

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



LET'S GET BETTER AT DEALING WITH CHANGE

How we accept and adapt to change is an important life skill.

Resistance to change is very normal and comes from our wiring that seeks “comfortable.” Change is rarely comfortable, and how each individual responds and displays their discomfort and stress will differ from person to person. Stress can show up as changes to cognition (thoughts), emotion (feelings), and behaviour (actions); and physiological signs such as changes in sleep and appetite. Try these tips to get better at dealing with change:

- ➔ **Rebalance physically.** Get enough sleep, proper nutrition, and balanced activity and relaxation.
- ➔ **Accept the feelings and focus on managing through.** Acknowledging feelings is essential, but just as important is channelling attention and energy into acting on the things that can be controlled.
- ➔ **Accept the past, and fight for the future.** When change happens, it can be easy to get stuck on trying to unpack the situation and attributing blame. You have the freedom to decide what to do next, so start shaping your next steps with courage.
- ➔ **Check-in on Stress about Stress.** Stress is a sign of many things and is a normal response to challenges. It also helps carry us through short term challenges so use the focus it provides. Listen to what sits behind the stress and either accept it or do something about it. Seek professional help if things become overwhelming.
- ➔ **Live by your values, not your fears.** Reconnecting with our personal values during change reminds us that our identity doesn't change, even if a situation does. What matters to you - friends, family, spirituality, knowledge, creativity, community? Rise above the situation and establish a healthy boundary between yourself and the situation.



- ➔ **Expect Change.** As humans, we will script a future that is likely not going to be the full reality, rather than believe that there are factors outside of our control. The script will change. Holding a view that ‘change is life’ has been reported as a critical factor in the ability to accept and adapt.
- ➔ **Find Humour in the Situation.** Studies on resilience have shown that the ability to find humour in a situation is linked with better coping and adaptability. The brain struggles to stay activated in the stress response at the same time as smiling, laughing, and engaging with humour. Give it a go.

Read Luemo's full article on change [here](#)

ANXIETY

Anxiety is a persistent feeling of worry or stress.

It is more than just a normal response to a challenging situation like attending an important meeting or giving a presentation; anxiety hangs around after the stressor is removed or turns up before anything "bad" has happened.

People experiencing anxiety feel anxious most of the time, not just in stressful situations, and this interferes with getting on with normal life.

It is possible to develop strategies to manage anxiety and professional intervention is effective. If you have a work colleague who experiences anxiety, listen to their needs and support them.

Read these Luemo resources

KEEP AN EYE OUT...

Next month November will host the worldwide and popular "Movember".

Movember is one of Luemo's favourite events which involves the growth of the 'mo to raise funds to support men's health including mental health, suicide prevention, prostate cancer and testicular cancer.

Round up a few Mo Bros and Mo Sistas in your workplace and start some conversations about how you can focus on men's health next month.

Free Resources and Past Newsletters



DID YOU KNOW?

A recent review found that workplace psychological injuries are climbing 15 times faster than physical injuries.

Factors driving the trend include increased psychological awareness, work pressure, continuous connectivity, change, loss of control and insecurity.

What can your workplace do to address this?

**Info from SafeWork NSW.*

Check out [The Luemo 10 Step Guide To Building a Wellbeing Workplace](#)