

Welcome to Luemo Workplace Wellbeing.

Luemo is a world of practical mental health and wellbeing resources for every employee, every manager and every workplace.



Leading with Optimism

Challenging times call for managers to dig deep and step up as courageous leaders. Did you know that research shows that optimism is a powerful leadership tool?

Optimism in the workplace is not about having a naïve attitude or ignoring problems. It's about being realistic, painting the way forward, persisting even though things can be tough and expecting good things to happen in the future. On an individual level, optimists generally have better health, better incomes, better mental health, and better friendships and jobs. Optimistic leaders make positive plans, persist, role model positive conversations and have an energy that others want to engage.

The alternative, pessimism, is an attitude that good employees do not want to follow. Read about Optimism in the Luemo [Managers Resources](#).

Is stress a bad thing?

Stress is a very normal physical, emotional, and mental response to being under pressure and has an adaptive function – it can kick us into gear to act. The “fight or flight” response is very important for human survival and is a normal part of our makeup. However, feeling too much stress or experiencing stress for long periods can have serious adverse effects. Stress affects the immune system and is linked to many leading causes of death, including suicide, heart and lung diseases, and cancer. Physical signs of stress include increased heart rate, muscle tension, upset stomach, tiredness, and sexual difficulty. You also may experience eating problems, oversleeping, irritability and inability to concentrate. Stress is uncomfortable, often leading people to seek alleviation through alcohol, drugs, gambling, food, and shopping. The alleviation leads to further stress and the cycle continues. Keeping stress under control is essential but sometimes we can be so caught up that we ignore the signs. Stop and think about your stress levels. [Lets Check In](#) at Luemo where you can answer some simple questions and receive immediate private feedback.



Getting lots of sleep is not self indulgence.

Sleep is critical to the regulation of the body and mind, resting after the day that has been and restoration in preparation for the day ahead. Looking after yourself with the right amount of sleep is essential.

There is a connection between mental health conditions and sleep. Not enough quality sleep affects the human psychological state and, mental health and sleep problems are more commonly experienced in people with mental health conditions.

To perform at your best and handle life's challenges you need to be getting the right amount of good sleep. If you are not experiencing quality sleep you may need help. You can read more about sleep conditions and how to improve your sleep quality on Luemo [Sleep and Mental Health](#).



Did you know...

When we exercise, there are immediate and longer-term benefits for our mental state and wellbeing. It's not just about helping control weight. Getting moving pumps blood to the brain, which can instantly improve clarity of thought.

Research has shown that for mild to moderate depression, exercise can be as effective as talking therapy and medication. So, get moving! Read more about maintaining good mental health at Luemo [Staying Well](#).

Keep an eye out....

Important community events are an opportunity to unite teams in a positive way to improve connection and collegiate support, which are essential in underpinning a winning wellbeing culture. March hosts two prominent events – Clean Up Australia Day and International Women's Day. Would one of these events suit your team as an opportunity to get together and do something positive?