



# AENU Mental Strength Manual

A Practical Guide for Founders  
to Resilience, Performance, and  
Well-Being



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# Executive Summary

Entrepreneurship is a mental endurance game. Founders operate under extreme pressure—balancing uncertainty, stress, isolation, and decision fatigue while making high-stakes decisions that shape their companies' futures. While ambition and resilience are essential, unchecked stress, burnout, and mental fatigue can sabotage long-term success—not just for the individual but for the entire company.

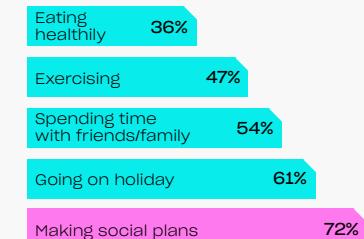


This is a no-bullshit, founder-first guide designed to help you navigate the mental challenges of building a company—without sacrificing your well-being.

# The Hidden Cost of Stress

A Harvard Business Review study found that 72% of entrepreneurs experience mental health struggles, with founders being twice as likely to suffer from depression compared to the general population. This not only affects personal well-being but also leadership effectiveness, decision-making, and business sustainability.

Founders are struggling to make time for themselves  
What founders have been doing less in the past 12 months



Source: Sifted Founder Mental Health survey, 2025

## What You'll Get in This Manual:

**1 A Proven Framework**  
Strategies to manage stress, burnout, and resilience

**2 Practical Tools**  
The best instruments, apps, books and resources for mental, physical, and organizational well-being

**3 Expert Insights & Resources**  
A curated toolkit with books, courses, retreats, and crisis interventions

# 01

## The Mental Health Crisis in Entrepreneurship

“

Founders often think they are immune to stress. Until one day, they are not.”

# The Unique Mental Burden of Founders

Climate tech founders are struggling

Of the climate tech founders Sifted surveyed, 63% describe their mental health as "bad" or "very bad" compared to 43% of all other respondents.

Climate tech founders report poorer mental health than others



Source: Sifted Founder Mental Health survey, 2025



Unlike traditional employees, founders are always “on”.



The success—or failure—of the company rests on their shoulders.

Investors demand performance.

Teams rely on them.

There's often no fallback plan.

# Common mental health struggles in entrepreneurs:



## BURNOUT

Overwork, exhaustion, and losing motivation.



## ANXIETY & DECISION FATIGUE

Constant high-pressure choices.



## ISOLATION & LONELINESS

Few people understand their struggles.



## PERFECTIONISM

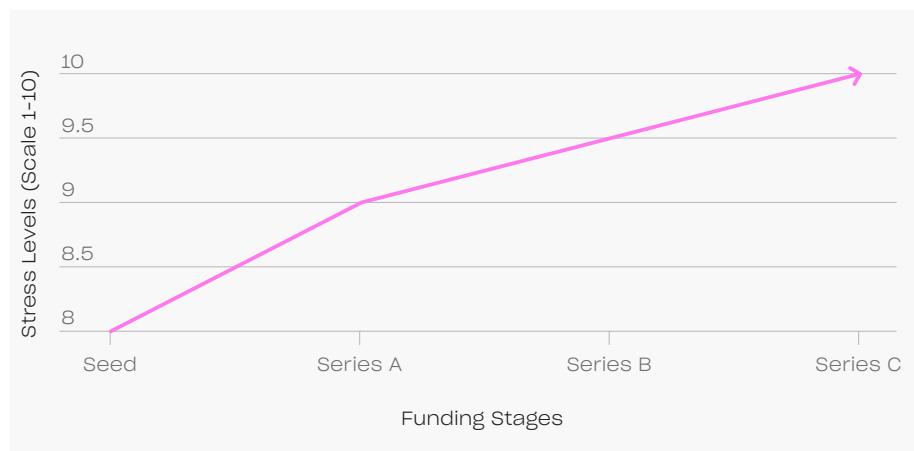
The fear of not being “good enough” or failing.



## DATA POINT

Research from UC Berkeley shows that **30% of founders struggle with depression**, while **49% report high stress levels daily**.

Founder Stress Levels Over Time (Seed Stage to Series C)



Source: Perfectionism and 80/20 rule

Sources:  
 Harvard Business Review (2019): Mental Health in Entrepreneurship  
 UC Berkeley Study (2015): Entrepreneurial Stress & Depression  
 National Institute of Mental Health: Workplace Mental Health

# The ROI of Mental Health in Startups

A Data-Driven Look at How Founder Well-Being Drives Company Success

## BURNOUT CRISIS

**72%**

of entrepreneurs report mental health struggles.

## HIGH STRESS = HIGH RISK

**2X**

Startups with stressed founders are 2x more likely to fail.

## MENTAL WELL-BEING BOOSTS PERFORMANCE

Startups led by mentally healthy founders grow



**23%**  
faster

## THE FINANCIAL IMPACT OF FOUNDER STRESS

Burnout-related turnover costs startups



**\$3.7m**  
annually

Companies with well-being programs see



**5X**  
higher employee retention

VC-backed startups with stressed founders raise



**35%**  
less in funding

Sources:  
 National Institute of Mental Health, industry observations

Happy Founders = Thriving Startups

Investing in mental health isn't a cost—it's a multiplier for success.

02

# The Founder's Mental Health Framework

- Mental Resilience = Longevity
- Startup success isn't about speed—it's about endurance.

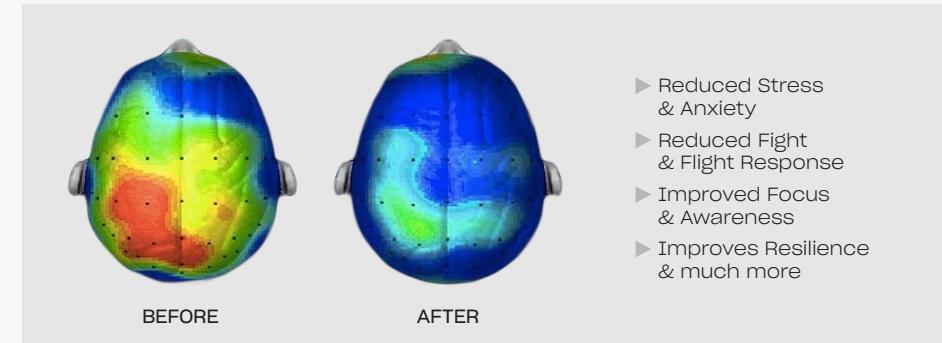
The Founder's Mental Health Framework addresses 3 core areas:



## 1. SPIRITUAL & MENTAL WELL-BEING

- Mindfulness & Meditation: Science-backed practices that improve clarity and reduce stress.
- Emotional Regulation: How to handle uncertainty, self-doubt, and perfectionism.
- Self-Reflection: Using journaling, therapy, and personal check-ins to prevent mental spirals.

Brain Before And After 10-Minute Meditation



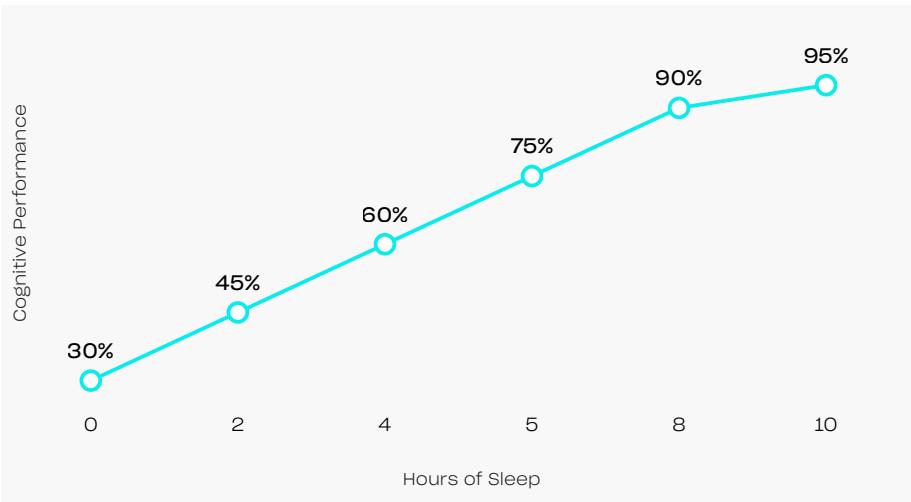
Source: <https://pmc.ncbi.nlm.nih.gov/articles/PMC1361002/>

## 2. PHYSICAL HEALTH & PERFORMANCE

2

- ▶ **Sleep Optimization** → Founders should treat sleep as a business investment.
- ▶ **Nutrition & Supplements** → Founders need sustainable energy, not just caffeine.
- ▶ **Exercise & Movement** → Movement is essential for brain function.
- ▶ **Cold Exposure & Recovery** → The benefits of ice baths for stress resilience.

How Sleep Deprivation Lowers Decision-Making Ability



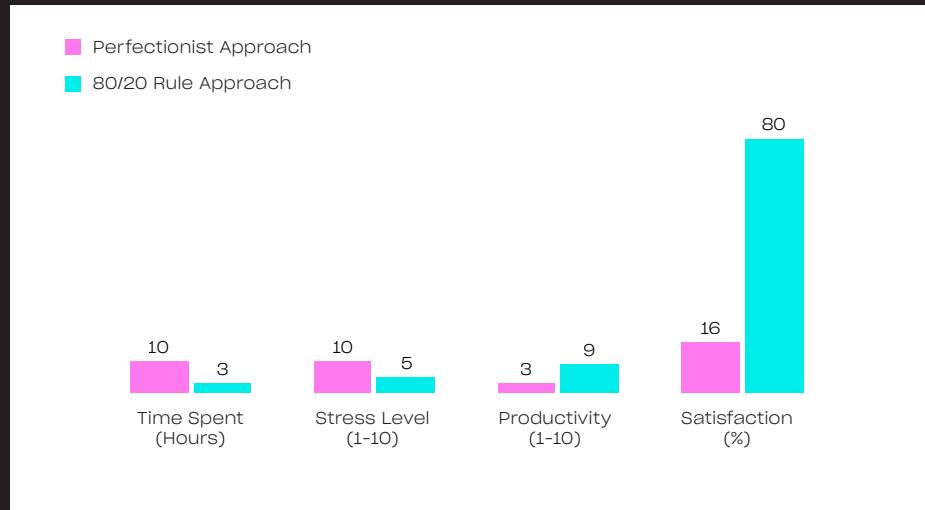
Source: [https://fatiguemanagersnetwork.org/wp-content/uploads/Harrison-et-al.2000\\_-The-Impact-of-Sleep-Deprivation-on-Decisio...pdf](https://fatiguemanagersnetwork.org/wp-content/uploads/Harrison-et-al.2000_-The-Impact-of-Sleep-Deprivation-on-Decisio...pdf)

## 3. FINANCIAL & ORGANIZATIONAL HEALTH

- ▶ **Personal Financial Security** → Separate business from private finances.
- ▶ **Delegation & Leadership** → Letting go of control and empowering teams.
- ▶ **Decision-Making Frameworks** → Tools to reduce cognitive overload.
- ▶ **Perfectionism & Efficiency** → The 80/20 rule can save your mental health.

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Comparison: Perfectionism Vs. The 80/20 Rule



## Sources:

Huberman Lab: The Neuroscience of Stress & Resilience  
 Why We Sleep – Matthew Walker (Amazon Link)  
 Peter Attia, MD: outlive - The Science of Longevity

# 03

## Crisis Management

### — What To Do If You're Burned Out

#### SYMPTOMS OF BURNOUT:



- ▶ **Exhaustion** despite getting enough sleep.
- ▶ **Emotional numbness**—losing passion for your company.
- ▶ **Chronic anxiety**, brain fog, or decision paralysis.

#### EARLY WARNING SIGNS:



**WORKING LATE OR ALWAYS BEING ON**  
Constantly checking emails or working outside of work hours.



**MIND FOG OR DIFFICULTY FOCUSING**  
Struggling to concentrate or remember details.



**SHARING HUMOR AS A COPING MECHANISM**  
Using humor to mask underlying issues.



**INCREASED FRUSTRATION WITH TEAM MEMBERS**  
Feeling annoyed or irritated with colleagues.

## BURNOUT CHECKLIST



## Physical Symptoms

Persistent Fatigue: Feeling tired even after rest.

 0  1  2  3  4  5

Sleep Disturbances: Difficulty falling or staying asleep.

 0  1  2  3  4  5

Headaches or Migraines: Frequent or severe headaches.

 0  1  2  3  4  5

Stomach Aches or Digestive Issues: Persistent discomfort or pain.

 0  1  2  3  4  5

Increased Sensitivity to Infections: Frequent illnesses or infections.

 0  1  2  3  4  5

Skin Problems: Acne, rashes, or other skin issues.

 0  1  2  3  4  5

## Emotional and Psychological Symptoms

Emotional Exhaustion: Feeling drained and depleted.

 0  1  2  3  4  5

Loss of Motivation: Lack of interest in work or activities.

 0  1  2  3  4  5

Increased Anxiety: Persistent feelings of worry or fear.

 0  1  2  3  4  5

Cynicism and Detachment: Feeling negative or disconnected from work.

 0  1  2  3  4  5

Irritability: Quick to anger or frustration.

 0  1  2  3  4  5

Desire for Isolation: Avoiding social interactions.

 0  1  2  3  4  5

(0 = No problem, 5 = Very frequently)

## BURNOUT CHECKLIST



## Behavioral Changes

Procrastination: Putting off tasks or decisions.

 0  1  2  3  4  5

Avoiding Decision-Making: Difficulty making choices.

 0  1  2  3  4  5

Withdrawal from Social Interactions: Avoiding friends, family, or colleagues.

 0  1  2  3  4  5

Changes in Personality: Shifts in typical behavior or mood.

 0  1  2  3  4  5

Increased Absenteeism: Missing work or appointments.

 0  1  2  3  4  5

## Work-Related Symptoms

Reduced Performance: Decline in productivity or quality of work.

 0  1  2  3  4  5

Lack of Enjoyment: No longer finding joy in work or activities.

 0  1  2  3  4  5

Feeling Overwhelmed: Struggling to manage workload or responsibilities.

 0  1  2  3  4  5

Constant Stress: Persistent feelings of pressure or urgency.

 0  1  2  3  4  5

Fantasizing About Leaving: Frequently thinking about quitting or escaping work.

 0  1  2  3  4  5

(0 = No problem, 5 = Very frequently)

Evaluate your results! →

# Assessment & Next Steps:



## 0-10 Points:

You're currently not showing signs of burnout. However, it's important to maintain a healthy work-life balance. Continue to prioritize rest, and make time for breaks to avoid unnecessary stress in the future.

## 11-20 Points:

You're in a moderate risk zone. Pay attention to your workload and emotional state. Consider incorporating stress-management strategies like mindfulness, regular exercise, or talking with a mentor. You may also want to delegate or seek help on projects.

## 21-30 Points:

There are clear signs of exhaustion and possible burnout. We recommend speaking with a coach or therapist to explore ways to manage stress. You should prioritize your health and consider reevaluating your work-life balance. It's essential to recognize the need for recovery before it gets worse.

## 31-40 Points:

High likelihood of burnout. It's crucial to take immediate action. Consider taking time off, speaking with a healthcare professional, and possibly reevaluating your approach to work and your personal well-being. Your health is your top priority, and it's important to act now before it affects your ability to lead and perform effectively.

## AENU RECOMMENDATIONS

### Step 1

**Disconnect** → Take 24-48 hours off. Turn off notifications.

### Step 2

**Delegate** → Offload non-essential tasks IMMEDIATELY.

### Step 3

**Reset Your Body** → Prioritize sleep, clean nutrition, and movement.

### Step 4

**Get Support** → Speak to a coach, therapist, or fellow founder.

## 04

# The ZEN Journey – with Zen Master Hinnerk Polenski

Science-Backed Practices for Clarity  
and Stress Reduction

## Zen Leadership – Unlocking Full Potential, Power & Focus

True leadership is not about control—it is about presence. The mind of a Zen leader is clear, unwavering, and fully engaged in the moment. Power is not forced; it flows effortlessly from deep inner stillness. Focus is not tension; it is pure, undistracted awareness.

When we let go of doubt, hesitation, and fear, something awakens within us—our full potential. This is not theory. It is action. The sword of the Samurai cuts clean because the mind is steady. The decisions of a true leader are powerful because they come from deep clarity.

Zen leadership is the path of strength through stillness, action through presence, and mastery through focus. Step into this moment fully, and your true power will reveal itself.

### Scientific Benefits of Mindfulness and Meditation

#### 1. STRESS REDUCTION

Numerous studies indicate that mindfulness and meditation significantly lower cortisol, the primary stress hormone and effectively reduces stress. For instance, a study with over 1,300 participants found that meditation significantly lowered stress levels, with the most pronounced effects observed in individuals experiencing high stress.

[Hunimed ↗](#)

#### 2. ENHANCED COGNITIVE FUNCTION

Mindfulness improves attention span, memory retention, and overall cognitive flexibility. Studies using neuroimaging have shown that regular meditation can increase the density of gray matter in brain regions associated with learning and memory, such as the hippocampus.

A comprehensive review identified 25 MRI studies examining grey matter changes associated with mindfulness meditation. The analysis revealed that regular meditation practice is linked to structural changes in the brain, particularly in regions associated with cognitive functions. However, the study also noted methodological limitations in existing research and emphasized the need for more rigorous studies to confirm these findings.

[PMC ↗](#)

### 3. MENTAL HEALTH BENEFITS

Research indicates that mindfulness meditation can reduce symptoms of anxiety, depression, and post-traumatic stress disorder (PTSD). A study involving veterans demonstrated that meditation was as effective as prolonged exposure therapy in alleviating PTSD symptoms and depression, also enhancing mood and overall quality of life

[NCCIH ↗](#)

### 4. EMOTIONAL WELL-BEING

Meditation fosters emotional resilience by reducing activity in the amygdala, the brain's fear center. This results in lower levels of anxiety and depression, contributing to an overall sense of well-being.

E.g. research found that both short-term and long-term mindfulness meditation training resulted in reduced amygdala reactivity to negative emotional stimuli. Additionally, increased functional connectivity between the amygdala and the ventromedial prefrontal cortex (VMPFC) was observed, indicating enhanced emotion regulation.

[PMC ↗](#)



Hinnerk Polenski is a Zen master and abbot of the European Dashin Zen Order and the Zen monastery in Buchenberg, located in the Allgäu region. He is an ordained monk and a member of the Hōtō Rinzai Order as well as the Sōtō-ji in Japan.

### 5. IMPROVED SLEEP

Mindfulness meditation is an effective remedy for insomnia and sleep disturbances. By promoting relaxation and reducing overactive thinking, meditation enhances sleep quality and duration. Research indicates that mindfulness meditation helps fight insomnia and improves sleep. Participants practicing mindfulness experienced less insomnia, fatigue, and depression, underscoring the practice's benefits for sleep health.

[Harvard Health ↗](#)

### 6. PHYSICAL HEALTH BENEFITS

Beyond mental health, mindfulness and meditation contribute to physical well-being. Studies suggest these practices can lower blood pressure, boost immune function, and even reduce inflammation, which is linked to numerous chronic diseases. Studies have shown that meditation can decrease cytokine levels, which are linked to inflammation, and may contribute to healthier aging by affecting telomere length.

[PMC ↗](#)

## The Power of Behavioral Change: Action is Karma

In Zen philosophy, action is everything. Change is not just about thinking differently—it's about doing. True transformation happens through behavior, not theory. This aligns with the Samurai mindset: discipline, decisiveness, and direct action. Zen is not passive contemplation; it is embodied awareness in motion. Every action creates karma, shaping who we become. Walking the path of Zen means embracing change through mindful, intentional action—because wisdom without action is meaningless.

### SPIRITUAL HEALTH – FOSTERING A SENSE OF UNITY

True spirituality is not isolation—it is connection. Loneliness is not a path to enlightenment but a risk to well-being, even linked to a shorter lifespan. Spiritual health comes from inner peace and meaningful connections, not withdrawal from the world. Meditation dissolves loneliness by fostering self-awareness and deepening our sense of unity with others and the universe. The key is action: practicing mindfulness, engaging in community, and embracing the present moment with an open heart.

### JIRIKI SUPERPOWER: AWAKENING INTUITION, CREATIVITY & TRUE POWER

True strength does not come from outside. It is not given, not taught—it is awakened from within. This is **Jiriki**, the power of self-reliance. The Samurai did not wait for permission; they acted from an inner knowing, an unwavering clarity.

Intuition is not a fleeting thought—it is the voice of deep presence. Creativity is not imagination—it is truth unfolding in the moment.

True power is not force—it is the effortless impact of a mind in complete alignment with action.

The warrior walks the path of **Jiriki**, unshaken, fully engaged. Thought and movement as one. No hesitation. No doubt. Only presence. This is the way of Zen. This is the way of the Samurai. Enhanced emotion regulation

### JORIKI – THE POWER THAT CONNECTS US

In Zen, Joriki is more than individual focus—it is a shared force, a deep, collective presence that arises when people come together with true intention. It is the silent strength in collaboration, the clarity that emerges in unity, the energy that flows when minds and hearts align.

Joriki is not a solitary path—it is cultivated through connection. With each conversation, each shared breath, each moment of true engagement, we weave a network of presence. Like a forest standing strong in the wind, Joriki is the foundation of deep, human synergy.

Only with Joriki can we truly see each other, act as one, and create something greater together.

## PRACTISING MINDFULNESS AND MEDITATION

Mindfulness is a state of consciousness: of being fully present—aware of thoughts, emotions, and surroundings without judgment. Through meditation, we cultivate this awareness, bringing clarity and calm to daily life.



### HOW TO INCORPORATE MINDFULNESS AND MEDITATION INTO DAILY LIFE

- ▶ **Start Small** → Begin with just 5–10 minutes of meditation daily.
- ▶ **Focus on Breathing** → Use breath awareness to anchor your mind.
- ▶ **Engage in Mindful Activities** → Practice mindfulness while eating, walking, or even during conversations.
  - Use Guided Meditations → Website with guides meditations by zen master Hinnerk Polenski: [www.mastermeditation.com](http://www.mastermeditation.com)
  - Apps: Headspace [www.headspace.com](http://www.headspace.com); Calm [www.calm.com](http://www.calm.com) provide structured guidance for beginners
- ▶ **Be Consistent** → Regular practice leads to long-term benefits.
  - Set up a personal meditation place creating a fixed space for your daily sitting meditation (possibly also in second home and workplace)
  - Requirements: meditation cushion or bench
  - online shops: [www.klang-stille.de/Der+Meditationsplatz/index.htm](http://www.klang-stille.de/Der+Meditationsplatz/index.htm)
  - [www.lotuscrafts.com](http://www.lotuscrafts.com)

Meditation and mindfulness retreats: try to regularly take time out in order to recharge your energy, find the space for new perspectives and open up your full potential. Examples of websites offering meditation and mindfulness retreats:

[www.zen-leadership.de](http://www.zen-leadership.de)↗

[www.zen-kloster.de](http://www.zen-kloster.de)↗

[www.benediktushof-holzkirchen.de](http://www.benediktushof-holzkirchen.de)↗

### Body-mind-training

True health is a balance of body and mind. Strengthening the body with regular activity and nourishing the mind with meditation creates lasting well-being. Physical health is not just about fitness; it's a daily practice of conscious living. Train both body and mind, and vitality will follow.

### Sleep, the Nervous System & Meditation

Quality sleep is essential for a balanced nervous system. Stress and an overactive mind can disrupt rest, leading to fatigue and imbalance. Meditation calms the nervous system, reducing stress hormones and promoting deep, restorative sleep. By practicing mindfulness before bed, we signal the body to relax, improving sleep quality and overall well-being. A calm mind leads to restful nights and energized days.

- Establish healthy sleep routines: keeping regular hours, use bed only for sleeping, create a calming sleep environment
- Practise 5–10 minutes of calming meditation and breathing techniques

# 05

## The Mental Health Toolkit For Founders

Building longterm mental strength—one habit at a time.



### BEST BOOKS & RESEARCH

#### ↗ Why We Sleep – Matthew Walker

Explore the importance of sleep on mental and physical health, and how it affects your performance and decision-making as a founder.

#### ↗ The Power of Now – Eckhart Tolle

A profound guide to living in the present moment and detaching from stress-inducing thoughts.

#### ↗ Radical Acceptance – Tara Brach

A powerful book on overcoming feelings of unworthiness and self-judgment, essential for founders facing constant challenges.

#### ↗ The Anxiety and Phobia Workbook – Edmund J. Bourne

A comprehensive guide to managing anxiety, which is often experienced by entrepreneurs dealing with high-pressure situations.

#### ↗ Dare to Lead – Brené Brown

This book focuses on the connection between vulnerability and leadership, encouraging a healthier work-life balance.



### MEDITATION & MENTAL HEALTH APPS

#### ↗ Master Meditation

A great app for learning to meditate with guided sessions designed to reduce stress, focus the mind, and build resilience.

#### ↗ Headspace

Daily mindfulness training with a focus on reducing stress and increasing focus, perfect for the busy founder.

#### ↗ Calm

Guided meditations, sleep stories, breathing exercises, and music to help manage stress and improve sleep quality.

#### ↗ Insight Timer

Offers over 45,000 free guided meditations, music tracks, and courses on mental health, mindfulness, and emotional well-being.

#### ↗ MindDoc

Provides a personalized online therapy app designed to help users cope with depression, anxiety, and stress.



### RETREATS & COACHING NETWORKS

#### ↗ Zen Leadership Program

A leadership program designed for entrepreneurs that blends Zen mindfulness with modern leadership techniques.

#### ↗ Benediktushof Mindfulness Retreat

A retreat center offering mindfulness training, meditation, and personal coaching to help you reconnect with yourself and build inner strength.

#### ↗ The Chopra Center

Provides retreats focused on meditation, well-being, and personal development, perfect for founders seeking a holistic approach to mental health.

#### ↗ Awakening Leadership by Conscious Business Institute

A leadership training that helps entrepreneurs align their personal values with their business goals, fostering resilience and emotional intelligence.

#### ↗ The Art of Living International Center

Offers a variety of meditation and stress-relief programs to improve mental clarity, resilience, and emotional intelligence.

# 06

## How AENU Supports Founder Mental Health

### Why Venture Capital Should Care About Founder Mental Health

The myth of the “resilient entrepreneur” is harmful. Founders are expected to be relentless, tireless, and immune to stress, yet data shows the opposite is true—many of the most successful entrepreneurs struggle with mental health challenges at some point.

As a VC, AENU recognizes that founder well-being is directly tied to company success. Burned-out leaders make worse decisions, struggle to scale teams, and risk derailing their startups altogether. That’s why mental health should not be an afterthought—it should be a core part of a founder’s toolkit for long-term success.

### How AENU Provides Mental Health Support for Founders



#### SUBSIDIZED COACHING & THERAPY

Direct access to vetted professionals at reduced rates.



#### FOUNDER MENTAL HEALTH RETREATS

Access to in-depth wellness programs designed for entrepreneurs.



#### WORKSHOPS & WEBINARS

Monthly sessions covering burnout prevention, stress management, and decision fatigue.



#### FOUNDER CHECK-INS

Private, invite-only peer support groups where founders share challenges openly.

## 07

# DIY Tools/Exercises/Checklists

## Mental Strength

Meditation apps: [Headspace ↗](#), [Waking Up ↗](#)

Journaling prompts: [Five Minute Journal ↗](#)

## Physical Health & Performance

Sleep tracker: [Oura Ring ↗](#), [WHOOP ↗](#)

Movement apps: [Nike Training Club ↗](#), [Strava ↗](#)

Wim Hof breathing guide: [Wim Hof Method ↗](#)

## Organizational & Financial Health

Financial tracking: [YNAB ↗](#), [Mint ↗](#)

Decision frameworks: [Leadership Frameworks by HBR ↗](#),  
[Eisenhower Matrix ↗](#)

Productivity methods: [The 5-Minute Rule ↗](#)

## EXERCISES/CHECKLISTS



### DIY CHECKLIST FOR MENTAL STRENGTH

- Morning Mindfulness (5 Minutes Before Screens)**
  - Before checking emails or Slack, sit in silence for five minutes to focus on breathing or set intentions for the day.
  - If needed, use a guided meditation app (e.g., Waking Up, Headspace).
- Emotional Check-in (Self-Assessment 2x Daily)**
  - Ask yourself: Am I reacting emotionally or responding intentionally?
  - Rate stress levels on a scale of 1-10 in the morning and evening—track patterns.
- Structured Thought Dump (10-Min Journaling Exercise)**
  - Every evening, write three bullet points:
    1. What went well today?
    2. What's causing stress?
    3. What's one small thing I can control tomorrow?
- Scheduled Solitude (At Least Once a Week)**
  - Block 60 minutes of uninterrupted reflection time—away from people, screens, and inputs.
  - No meetings, no phone. Just deep thinking or journaling.
- Reframe Perfectionism (80/20 Rule Applied to Work & Decisions)**
  - Before spending hours fine-tuning, ask:
    - “Will this still matter in 3 months?”
    - “Is this truly adding value, or am I just keeping myself busy?”
    - Ship the 80% version now instead of obsessing over the perfect version



## PHYSICAL HEALTH & PERFORMANCE CHECKLIST

- Founder's Sleep Hygiene  
(Night Routine in 3 Steps)**
  - 1. No screens 60 minutes before bed—replace with a book or journaling.
  - 2. Set room temperature to 18-20°C (65-68°F) for better sleep quality.
  - 3. Wake up at the same time every day (including weekends) to regulate circadian rhythm.
- Nutrition for Cognitive Energy  
(Founder's Meal Framework)**
  - Prioritize high-protein, whole-food meals early in the day.
  - Avoid processed sugar & caffeine after 2 PM to prevent energy crashes.
  - Use electrolytes and hydration to avoid mental fog (low hydration = low focus).
- Movement Minimum: 30 Minutes a Day  
(Non-Negotiable Rule)**
  - 10-minute morning stretch or yoga (sets the tone for the day).
  - Walking meetings instead of sitting—combine business with movement.
  - Strength training or cardio (even short HIIT sessions) 3x per week.
- Cold Exposure (Daily or Weekly Stress Resilience Training)**
  - Cold shower for 30-90 seconds post-workout or in the morning.
  - If possible, weekly ice bath (3-5 minutes) for nervous system reset.
  - Alternative: Deep breathing (Wim Hof method) + breath holds.



## ORGANIZATIONAL HEALTH CHECKLIST

- The “Three-Level Delegation Test” (What to Offload Immediately) Before doing any task, ask:**
  - 1. Can someone else do this 80% as well as I can? (If yes, delegate.)
  - 2. Does this directly move the business forward today? (If no, delay.)
  - 3. Would my team be more empowered if I removed myself from this? (If yes, step back.)
- 10-Minute Daily Financial Snapshot  
(Personal & Business)**
  - Track one metric daily (net worth, expenses, or revenue growth).
  - Keep an emergency fund separate from your company funds (minimum six months' personal runway).
- Decision-Making Framework for Founders  
(Reduce Overload)**
  - If a decision takes less than 5 minutes, make it now.
  - If a decision affects the business long-term, consult one trusted advisor first.
  - If a decision doesn't move the company forward, eliminate it.
- Perfectionism Audit: What's Not Worth Obsessing Over?**
  - Once per week, review tasks you spent too much time on and ask:
    1. “What was the real impact of this?”
    2. “Could this have been done faster?”
    3. “Did I let perfectionism slow me down?”

# Any question?



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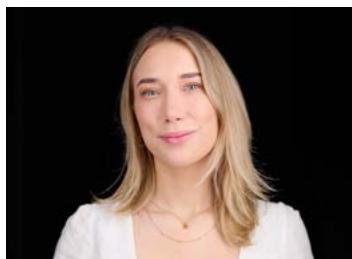
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## AENU CONTACT LISTS

### 1. Digital Solutions for Mental Health:

#### ► MindDoc (Germany)

- App for mental health support (especially for depression and anxiety).
- Website of [MindDoc ↗](#)

#### ► Selfapy (Germany)

- Online therapy programs for mental health issues like depression, anxiety, and burnout.
- Website of [Selfapy ↗](#)

#### ► 7Mind (Germany)

- Meditation app that helps with stress management, anxiety, and mindfulness.
- Website of [7Mind ↗](#)

#### ► BetterHelp (International)

- Online therapy platform offering licensed therapists via chat, phone, or video.
- Website of [BetterHelp ↗](#)

### 2. Crisis Hotlines (Germany and Europe):

#### ► Telefonseelsorge (Germany)

- Hotline: 0800 111 0 111 or 0800 111 0 222 (Free, available 24/7)
- Website of [Telefonseelsorge ↗](#)

#### ► Krisenchat (Germany)

- Text chat (Mon-Fri, 2 pm to 8 pm): 0171 211 611 3
- Website of [Nummer gegen Kummer ↗](#)

#### ► Die Dargebotene Hand (Switzerland)

- Hotline: 143 (Free, available 24/7)
- Website of [Die Dargebotene Hand ↗](#)

#### ► Samariterbund Austria (Austria)

- Hotline: 142 (Free, available 24/7)
- Website of [Samariterbund ↗](#)

#### ► Samaritans (UK & Ireland)

- Hotline: 116 123 (Free, available 24/7)
- Website of [Samaritans ↗](#)

### 3. Additional Resources:

#### ► Deutsche Gesellschaft für Psychiatrie, Psychotherapie und Nervenheilkunde (DGPPN - Germany)

- Provides comprehensive information on mental health and links to therapists and centers.
- Website of [DGPPN ↗](#)

#### ► European Federation of Associations of Psychiatrists (EFAP - Europe)

- Provides resources and a directory for mental health professionals across Europe.
- Website of [EFAP ↗](#)

#### ► Psychotherapeutenkammer and Associations (Germany)

- Listings of licensed psychotherapists in Germany. The regional chambers and associations maintain these directories.
- Website of the [German Psychological Society ↗](#)

