agreeing with or embracing them.

Tolerance may look like a crew member who doesn't interfere with or openly criticize another's cultural or dietary practices, but still holds biases internally. It helps prevent open conflict but doesn't foster genuine teamwork or emotional safety.

Tolerance is often the first step in managing diversity onboard international vessels, where crews can come from many different countries.

Acceptance goes a step further—it means genuinely acknowledging, respecting, and valuing those differences.

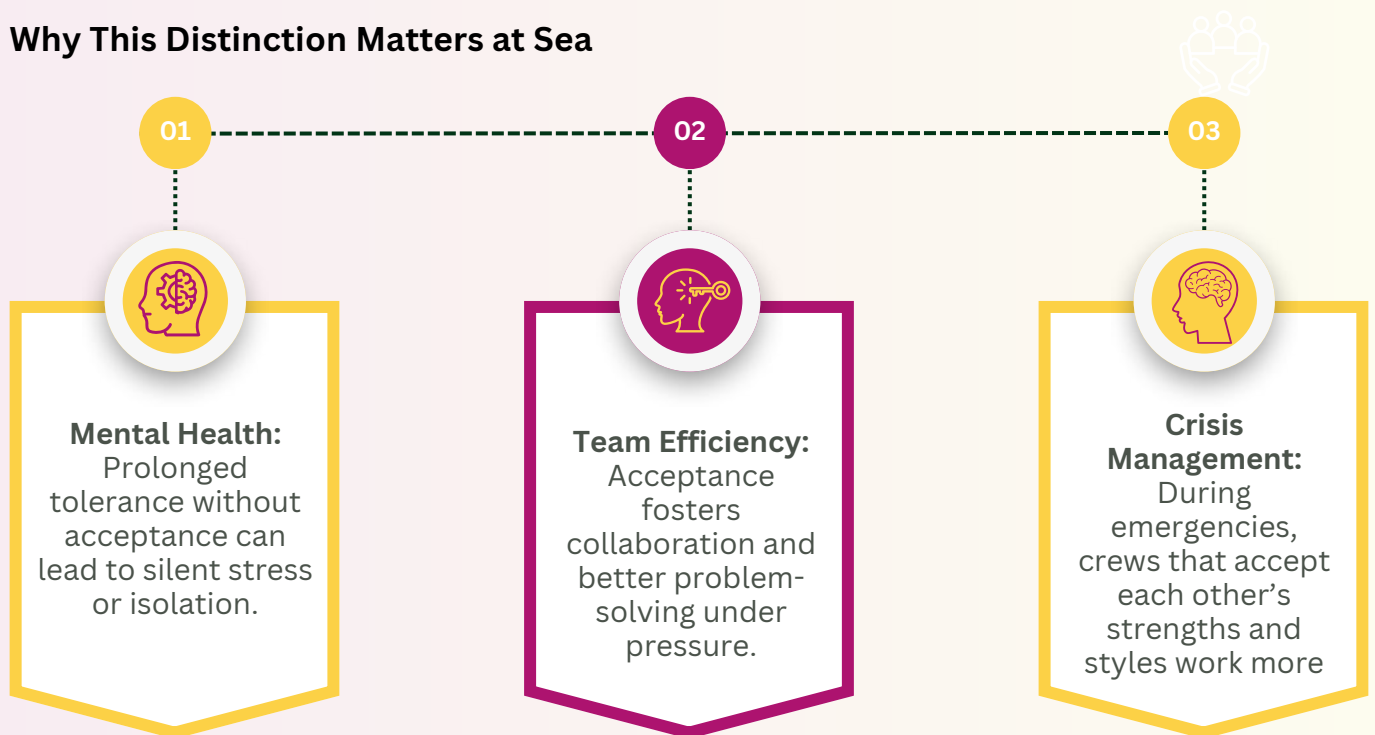
Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

Acceptance helps build trust, cohesion, and mental well-being in long-term voyages where interpersonal dynamics strongly affect morale. It means not only understanding but appreciating the unique contributions of different crew members.

Acceptance is crucial in fostering a psychologically safe and inclusive shipboard environment.

Why This Distinction Matters at Sea



Activity – Tolerance vs. Acceptance

Objective: Clarify key terms and build deeper understanding.

Instructions:

Distribute “Sorting Cards” with onboard behavior scenarios. Ask participants to categorize each as:

Cultural Wellness

Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

01

Tolerance: Putting up with difference.



Acceptance: Embracing and valuing difference.

02

01

Exclusion: Rejecting or judging someone for being different.



Discussion:

- Draw a continuum on the board: Exclusion → Tolerance → Acceptance → Inclusion
- Ask: “When have you felt tolerated? When have you felt accepted?”
- Emphasize that inclusion is a daily behavior, not a one-time act.

Takeaways:

- Tolerance is passive; acceptance is active.
- True teamwork requires genuine inclusion.

Me & My Borders

Me and My Borders is a powerful concept, especially in personal growth, counseling, and multicultural or high-stress settings like those seafarers often experience. It invites self-reflection on the emotional, mental, and relational boundaries we set—or fail to set—in our interactions with others.

Why Is It Important to Self-Reflect on Your Borders?

- To Know Where You End and Others Begin - Self-reflection helps clarify your identity, values, and needs. Without this clarity, you may absorb others’ stress, take on guilt that isn’t yours, or allow your limits to be crossed without realizing it.
- To Recognize When Your Borders Are Weak or Too Rigid - Weak borders may lead to being taken advantage of or feeling emotionally drained. Rigid borders may isolate you, creating disconnection or conflict.

Cultural Wellness

Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

- Self-reflection helps you examine: When you say “yes” but mean “no”, When you shut people out to protect yourself unnecessarily, Whether your reactions are about the current moment—or past experiences
- To Create Healthy Relationships : Boundaries are the foundation of trust and respect. When you reflect on your borders, you become more aware of how to communicate your needs while also respecting others’.

Activity – Me & My Borders: Self-Reflection

Objective: Raise internal awareness of conditioning and bias.

Instructions:

Distribute handout: “My Mental Borders”

Prompts:

- One bias I was raised with is...
- A tradition I initially judged but later understood was...
- I feel challenged when...
- A time I changed my opinion after listening was...

Ask participants to journal for 7 minutes, then discuss in pairs.

Debrief:

- “Why is it difficult to recognize our own mental borders?”
- “What helps us move beyond them?”

Takeaways:

- Awareness is the first step to transformation.
- Humility and curiosity are tools for growth.

Activity – Walking in Others’ Shoes

Objective: Build empathy and perspective-taking.

Instructions:

In pairs, participants role-play given scenarios:

- A crew member is teased for their food habits.
- A senior officer makes a joke about someone’s religion.
- Someone feels left out due to language barriers.

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Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

Participants alternate roles: one plays, one observes. Use phrases like:

- “Help me understand...”
- “Can you tell me more about your tradition?”

Facilitator Tips:

- Encourage empathetic body language and tone.
- Identify microaggressions and how to kindly interrupt them.

Takeaways:

- Empathy requires action, not just intention.
- Respecting others' lived experiences builds harmony.

Activity – My Borderless Pledge

Objective: Encourage practical, ongoing change.

Instructions:

Distribute “Borderless Pledge” handout. Sample commitments:

- “I will ask before assuming.”
- “I will learn one respectful word in another language.”
- “I will speak up when someone is excluded.”

Participants write one personal pledge to apply on their next voyage.

Debrief:

- “How does making a commitment change your behavior?”
- “What’s one small step you can take today?”

Takeaways:

- Change starts with one step.
- Borderless living is an everyday practice.

Group Reflection & Closing

Ask yourself these questions:



“What’s one border you’ll try to dissolve in your mind?”

“What does a truly inclusive crew look and feel like?”



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Module 9.3

Borderless World: Cultivating Tolerance & Acceptance at Sea

Key Messages:



The sea is borderless. Our hearts and minds can be too.



Inclusion is a mindset. Start with awareness, move with empathy.



Acceptance is a gift we give ourselves and others.



CULTURAL WELLNESS

9.4. COMMUNICATION STYLES

NAVIGATING CONTEXT – UNDERSTANDING COMMUNICATION STYLES THROUGH EDWARD HALL'S THEORY



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Module 9.4

Understanding Communication Styles through Edward Hall's Theory

Purpose:

To enable seafarers to understand and adapt to different communication styles in multicultural maritime environments by applying Edward Hall's theory of High-Context and Low-Context cultures. This empowers them to reduce miscommunication, foster inclusive interactions, and work more effectively in diverse teams onboard.

Key Components

- Introduce Edward Hall's Contextual Communication Theory.
- Differentiate between High-Context and Low-Context communication styles.
- Help participants reflect on their own cultural communication tendencies.
- Equip seafarers with tools to navigate cross-cultural misunderstandings through adaptive strategies.

Learning Outcomes

By the end of this module, participants will be able to:

- Define High-Context and Low-Context cultures.
- Identify their own communication style.
- Recognize how communication differences can impact interactions at sea.
- Apply strategies to bridge cultural communication gaps and enhance teamwork.

Understanding Communication Styles Through Context

Hall's concepts help seafarers:



Understand interpersonal tensions



Avoid stereotyping, while appreciating cultural norms



Adapt communication styles



Build cohesive, respectful crews

Shipboard life is both intensely functional and deeply human—understanding these cultural layers is key to smooth operations and emotional wellbeing.

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

High-Context Cultures (e.g., India, Japan):

Meaning is often derived from non-verbal cues, relationships, shared experiences, tone, and silence. These rely on non-verbal cues, tone, and relationship dynamics. Meaning is often implicit and context-dependent.

Low-Context Cultures (e.g., USA, Germany):

Communication is direct, verbal, and explicit. Clarity and detail are prioritized over subtlety. Prefer explicit, direct communication. Meaning is mostly in the words themselves.

Recognizing these styles allows seafarers to decode behaviors and prevent misinterpretations that might lead to conflict or inefficiency.

Activity – Say What You Mean?

Objective: Highlight how different people interpret and express disagreement.

Instructions:

Ask participants to complete the sentence:

“When I disagree with someone, I usually...”

Write 3–4 anonymous answers on the flipchart.

Discuss:

Debrief Questions:

- Why do people hesitate to be direct?
- How might this play out onboard during conflicts or instructions?

Takeaways:

- Communication styles vary by culture.
- What's considered “respectful” or “clear” is culturally defined.
- Misunderstandings can arise from indirectness or bluntness.

Activity – Visible vs. Invisible Communication

Objective: Build understanding of cultural communication layers.

Instructions:

Create two columns on the board:

- **Visible** (spoken words, gestures, dress)
- **Invisible** (tone, context, silence, expectations)

Ask participants to place examples under each.

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

Debrief:

- Have you misunderstood someone's tone or silence before?
- How do cultural norms influence how we interpret others?

Takeaways:

- Much of communication is *non-verbal* or *contextual*.
- Awareness of invisible communication avoids unnecessary conflict.

Cultural Self Assessment

This self-reflection tool can be used individually or in teams and is based on Edward Hall's Theory in the facet of High Context vs Low Context Communication.

- Reflect on how you send and receive messages.
- Do I prefer to be indirect and polite, trusting that others will "read between the lines"?
- Or do I prefer to be clear and direct, saying exactly what I mean—even if it feels blunt?
- Do I feel uncomfortable when others ask too many questions or require clarification?
- How do I feel when someone is very explicit or uses a sharp tone?

Self-Insight:

"I tend to expect people to understand the message without spelling everything out. But this may confuse crew from low-context cultures who expect more directness."

Activity – Self-Assessment: My Communication Style

Objective: Enable self-awareness about personal communication tendencies.

Instructions:

Distribute "My Communication Style" worksheet. Sample prompts:

- I prefer to speak clearly and say exactly what I mean. (Y/N)
- I often rely on body language or silence.
- I feel uncomfortable confronting someone directly.

Participants reflect individually, then discuss in pairs.

Debrief:

- What did you learn about yourself?
- How might your style clash or align with others onboard?

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

Takeaways:

- Self-awareness is key to cultural communication competence.
- Different styles require flexible, respectful communication.

Activity – Cross-Cultural Communication Scenarios

Objective: Practice navigating context differences through role-play.

Instructions:

Distribute scenario cards (examples below). In pairs or small groups:

- Enact the scene.
- Show both a miscommunication and an adaptive resolution.
- Focus on tone, word choice, body language.

Scenario Examples:

01

A junior officer is seen as rude for being too blunt.

02

A crew member avoids conflict by saying nothing and is seen as disinterested.

03

A misunderstanding arises from unclear indirect feedback.

Facilitator Tips:

- Emphasize “read the air” vs. “say it straight.”
- Encourage empathy: Why might the person act this way?

Takeaways:

- Intentions are often misunderstood across cultures.
- Role-playing helps build cultural sensitivity in real situations.

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

Strategies to Bridge Context Gaps

Bridging context gaps among seafarers—especially those from high-context and low-context cultures (reference Edward Hall's theory)—is crucial for safety, efficiency, and crew well-being. Here are several practical strategies that can be applied on board to reduce misunderstandings and build cohesion:

1. Use Clear and Direct Communication (Especially in Critical Situations)

- In high-stakes environments like engine rooms or navigation, avoid relying on implied meaning. Encourage "closed-loop communication":
- Speaker: "Reduce speed to 5 knots."
- Listener: "Reducing speed to 5 knots, confirmed."
- Why it helps: Prevents assumptions and ensures everyone, regardless of cultural background, has the same understanding.

2. Offer Cultural Briefings or Story-Sharing modules

- Host informal team meetings where crew members can share customs, communication styles, or "what respect looks like" in their culture.
- Use this to normalize differences, reduce judgment, and humanize each other.
- Why it helps: Builds empathy and reduces misinterpretation of behavior (e.g., silence ≠ agreement, or not making eye contact ≠ rudeness).

3. Establish and Normalize Communication Protocols

- Use standardized phrases (e.g., SMCP – Standard Marine Communication Phrases) in operations.
- Encourage a culture of asking questions: "Can you repeat that?" or "Is this what you meant?"
- Why it helps: Minimizes the impact of different communication styles by creating shared rules.

4. Visual Aids and Checklists

- Use diagrams, flowcharts, labels, and written instructions—especially when working with multilingual crews.
- Supplement spoken communication with written follow-ups or pictorial reminders.
- Why it helps: Reduces reliance on verbal cues or nuanced language; aids comprehension for non-native speakers.

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

5. Teach and Model Active Listening

- Encourage practices like:
- Paraphrasing: "So you're saying we should..."
- Asking clarifying questions: "Do you mean now, or after the inspection?"
- Why it helps: Bridges the gap between indirect (high-context) and direct (low-context) communicators.

6. Pairing and Mentoring Across Cultures

- Pair crew from different cultures for routine tasks.
- Encourage mentorship where experienced seafarers guide newer ones through communication expectations on board.
- Why it helps: Promotes mutual learning and faster adaptation.

7. Focus on Intention, Not Just Expression

- Train crew to interpret meaning generously: "Is this person being rude, or are they just being direct?"
- Create a norm of "checking before reacting".
- Why it helps: Reduces emotional misfires due to misreading culturally influenced behavior.

8. Debrief Conflicts with Cultural Awareness

- After a misunderstanding, facilitate a debrief:
- What was said?
- What was understood?
- How might culture have influenced the reaction?
- Why it helps: Turns conflicts into learning and fosters psychological safety.

Activity – Strategies to Bridge Context Gaps

Objective: Equip seafarers with actionable tools for mixed-context communication.

Facilitator Input:

Suggestions:

- Ask clarifying questions: "*Do I understand you correctly?*"
- Use simple, direct language when needed.
- Don't assume silence means agreement or disrespect.
- Avoid idioms, sarcasm, or overly subtle hints.

Takeaways:

- Cultural flexibility improves safety, teamwork, and morale onboard.
- Adapting your communication is a sign of leadership.

Cultural Wellness

Module 9.4

Understanding Communication Styles through Edward Hall's Theory

Activity – Anchored in Me: Communication Commitment

Objective: Encourage participants to make one realistic behavior change.

Instructions:

Distribute “My Communication Commitment” handout. Sample lines:

- I will ask before assuming someone's intention.
- I will adapt my message depending on who I speak to.
- I will observe and learn from my diverse crewmates.

Debrief:

- What's one communication change you'll try this week?
- How can better communication help the team?

Takeaways:

- Lasting change starts with one small, conscious step.
- Understanding context helps build trust across cultures.

Activity – Group Reflection & Closing

Debrief Questions:

- What's one insight you gained today?
- How will you apply this knowledge onboard?

Key Messages:

- Miscommunication often stems from context, not intent.
- Recognizing your own style helps you understand others.
- Cultural flexibility builds stronger crews and safer ships.

Conclusion

This module provides seafarers with powerful insights into how communication is shaped by culture. By recognizing contextual styles and adapting their own approach, seafarers can reduce misunderstandings, foster teamwork, and contribute to a respectful and inclusive onboard environment.



SPIRITUAL WELLNESS

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Spiritual Wellness

Module 1: Calm Seas Within - Meditation for Seafarers

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Meditation

3) Conclusion

Module 2: Anchoring Your Spirit - Healing Through Chanting

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Chants

3) Conclusion

Module 3: Hands That Heal - Mudras for Wellbeing

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Mudras in Spiritual Practice

3) Conclusion

Module 4: Breath of the Ocean - Pranayama for Seafarers

1) Module Overview:

- Purpose Of The Module
- Key Components
- Learning Objectives

2) Module Focuses On:

- Pranayama & Breathwork

3) Conclusion



SPIRITUAL WELLNESS



SPIRITUAL WELLNESS

**CALM SEAS WITHIN:
MEDITATION FOR SEAFARERS**

10.1. MEDITATION



SPIRITUAL WELLNESS

**ANCHORING YOUR SPIRIT:
HEALING THROUGH CHANTING**

10.2. CHANTS



SPIRITUAL WELLNESS

**HANDS THAT HEAL: MUDRAS
FOR WELLBEING**

10.3. MUDRAS



SPIRITUAL WELLNESS

**BREATH OF THE OCEAN:
PRANAYAMA FOR SEAFARERS**

10.4. PRANAYAMA



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SPIRITUAL WELLNESS

10.1. MEDITATION

CALM SEAS WITHIN: MEDITATION FOR SEAFARERS



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Module 10.1

Calm Seas Within – Meditation for Seafarers

- ❖ Meditation isn't confined to a single definition; it's a personal exploration. Imagine it as an art form – the art of merging with whatever holds your focus.
- ❖ It's a process of gently stepping back from the constant stream of thoughts, a tool to anchor your awareness in the vibrant reality of the present.
- ❖ For some, meditation becomes a path, each breath a stepping stone towards a profound connection with the underlying energy of existence, the universal current that breathes life into the world.

Types Of Meditation:

Here are some ways you can start –

01

Mindfulness meditation

02

Visualization

Mindfulness Meditation

- Imagine using your five senses as anchors to the present moment – that's essentially mindfulness meditation.
- It's a type of meditation where you deliberately tune into what you're sensing and feeling – the sights around you, the sounds, any smells, tastes, and physical sensations or the emotions or feelings that erupt from within.
- The key is to observe these experiences without trying to label or judge them.
- By focusing intensely on this raw sensory input, you bring your awareness fully into the here and now.

Spiritual Wellness

Module 10.1 Calm Seas Within – Meditation for Seafarers

Let's practice this simple breath awareness mindfulness meditation-

- Find a peaceful and inviting space where you feel at ease.
- Gently settle into a seated position with a tall yet relaxed spine, and close your eyes softly.
- Allow your breath to deepen and slow down naturally.
- Gently bring your attention to the gentle rise and fall of your breath.
- When thoughts surface, acknowledge them without judgment or engagement.
- Allow thoughts to drift by, and gently guide your awareness back to the steady rhythm of your breath.
- In the spaces between the waves of thought, discover the underlying silence.
- Mindfulness meditation reduces stress and anxiety by anchoring you in the present, interrupting worry cycles. It also enhances focus and emotional regulation by increasing your awareness of thoughts and feelings without immediate reaction.

Visualization

01 | Visualization meditation is a powerful and active form of meditation that involves using your imagination to create vivid mental images or scenarios.



The goal is to engage all your senses – sight, sound, smell, taste, and touch – to make the visualization as real and immersive as possible in your mind's eye.

02

Module 10.1

Calm Seas Within – Meditation for Seafarers

- Find a comfortable seat, allowing your spine to be both upright and relaxed. Softly close your eyes and turn your awareness inward.
- Now, let your mind's eye guide you to a serene beach. Hear the gentle music of the waves, feel the light touch of the sea breeze on your skin, a whisper in your hair. Sense the comforting warmth of the setting sun.
- As you mentally walk closer, feel the unique texture of the sand beneath your feet, each step a soft massage. Notice the slight give as your feet press into the ground.
- Imagine the endless blue canvas above, adorned with white clouds and the vibrant colours of the approaching sunset. See the majestic sun, now close to the horizon, painting the sky with its fiery hues.
- Find your perfect spot on this imagined shore. Allow the sound of the waves to bring a sense of calm, the sea wind to carry away any tension, and the beauty of the scene to fill you with peace and relaxation.
- Visualization meditation calms the mind by creating soothing mental scenes, reducing stress and anxiety. It also is extremely relaxing, building inner peace by vividly imagining mentally calming scenarios.



SPIRITUAL WELLNESS

10.2. CHANTS

ANCHORING YOUR SPIRIT: HEALING THROUGH CHANTING



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Spiritual Wellness

Module 10.2 Anchoring Your Spirit – Healing Through Chanting

Icebreaker: The Boiling Pot



Chanting can help us bring our attention to the present moment using our senses of 2 new chants to help use our body, mind, and spirit come together to build focus and connect spiritually, and become more peaceful and clearer.



Shanti Path

“Gently come into any meditative posture and begin to slow your breath down. As you start breathing slowly and deeply, notice the gradual expansion and contraction of your chest and ribs.

Inhale for 1, 2, 3, 4 and exhale for 1, 2, 3, 4

Now let’s evoke peace within and all over the world with this mantra.

Breath in

Lokah Samastah Sukinoh Bhavantu Sarve Jana Sukinoh Bhavantu

Om Shanti Shanti Shanti”

“May the whole world live in happiness; may all the worlds live in happiness”.

Chanting this mantra fosters a deep wish for the happiness and freedom of all beings everywhere, cultivating compassion and interconnectedness, invoking the desire for all people to be happy, and in return feeling the joy and peace evoke from within.

Module 10.2

Anchoring Your Spirit – Healing Through Chanting

Healing Mantra:

Let's learn another mantra which will help us merge ourselves with the universal energy.

Ra Ma Da Sa Sa Say So Hung

Ra : Energy of the Sun: strong, bright and hot. It energizes and purifies.

Ma : Energy of the moon: receptive, cool, and nurturing.

Da : Energy of Earth: secure and personal. It is the ground of action.

Sa : The cosmos in all of its dimensions, openness, expansiveness and totality.

Sa : This second "Sa" acts as a connecting point, drawing the infinite energy of the cosmos into oneself or the person being healed.

Say: It is the sacred "Thou," a personal connection to the Divine or the universe.

So: Signifies the feeling of merging with the Divine or the universal energy.

Hung : Represents the infinite, the vibrating essence of reality, and the creative power of the universe

Chanting this mantra taps into the powerful healing energies of the sun, moon, earth, and the infinite spirit. It promotes deep healing on physical, mental, and spiritual levels and fosters a sense of oneness with the universal healing energy.



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SPIRITUAL WELLNESS

10.3. MUDRAS

HANDS THAT HEAL: MUDRAS FOR WELLBEING



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Spiritual Wellness

Module 10.3 Hands That Heal – Mudras for Wellbeing

Introduction



Mudras acts as a tool to channel our energy into a specific direction. These gestures are believed to influence the flow of energy (prana) within the body, connect us to specific energies or states of consciousness, and enhance our spiritual practice.



Dhyana Mudra



The Dhyana Mudra is the "gesture of meditation" and profound contemplation. It is one of the most important mudras in yoga and meditation, symbolizing deep concentration, inner peace, and spiritual awakening. You'll often see depictions of Buddha in this mudra.



Here's how to do the Dhyana Mudra

- Find a comfortable seated posture, such as crossed legged pose (Padmasana), or simply sitting on a chair with your spine straight and feet flat on the ground. Ensure your body is relaxed.
- Now place your left hand in your lap, palm facing upwards. This hand symbolizes you as an individual, your inner consciousness and the world of illusion (Maya).
- Rest your right hand on top of your left hand, with the palm also facing upwards. The right hand represents enlightenment and higher consciousness.
- Gently touch the tips of your thumbs together, forming a subtle oval or triangle shape. This symbolizes the union of the individual and the universal consciousness.

Module 10.3 Hands That Heal – Mudras for Wellbeing

- Close your eyes gently and bring your awareness to your breath. You can focus on the sensation oneness of yourself with the divine universal energy.
- You can hold this mudra for 5 minutes and increase as per your comfort during your meditation practice.

Key Highlights



This mudra is a powerful tool to deepen your meditation practice by promoting a state of deep concentration and absorption.



It helps to quiet the mental chatter, reduce distractions, and create a sense of inner stillness.



By harmonizing the energy within, this mudra fosters a feeling of profound peace and serenity.

Introduction



The Apana Mudra, also known as the Mudra of Elimination or Detoxification, is a significant hand gesture in yoga and meditation that helps to regulate the downward flow of energy (Apana Vayu) in the body, which is responsible for elimination and detoxification.



Module 10.3

Hands That Heal – Mudras for Wellbeing

Here's how to do the Apana Mudra :

- ◆ Find a comfortable seated posture, such as a cross-legged pose (Padmasana), or simply sitting on a chair with your spine straight and feet flat on the ground. Ensure your body is relaxed.
- ◆ Bring the tips of your middle finger and ring finger to touch the tip of your thumb. Keep your index finger and little finger extended and relaxed, without any stiffness. Maintain this gesture with both hands.
- ◆ Close your eyes gently and bring your awareness to your breath. You can focus on the sensation of release and grounding as you hold the mudra.
- ◆ You can hold this mudra for 5 minutes and gradually increase it as per your meditation practice.
- ◆ Apana Mudra aids detoxification and elimination of energies that no longer serve you be it in your body or mind, it helps with digestion, and keeps the reproductive organs healthy. It also grounds you, providing stability and decluttering the mind and fostering a sense of inner calm.



SPIRITUAL WELLNESS

10.4. PRANAYAMA

BREATH OF THE OCEAN: PRANAYAMA FOR SEAFARERS



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Module 10.4

Breath of the Ocean – Pranayama for Seafarers

Introduction



All meditation techniques, or relaxation techniques are ineffective unless chest breathing is replaced by deep breathing using all parts of our lungs.

The habit of breathing into the entirety of lungs must be consciously practiced with diligence before it becomes a person's natural and unconscious way of breathing.

Let's learn to breathe into all parts of our lungs now



3-Part Breathing Abdominal Breath (Belly Breath):

- ▶ Place one hand gently on your belly, just below your navel.
- ▶ Begin to inhale slowly and deeply through your nose keeping your mouth closed.
- ▶ Focus on filling your lower belly with air first.
- ▶ Breathing in, allows your abdomen to rise and expand like a balloon. Your hand on your belly should move outwards.
- ▶ Keep your chest relatively still. Exhale slowly and completely through your nose.
- ▶ As you exhale, feel your belly gently fall and move back towards your spine.
- ▶ You can gently contract your abdominal muscles at the end of the exhale to release any remaining air.

Module 10.4

Breath of the Ocean – Pranayama for Seafarers

Thoracic Breath (Rib Cage Breath):

- ◆ Place your other hand gently on the sides of your chest, near your rib cage.
- ◆ Inhale slowly through your nose. Notice your belly has gently expanded, allow the breath to rise and expand your rib cage.
- ◆ Feel your ribs move outwards and upwards.
- ◆ Feel your hand rise. Your belly might expand a little more as well.
- ◆ Exhale slowly through your nose. Feel your chest gently lower and your ribs move back inwards.
- ◆ Finally, let the air release from your abdomen.

Clavicular Breath (Upper Chest/Collarbone Breath):

- ◆ Inhale slowly through your nose. After your belly and rib cage have expanded, allow the breath to rise into your upper chest, near your collarbones.
- ◆ You might feel a slight lifting in your upper chest and shoulders, try to keep your shoulder relaxed.
- ◆ Notice the breath travel towards your upper back scapula area and even in your shoulders and neck. This is the final part of the inhalation.
- ◆ Exhale slowly through your nose. Release the breath from your upper chest first, allowing your collarbones and shoulders to relax downwards.
- ◆ Then, let the air release from your rib cage, and finally from your belly.

Spiritual Wellness

Module 10.4

Breath of the Ocean – Pranayama for Seafarers

Connecting the Parts (with Count):



Now, let's blend the three parts of the breath into one fluid movement. We'll use a six-count rhythm for both inhalation and exhalation, with two counts dedicated to each lung section.



Here's how:

- ◆ Inhale (6 Counts): Belly (1-2), Mid-Chest (3-4), Upper Chest (5-6).
- ◆ Exhale (6 Counts): Belly (1-2), Mid-Chest (3-4), Upper Chest (5-6).
- ◆ Breathe in this rhythmic, sequential manner, and then exhale in the same way.
- ◆ Repeat this for 7 to 9 rounds and then increase it in odd numbers as per your comfort.
- ◆ Three-part breathing maximizes lung capacity, improving oxygen intake and promoting overall respiratory health. This deep, rhythmic breath also calms the nervous system, reducing stress and anxiety while enhancing focus and body awareness.

Bhramari Pranayama (Bumble bee breath)



Bhramari Pranayama or the Humming Bee Breath produces a sound similar to the humming of a bee.



It is one of the most relaxing pranayama and is a go to breathing practice in those stressful moments.



Module 10.4

Breath of the Ocean – Pranayama for Seafarers

Let's learn to practice the Bhramari Pranayama:

- ◆ Begin by inhaling deeply, allowing your lungs to fill with air.
- ◆ Now, gently guide your hands to your face: use your thumbs to softly close your ears, place your index fingers on your forehead, your middle fingers over your closed eyes, your ring fingers lightly beside your nose, and your little fingers resting on your chin.
- ◆ Take a slow, deep breath in through your nose. As you exhale, keep your mouth closed and create a soft, continuous humming sound, like the gentle buzz of a bee.
- ◆ Continue exhaling slowly while maintaining this humming vibration. After three rounds, bring your attention inward and notice any sensations, particularly the vibrations in your throat, nose, and ears.
- ◆ This breathing technique activates the vagus nerve, which plays a key role in your body's "rest and digest" response. You'll likely experience a natural feeling of calm and ease in both your mind and body after just a few rounds of this bee breath.



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ANCHORING THE WELLBEING OF OUR SEAFARERS

