



LUEMO
WORKPLACE WELLBEING

Realistic Optimism

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! Choosing to be an optimistic leader is a “no brainer”!

It can be tough sometimes: Do you want to help your organisation and team move on to the new future, but pessimism and negative outlooks are blocking the way? Perhaps the events of 2020 have left your workplace with a dark shadow that you can't seem to shake. You might have a case of ‘learned helplessness’ in your team. When humans or other animals start to understand (or believe) that they

have no control over what happens to them, they begin to think, feel, and act as if they are helpless. It's not good for individuals or workplaces but you can do something about it.

▶ [Luemo members can read more about Learned Helplessness and leading for the future on the Member Portal](#)



Did you know....

The Australian Institute of Health and Welfare recently released full year statistics on the impact of COVID-19 on general and mental health during 2020. An interesting finding showed that breast screen mammograms were down to 1100 in April 2020, compared to 75000 in April 2018. Have you forgotten about any of your regular check-ups? It is understandable that these things have slipped through the cracks over the last year. Is it time you and your family got up to date?

What is psychological safety?

Psychological safety in a social group is the belief that you will not be punished, humiliated or turned out of a group for taking risks, being different or suggesting alternatives to conventions.

Psychological safety at work is the shared belief that it's OK to take interpersonal risks as a group. This includes a feeling of freedom to experiment with new ideas, have alternative opinions, admit mistakes/vulnerabilities,



ask for help, talk about problems with team dynamics and even disagree with leaders. Psychological safety is essential for creativity, collaboration, innovation, change and growth because people need to feel safe about taking risks. Every team member is responsible for fostering psychological safety – not just leaders. What can you start doing today to promote a workplace of trust, belonging and acceptance to support psychological safety in your team?

Keep an eye out in July...

Next month on 31 July we celebrate **International Day of Friendship**. The day was proclaimed by the UN General Assembly with the idea that friendship

between peoples, countries, cultures and individuals can inspire peace efforts and build bridges between communities. Workplaces can be places of wonderful friendship and can do much to inspire peace and comradery within the human race. Would you like to positively connect your workplace by celebrating friendship?