

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



## Mental health and nutrition

Nutritional neuroscience is an emerging field that is focused on the relationships between nutrition and cognition, emotions, and behaviours.

The relationship between nutrition and depression, for example, is evident. Diet patterns associated with the onset of depression include poor appetite, skipping meals, and a desire for sweet foods. Deficits in essential nutrients are associated with mental illnesses, such as depression, bipolar and obsessive-compulsive disorder. Daily supplements of nutrients such as essential vitamins, minerals, and omega-3 fatty acids have been shown to reduce symptoms.

For normal adults, the best way to maintain optimum mental health nutrition is simply through a balanced diet rich in fresh fruits and vegetables. If you struggle with nutrition or mental health you should seek professional help.

Balanced nutrition is one of the metrics on the Luemo Wellbeing Balanced Scorecard. You can download the scorecard [here](#).

## Respect and be respected

A recent article in Business Insider listed out the top ways for individuals to gain respect in the workplace. Interestingly, the very first tip was 'Give respect to other people'. Respect is a bio directional phenomenon and it is not automatically granted because of job title or position. Other top tips in the article were: keep promises, help others and ask for help, say what you mean, admit mistakes, strive to do better, be kind, laugh at yourself, listen carefully, be willing to change your mind, give credit where credit is due, and finally, look for the good in people and situations. Notice that behavioural themes like domination, lack of emotion, exposing failure and talking loudly are not included as they do not help to build respect

If everyone in the workplace practiced all the recommended behaviours, not only would we see individuals improve their 'respect ratings', we would also see workplaces as a whole improve. Respectful workplaces underpin good wellbeing and thriving teams.

Respect is a key concept in understanding and resolving workplace conflict. You can read about respect and conflict [here](#)



## Switching off

Do you struggle to fall asleep at night because you are thinking about all the tasks you did not finish today and all things you need to remember for tomorrow? It can be frustrating, tiring and rather distressing to go over these things in your mind, feeling anxious that you have so much to do and so many things to remember.

A simple and effective strategy you can introduce right now is to write tomorrow's "to do list" before you go home today. This 'mind dump' onto paper can convince your subconscious that you are indeed organised, and everything will be remembered tomorrow. Try it for a week to see how your mind learns to 'trust' your list, rather than ruminating on your work tasks all night and relying on memory. There are other factors that could be affecting your sleep, read more about [improving sleep here](#).

## Did you know?

The pandemic has magnified levels of anxiety, depression, anger, and confusion in the community, affecting workplaces everywhere. This has become a huge area of focus for leaders who care about employees. The National Retail Association has recently formed a partnership with Luemo to focus on workplace wellbeing in the retail sector. Our goal is to help even more businesses become wellbeing workplaces.

[You can read about our partnership here.](#)



## Keep an eye out....

You don't have to be a trained counsellor to be helpful friend or colleague. Thursday 10 September hosts RUOK? Day. This year the popular and important day will focus on "Learn what to say after R U OK? " so that we can keep supportive conversations going. How are you going to get your workplace involved?

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