



Let's Reframe That

If you ever find yourself “losing your cool” in certain situations, you may find that reframing is a technique that will benefit you.

Science shows us that by changing our thinking, we can change our perspective, our moods and our ability to behave in the ways that we really want to; ways that benefit us! Reframing is a technique to help create a different way of looking at a situation, person, or relationship by changing or replacing its meaning.

You can use reframing to give you back deliberate choice in the way you think and behave.

It is about creating composure through positive, constructive and realistic thinking.

Reframing takes practice. The core techniques is to replace tension producing thoughts (red thoughts) to tension relieving thoughts (green thoughts). Try this:

- 1 Write down the things, people, circumstances, or behaviours that trigger tension for you (anger, frustration and anxiety).
- 2 Describe how you typically react to those triggers of tension (what do you think, feel, say, do and not do).
- 3 Identify what you were telling yourself at the time (they don't like me; they shouldn't do that; they are making my life difficult)

- 4 Challenge your thoughts and reframe (replace) your thoughts with new perspectives.
 - ✓ Change “this is a massive problem” to “this is challenge”.
 - ✓ Change “they are a moron” to “ they don't understand what's going on”
 - ✓ Change “this is an absolute disaster” to “this hasn't worked out how we expected”.
 - ✓ Change “they are trying to embarrass me” to “they are not aware of how I feel about this”

Tips to help you reframe. Ask yourself...

- ✓ is my thinking fair and reasonable?
- ✓ what would an objective and wise outsider say to me about it?
- ✓ am I overthinking this?
- ✓ am I jumping to conclusion or thinking the worst?
- ✓ am I taking it too personally, when it's not about me?
- ✓ overall, is this way of thinking contributing to my tension or worry, or helping to contain it?

➔ [Luemo Members can read more about Reframing Techniques in the full article here](#)



Did you know....

More than a quarter of the population will experience a panic attack in their lifetime and around 5% of the population will experience panic disorder. One of the best ways to manage a panic attack is to simply stop and concentrate on breathing. Practice calming deep breathing techniques in advance and focus on this during the attack. As the panic begins to pass, bring your awareness back to your surrounds and try to resume what you were doing before the episode. There are effective treatments for panic disorder so reach out for professional help if you need it.

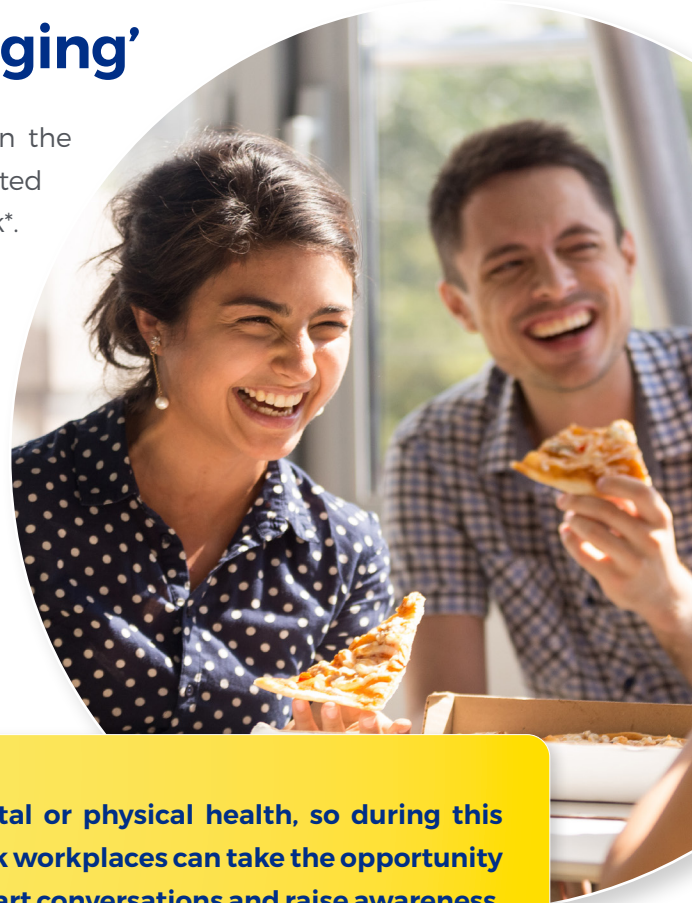
➔ [Luemo Members can understand more about mental health here](#)

The value of 'belonging'

A sense of belonging is an innate human need. In the workplace, employees are more productive, motivated and engaged when they feel like they belong at work*. How can we create a sense of belonging? There are many ways, one of which is the simple 'check in' with employees or a colleague on both a professional and personal level. Asking someone how they going with a project, how they may be feeling about upcoming events or offering some simple assistance are gestures of connection that create a culture of belonging. Why not start doing this regularly with your team?

➔ [Luemo members can read more about team care here](#)

*HBR 'motivating people' article Feb 2019



Keep an eye out in June...

**Men's health week is coming up in June!
Men can be reluctant to talk about their**

mental or physical health, so during this week workplaces can take the opportunity to start conversations and raise awareness. Could you engage a local speaker or schedule some health checks? There's still time to get involved so hop to it!