



What do wellbeing leaders do?

LUEMO
WORKPLACE WELLBEING

Leadership is not about having a special 'title'. Everyone can be a leader and if you are passionate about promoting great workplace mental health and wellbeing you can show leadership by being well prepared and understanding what wellbeing leaders do.

Here are some characteristics of great wellbeing leaders and tips on how you can develop your skills too.

✓ **Wellbeing leaders know how to build and model resilience**

You can build this skill by working on your own mental and physical health on a daily basis. Acknowledge setbacks with dignity, rethink plans, be a realistic optimist and reach out for help when you need it. When the opportunity arises, let others know what you do to keep up your wellbeing. Don't laugh/brag about bad habits like excessive drinking, a poor diet or lazy habits.

✓ **Wellbeing leaders build psychological safety in their team**

Psychological safety is built on genuine trust, acceptance, and belonging. You can have an impact when you acknowledge and listen to others, consider/accept others' new ideas, be kind and respectful, embrace diversity, and talk openly about mental health. It's a two-way street so share your feelings of vulnerability appropriately and allow others to help you when the opportunity arises.

✓ **Wellbeing leaders have compassionate conversations**

You don't have to be a trained counsellor

or 'perfect' to be a supportive colleague or friend. Kindly recognize and acknowledge when someone needs help. Practice empathy, listen and don't judge. Ask them what help they think they need, know what practical help is available and tell them.

✓ **Wellbeing leaders understand the business case**

When you know the commercial issues you will be in a good position to take a leading role when discussing the merits of investing in workplace wellbeing. Do some research and understand the productivity and innovation gains, mental health facts, compliance and compensation considerations, workplace culture impacts, and corporate social responsibility issues.

We can all be wellbeing leaders, and in fact, this is the attitude needed if workplaces are to become places of productivity, happiness, and support. Together we can make a difference so get ready to step up and play your part.

➔ [Luemo members can read about more about wellbeing leadership on the Luemo member portal](#)

Fun fact

When you don't floss, you miss cleaning roughly 35% of your tooth's surface! Flossing can extend your life expectancy up to 6 years because it reduces the chances of infectious diseases and can even prevent heart attacks.



Optimism for good health

Research links optimism (a sense that all will be well) to a lower risk for mental and physical health issues and to better odds of a longer life.*

"A study of 70,000 women found that those who scored higher on the optimism scale were significantly less likely to die from several major causes of death...compared with women who scored lower. In fact, the most optimistic had a 16% lower risk of

dying from cancer, 38% lower risk of dying from heart disease, 39% lower risk of dying from stroke, 38% lower risk of dying from respiratory disease, and 52% lower risk of dying from infection."

Wow - what better reason do you need to look on the bright side of life!??

*Harvard Health Publishing, Harvard Medical School. Research by Dr. Kaitlin Hagan and Dr. Eric Kim 2017

Did you know..

There are several key areas of legislation that employers and managers need to be aware of when managing their responsibilities in relation to employee mental health. Make sure you are across the following: Fair Work

and Industrial Relations, Work Health and Safety, Unlawful Discrimination, Privacy, Workers Compensation and Workplace Bullying.

➔ [Luemo members can read more about legal rights and responsibilities on the portal](#)