



قوسٲ قٲاجين إسلام سلٲان عمر علي سيف الدين

SOASCIS

Sultan Omar 'Ali Saifuddin
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Enhancing Workplace Mental Health using the Ihsan Self-Regulation Model

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Introduction

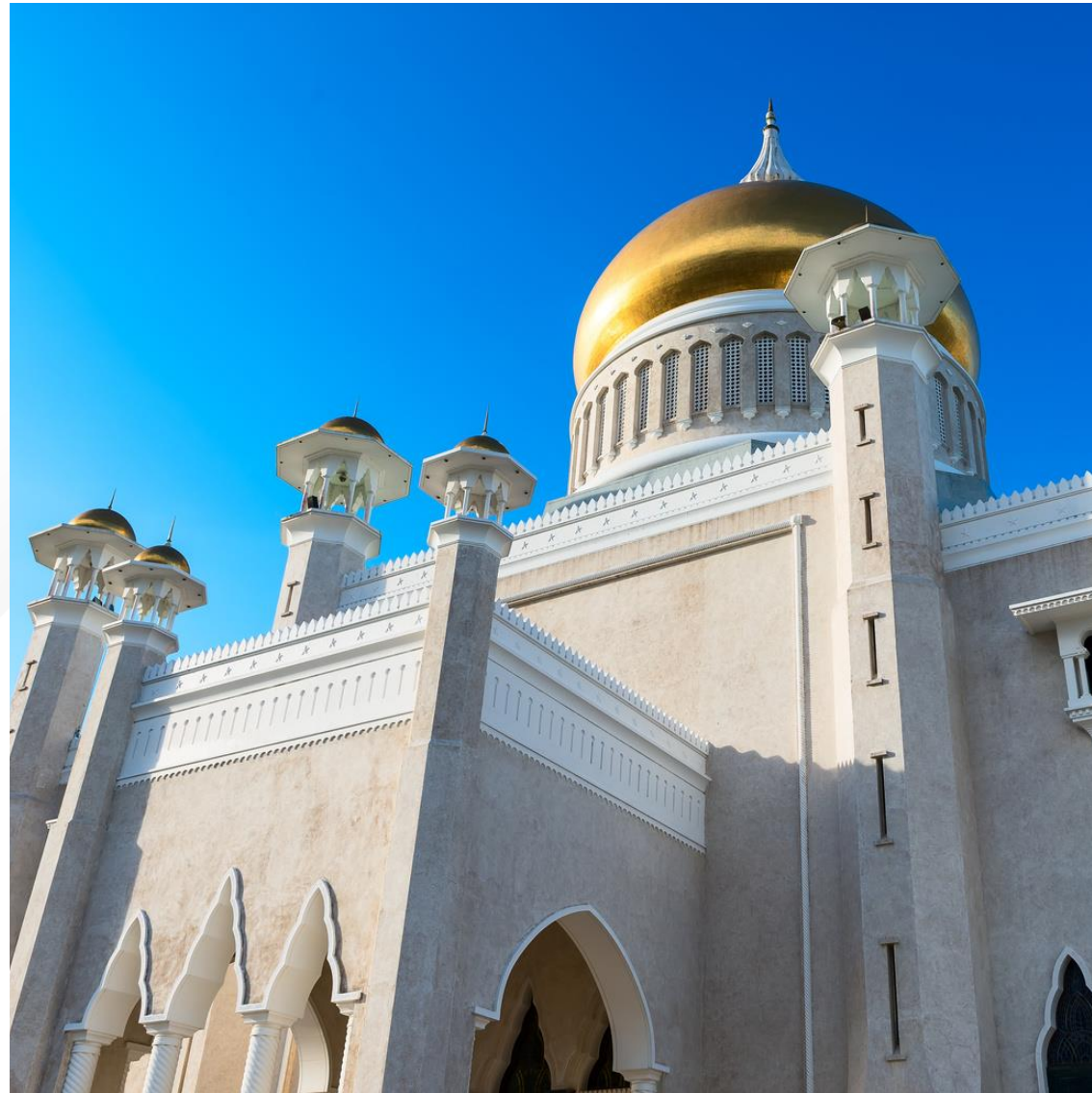
Workplace Mental Health Issues:

- 15% of working-age adults face mental health challenges, costing \$1 trillion annually (WHO, 2024).
- Stress, anxiety, and depression are common , even in Muslim-majority countries like Kuwait and Malaysia, due to job market pressures and work-life imbalances.

Current Strategies:

- Reactive, focusing on symptoms, often neglecting spiritual well-being.
- Emphasis on physical or psychological aspects of well-being while neglecting integration of spiritual dimension.





Ihsan Self-Regulation Model:

- Integrates Islamic principles with psychological concepts to help individuals manage mental health proactively before seeking clinical interventions.

Context

- For Muslims, religion is very important in their daily lives and they do daily prayers.
- Indonesia: 98% and 95% respectively
- Worldview as a Muslim

Objective

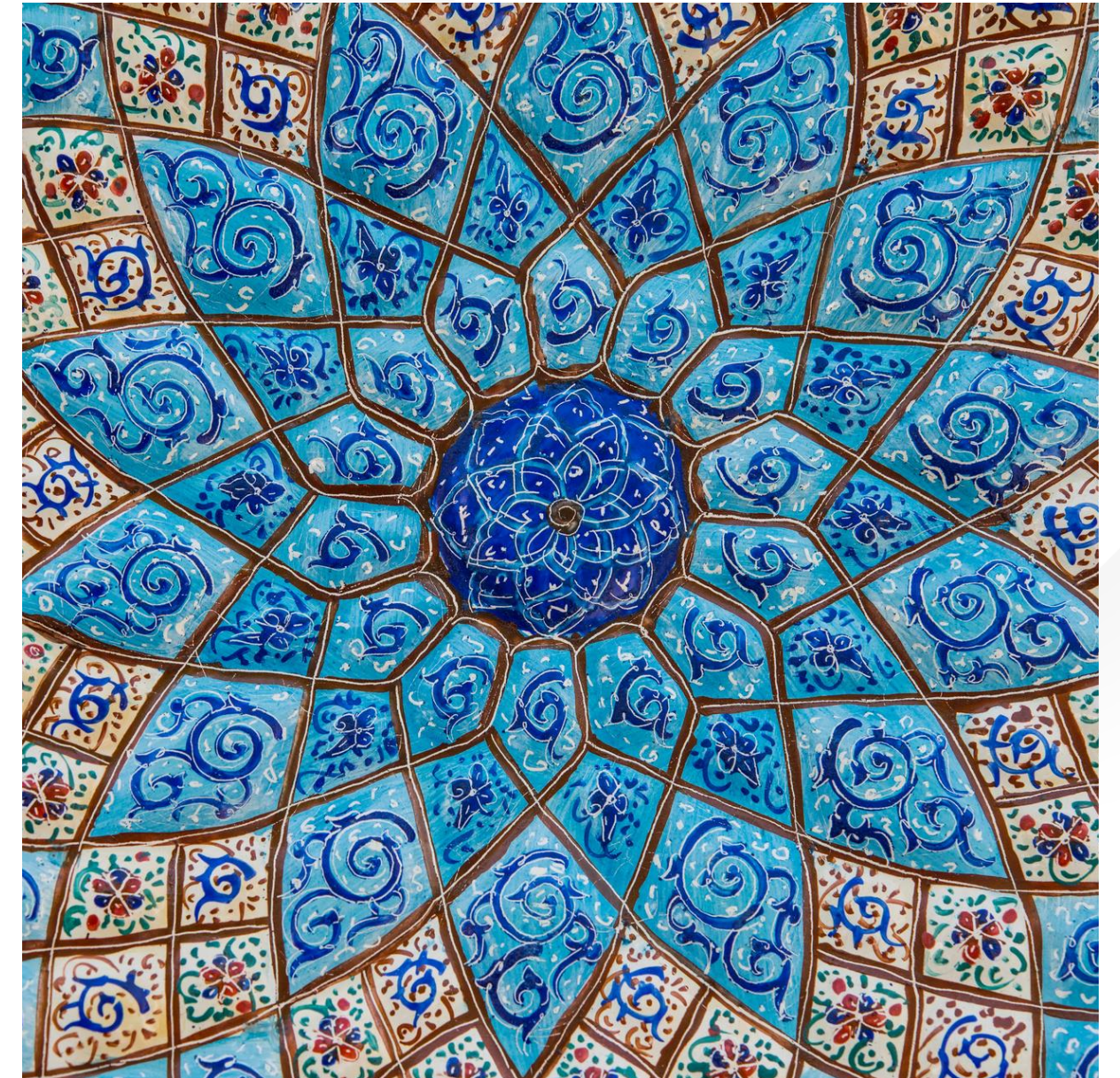
To introduce the preliminary version of the Ihsan Self-Regulation Model, a framework grounded in psychological and religious concepts

To explore its potential application for enhancing workplace mental health among Muslim employees.

Concept of Ihsan in Islam

Signifies spiritual excellence in living and practicing Islam, and represents the highest state of worship.

Focuses on striving for perfection in character and actions, being mindful of Allah's presence.





Ihsan and Workplace Ethics

- The pursuit of Ihsan promotes personal development by cultivating virtues like patience and gratitude.
- Ihsan guides ethical behavior in the workplace, encouraging integrity and professionalism.
- Employees embodying Ihsan create a respectful environment, aligning personal values with professional duties, enhancing organizational culture.

Self-Regulation as a Psychological Concept

Self-Regulation and Psychological Well-Being

- Self-regulation is the ability to manage emotions, thoughts, and behaviors in alignment with personal goals and values.
- It includes setting goals, monitoring progress, and adjusting actions to achieve desired outcomes.
- Enhances emotional control, resilience, and adaptability, crucial for positive mental health.

Benefits in the Workplace

- Helps employees cope with stress, stay focused, and fosters personal control, productivity, and job satisfaction—qualities valued by employers.



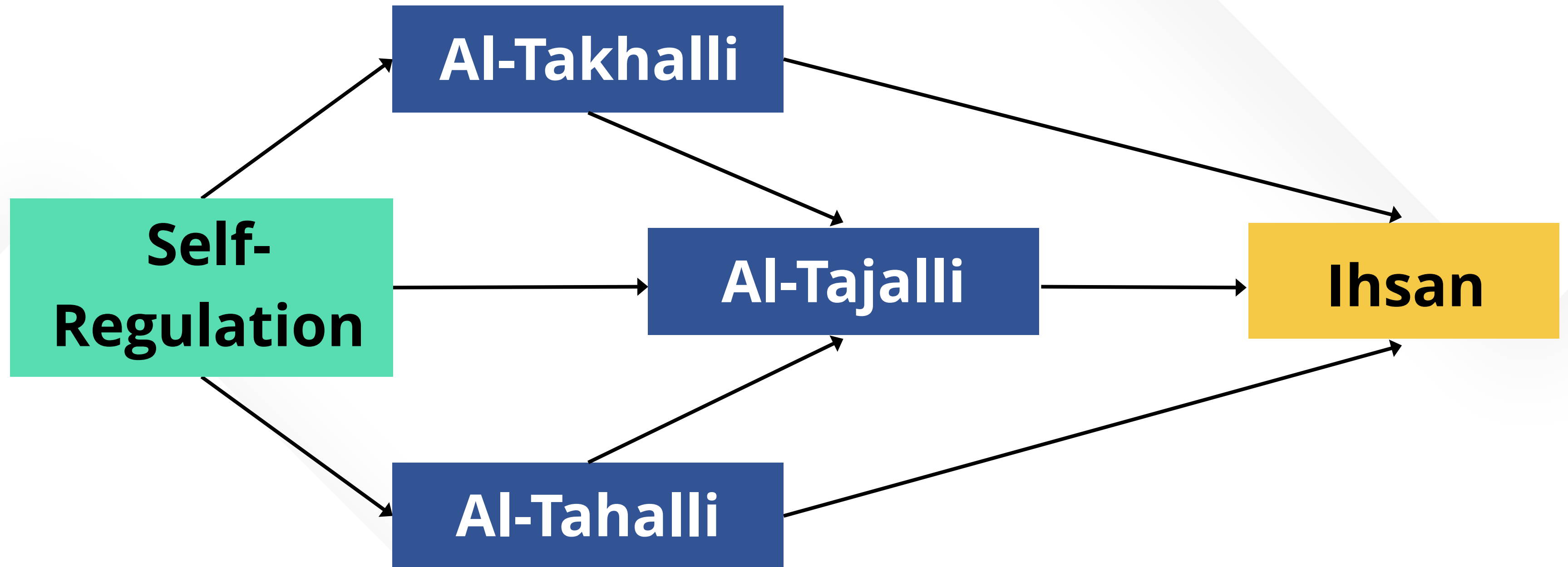
Integration of Religious and Psychological Concepts

Self-Regulation



Ihsan

Ihsan Self-Regulation Model



1

First Stage

Al-Takhalli

- The term refers to the process of purging oneself from negative traits, harmful emotions, and even destructive habits.
- “emptying” (Ahmad, 2019, p. 369) or “purifying the soul from reprehensible attributes” (Subandi et al., 2022, p. 587).
- “empties oneself of all the dirty qualities” (Gumiandari et al., 2022, p. 338).
- “an attitude that aims to free oneself from despicable qualities” (Laksana et al., 2023, p. 170).

2

Second Stage

Al-Tahalli

- Al-Tahalli involves adorning oneself with virtues.
- “adorning the soul with noble and praiseworthy attributes” (Subandi et al., 2022, p. 587)
- “filling, and adorning oneself with noble qualities” (Gumiandari et al., 2022, p. 339).
- “to fill and decorate oneself with commendable attitudes” (Laksana et al., 2023, p. 170).

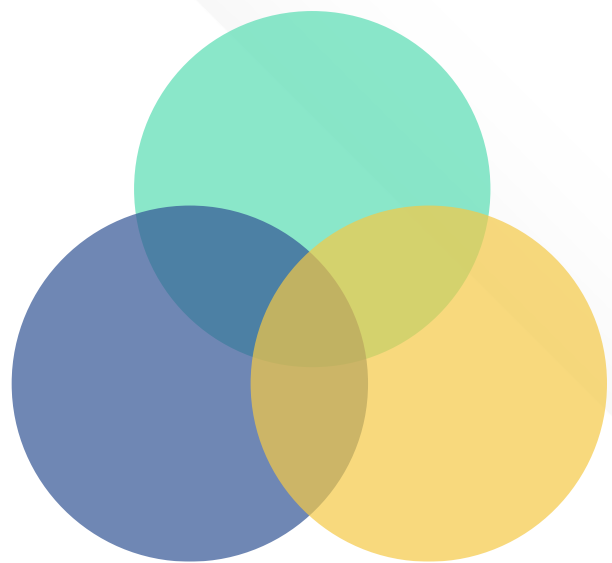
3

Third Stage

Al-Tajalli

- The term refers to the emanation or manifestation of ihsan or excellence, which will be maintained constantly.
- “attaining of a pure soul” (Subandi et al., 2022, p. 587).
- “a sense of appreciation for God” (Laksana et al., 2023, p. 170),

Accompanying Concepts to Ihsan Self- Regulation Model



Ridha

Ridha or contentment is a state of inner peace and acceptance of Allah's will.



Zuhud

Zuhud or detachment from excessive materialism



Tawakkal

Tawakkal or trust in God



The image shows a highly detailed and colorful Islamic ceiling. The upper portion features a complex geometric pattern of interlocking lines forming a star-like or lattice structure, filled with intricate floral and arabesque designs in shades of red, blue, green, and gold. Below this, a wide horizontal band contains elegant white Arabic calligraphy on a dark background. The lower part of the ceiling continues with more floral and geometric motifs, creating a rich and layered visual experience.

Practical Application

Al-Takhalli

Purge stress-inducing traits

Practical Application

- Do regular self-reflection
- Engage in mindfulness to identify emotional triggers.
- Do journaling.
- Once identified, do intentional purging.
- Incorporate deep breathing exercises whenever feeling triggered.
- Take intentional breaks during the workdays, even if not being triggered.



Al-Tahalli

Cultivate virtues that build resilience

Practical Application

- Set daily or weekly intentions to nurture specific virtues.
- Sabr (patience). Practice intentional patience in challenging situations.
- Shukr (gratitude). Maintain a gratitude journal to focus on positive experience.
- Tawadu' (humility). Engage in collaborative work and value other people and their achievements.

Al-Tajalli

Achieve mental clarity, emotional equilibrium, and a deeper sense of meaning and purpose beyond material success

Practical Application

- Actively be aware and maintain the stages of al-Takhalli and al-Tahalli.
- Integrate spiritual awareness into daily tasks to enhance focus and motivation.
- Seek meaning in professional roles or tasks in embodying ihsan.
- Positively motivate and influence colleagues in achieving ihsan.
- Exemplify ihsan.

Positive Feedback Loop Between Individuals and Organizations

- The Ihsan Self-Regulation Model creates a positive feedback loop between individual well-being and organizational culture
- Employees practicing al-Takhalli (purging negative traits) and al-Tahalli (cultivating virtues) will also influence other employees.
- This ripple effect through al-Tajalli (emanation or manifestation of ihsan) fosters a more supportive and positive organizational culture, adds meaning to work, and promotes personal and professional growth for the entire organization.



Conclusion

- The Ihsan Self-Regulation Model integrates Islamic principles with psychological concepts, focusing on al-Takhalli (purging negative traits), al-Tahalli (cultivating virtues), and al-Tajalli (emanation or manifestation of ihsan).
- It promotes self-reflection and emotional regulation, and incorporates ridha (contentment), zuhud (detachment from excessive materialism), and tawakkal (trust in God) to improve well-being and workplace culture.
- Though still in the development stage, the model shows potential beyond the workplace and requires further research for comparison with existing frameworks and application in other contexts.



Questions to Ponder as Individuals



Contextualise your thinking to be on the workplace setting, specifically in relation to having good mental health.

- 1. What are the negative traits we can purge?**
- 2. What are the virtues we can cultivate?**
- 3. How can we move forward with al-Takhalli and al-Tahalli, in order to reach al-Tajalli?**
- 4. What is ihsan for you in the workplace and mental health?**

Thank you