LUEMO
Workplace Wellbeing

Newsletter – July 2020

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

Kindness

Being kind can boost your serotonin, the neurotransmitter responsible for feelings of satisfaction and wellbeing. It can also build our feelings of connectedness with others which is a key component of combatting modern loneliness and building psychological safety in the workplace. Being kind can come in so many forms – words of support, a compliment, listening, giving, warm acknowledgement, striking up a conversation, or a lending hand.

One of the key things about true kindness is that the kind gesture is undertaken with no expectation of reciprocation, acknowledgement, or benefit to the kind person. True kindness does not necessarily need to be witnessed and the story does not need to be told on social media.

You can practice kindness towards a work colleague, a stranger, someone you do not particularly like or someone close to you. Consciously experiment and practice kind acts – how do you feel? Reflect on your behaviour in the past and be honest, do you need to change the way you treat others? Make your life and someone else's just that little bit brighter by being kind.

Kindness is one of our 12 key daily metrics for wellbeing, check it out in the Luemo Wellbeing Scorecard Challenge

Is conflict a bad thing?

Conflict in the workplace is common and most people are likely to encounter conflict during their working life. Conflict can be distressing, uncomfortable and confusing for those involved directly and those on the periphery.

The impacts are real and can be damaging: decline in productivity and morale; increased stress; increased absenteeism; potential litigation or industrial action; and reputational considerations.

Yet conflict is not always "bad". Where engaged constructively, conflict may bring about positive impacts such as enhanced communication, teamwork, problem solving, organisational learning, positive change, and innovation.

What matters the most is the way we respond to and manage conflict. Self-insight, honesty, changing our behaviour and committing to restoring professional workplace relationships are some of the essentials when moving through conflict – it can be uncomfortable!

You can read more at Managing Workplace Conflict: A structured approach on Luemo.

Men's mental health statistics

Research out of Western Sydney University shows that 1 in 8 men will experience depression and around 6 men die by suicide each day in Australia. While depression was shown to be a significant factor in male suicide rates it was not in the majority of cases. Other distressing life events included (in order) relationship separation, financial problems, relationship conflict, bereavement, recent or pending unemployment, family conflict and pending legal matters.

It is more important than ever to look out for your colleagues, family members and friends. If any of these factors are affecting someone you know, reach out and check on them. For valuable tips you can read Luemo's article Strategies to help you and your team recently published on Linkedin.

Did you know?

The stigma attached to mental illness is one of the main reasons why people do not seek the help they need or, even acknowledge they may have a condition. Raising awareness of mental health conditions reduces stigma. This means that simply talking about mental health in the workplace, displaying materials and acknowledging the existence of conditions is a practical and effective way of reducing stigma and increasing help seeking.
Find out more on the Luemo portal – we can help.

Keep an eye out….

Is your team still working remotely or have you recently returned to the office? Looking for some fun for the workplace? Next month, August will host Red Nose Day, so why not get silly for a serious cause? Your August web meeting could be interesting…!

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