

Wellbeing at Work

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CHATLAANZ
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Session outline

- What is wellbeing?
- Identifying risks to wellbeing
- Suggestions to improve wellbeing

What does a 'good' day at work mean to you?

- Share your thoughts in chat



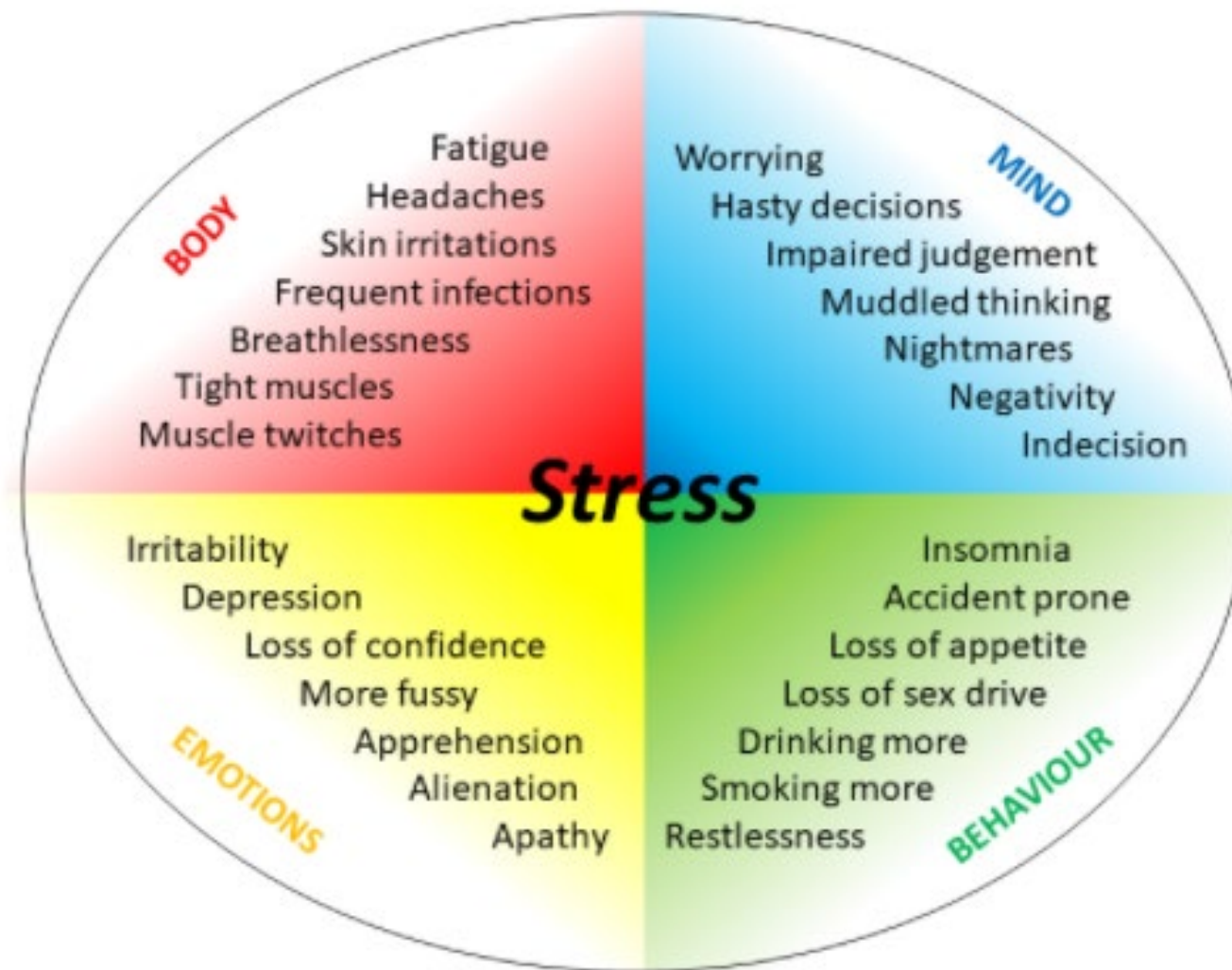
OED definition of wellbeing

“the state of being comfortable, healthy or happy”

WHO definition of wellbeing at work

*"A healthy workplace is one in which **workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace** by considering the following, based on identified needs:*

- health and safety concerns in the physical work environment*
- health, safety and well-being concerns in the psychosocial work environment including organisation of work and workplace culture*
- personal health resources in the workplace, and*
- ways of participating in the community to improve the health of workers, their families and other members of the community."*



What causes you the most stress at work?

- conflict with colleagues or managers
- poor communication
- working long hours
- tech issues
- other

Select your answer in the poll.



Listen...



What did you hear? Share in chat.



Unhelpful thoughts

- **Black and white thinking** *I must get everything done today before I go home tonight, otherwise everything will be a complete disaster.*
- **What ifs?** *What if I put all this effort in and fail? I'll never be able to look anyone in the eye again..*
- **Spiral of negatives** *I'm not going to get the project finished on schedule, which means I'm useless.*
- **Leaping to conclusions** *My colleague was abrupt with me today. They must be angry with me about what I said at the meeting.*
- **Looking too far ahead** *If this doesn't go well there are all sorts of bad consequences*
- **Strong, uncompromising words** *I should ..., I must ..., I always ..., I never*
- **Unkind or mean to oneself** *I'm a failure, I'm stupid, I'm a fraud ... someone will see through me one day and see I'm not all that great after all*



Challenging unhelpful thoughts

Ask yourself these questions:

- If a close friend or someone I loved was thinking this way, what would I tell them?
- Five years from now when I look back will I see things differently?
- Are the things I'm jumping to conclusions about justified by evidence?
- What am I ignoring about the strengths or positives in me, and how I'm coping at the moment?



P.E.A.C.E

PAUSE. When you realize that things are difficult, pause.

EXHALE. When you exhale you may want to let out a sigh, or a groan, or even weep. And after you exhale you want to? Inhale. Just keep breathing....

ACKNOWLEDGE and ACCEPT: As you continue to breathe acknowledge the situation as it is. Acknowledging a situation doesn't mean you are happy about it. It just means that you recognize the situation is as it is, whether you like it or not. Accept the situation, and your reaction to it. You are furious, devastated, heartbroken, jealous, or all of the above.

CHOOSE. When you are ready, and this may take a few moments, days, weeks or even months depending on the situation, choose how you will respond. At its best responding involves some additional Cs, such as clarity, compassion, and/or comedy.

ENGAGE. After you have paused, exhaled, allowed, and chosen your response, you are ready to engage with people, the situation, with life.



Constructive venting



Ventors

- Stick with one venting buddy
- Observe a designated time and place
- Keep on topic and stay current
- End with a strategy for moving forward

Ventees

- Listen attentively but objectively
- Avoid sabotaging the venting time
- Give gentle reminders of relevance
- Be a sounding board, not a counsellor



Managing stress

Think about a time when you were in a stressful situation at work.

What was the situation?

What caused the situation?

How did you feel during the situation?

What did you do after the situation?

Stress diary

Date and Time	Most recent stressful event experienced	How happy do you feel now? (Scale -10 to 10)	Your current mood	How effectively are you working now? (0-10)	Fundamental cause of the event	How stressed do you feel now? (0-10)	Physical symptom felt during stressful event	How well did you handle the event?



Discussion

What do you think of these strategies?

-Listening (distraction)

-P.A.U.S.E.ing

-Challenging negative thoughts

-Constructive venting

-Keeping a stress diary

What other strategies have you used for wellbeing at work?

(One person to share points of interest in the main room)



How not to take things personally

Frederik Imbo

(March, 2020)

https://www.youtube.com/watch?v=LnJwH_PZXnM

How to make stress your friend

Kelly McGonigal

(September, 2013)

<https://www.youtube.com/watch?v=RcGyVTAoXEU>





CONNECT

Connect, me whakawhanaunga

Talk and listen – me kōrero, me whakarongo,
be there – me whakawātea i a koe, feel
connected – me rongo i te ... [Read More](#)

GIVE

Give, tukua

Give your time, your words, your presence;
tukua te wā ki a koe, ō kupu, ko koe tonu.
[Read More](#)

TAKE
NOTICE

Take notice, me aro tonu

Remember the simple things that give you joy –
me aro tonu ki ngā mea māmā noa i ngākau
harikoa ai koe. [Read More](#)

KEEP
LEARNING

Keep learning, me ako tonu

Embrace new experiences – awhitia te wheako
hou, see opportunities – kimihia ngā ara hou,
surprise yourself – ... [Read More](#)

BE
ACTIVE

Be active, me kori tonu

Do what you can – whāia te mea ka taea e
koe, enjoy what you do – kia pārekareka tāu i
whai ai, move your mood... [Read More](#)

Give

Your time,
your words,
your presence

BE
ACTIVE

DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD

KEEP
LEARNING

EMBRACE NEW
EXPERIENCES,
SEE OPPORTUNITIES,
SURPRISE YOURSELF

CONNECT

TALK & LISTEN,
BE THERE,
FEEL CONNECTED

TAKE
NOTICE

REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY

FIVE WAYS TO WELLBEING

INTRODUCE THESE FIVE SIMPLE STRATEGIES INTO YOUR LIFE AND YOU WILL FEEL THE BENEFITS.

Workplace wellbeing during Covid-19

Resources to help workplace leaders create work environments where people feel safe, calm, connected and hopeful throughout the COVID-19 pandemic and beyond.

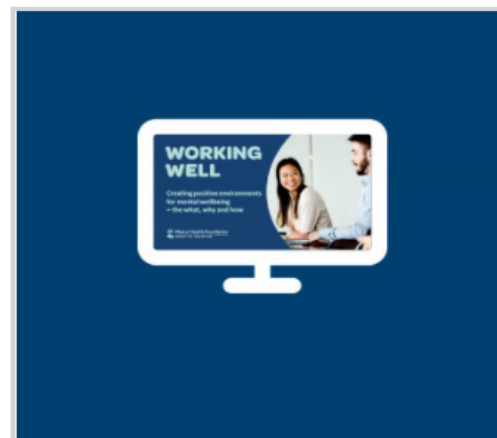


Resource Library

COVID-19 Workplace resource

Create work environments where people feel safe, calm, connected and hopeful throughout the COVID...

[Download](#) 



Resource Library

Mental health during times of uncertainty - webinar

Tips for looking after your mental health in times of uncertainty

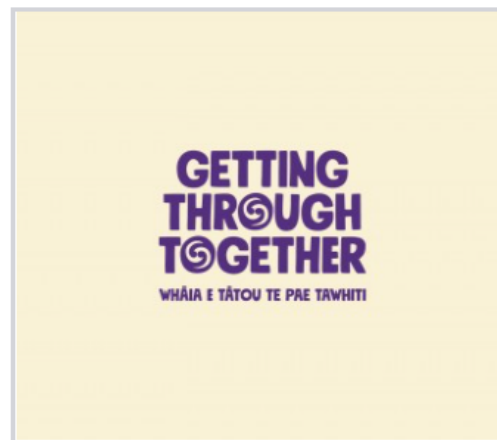
[Open Resource](#)

Resource Library

An integrated approach to mental health and wellbeing...

Learn how to integrate mental health and wellbeing in the workplace to positively impact your employees and organisation in times of change and disruption.

[Open Resource](#)



Support to get through COVID-19

Information about wellbeing, parenting during COVID-19, support for workplaces, grief and loss, s...

[Read More](#)

For leaders

Why it matters

Tips for employees

For employers

Workplace stress

Healthy workplaces for small businesses

For managers

Workplace bullying

For police and emergency services

For employees

Legal rights and responsibilities

Information for health services

For small businesses

Strategies for healthy workplaces

What is a healthy workplace?

Tips for managers

Doing What Matters in Times of Stress: An Illustrated Guide



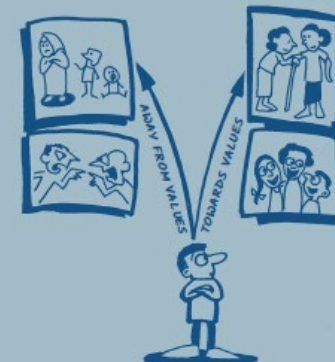
GROUNDING



UNHOOKING



ACTING ON YOUR VALUES



BEING KIND





Thank you



Resources

Heads Up. (2021). *Healthy workplaces*. <https://www.headsup.org.au/healthy-workplaces>

Heads Up. (2021). Your mental health: *Taking care of yourself and staying well*.
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https://www.mindtools.com/pages/article/newTCS_01.htm



Resources

TED. (2013, September). *How to make stress your friend* | Kelly McGonigal [Video]. YouTube.
<https://www.youtube.com/watch?v=RcGyVTAoXEU>

TED. (2020, March). *How not to take things personally* | Frederik Imbo [Video]. YouTube.
https://www.youtube.com/watch?v=LnJwH_PZXnM

Wellplace New Zealand. (n.d.). *What is a healthy workplace?* <https://wellplace.nz/facts-and-information/what-is-a-healthy-workplace/>

World Health Organization. (2020, April 29). *Doing what matters in times of stress*.
<https://www.who.int/publications/i/item/9789240003927>



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