



LUEMO
WORKPLACE WELLBEING

Respecting the Otherness

Respect is an amazing thing! Respect forms the foundation of healthy workplaces that are diverse, inclusive, and innovative.

Practicing respect opens up lines of communication, helps solve problems, improves relationships and can create powerful connections and loyalty. In the workplace, respect is a bio directional phenomenon, and it is not automatically granted because of job title or position.

It is in everyone's interest to promote a respectful workplace and the absence of 'disrespect' does not automatically mean that you will have a respectful workplace environment - you need to be proactive about making it happen!

Try these things to promote more respect in your workplace

- ✓ Go out of your way to be respectful to others - say good morning first, look people in the eye, smile, acknowledge others when they come near you, even if you don't know them (like in a lift).
- ✓ Give people your undivided attention when they are talking and actively listen and respond so they feel heard and understood.

- ✓ Offer help to others and ask for help - it shows you value them.
- ✓ Admit mistakes early, say what you mean, be clear not evasive.
- ✓ Show a generous heart by finding opportunities to be kind to others and be prepared to laugh at yourself.
- ✓ Be willing to graciously change your mind and give credit where credit is due.
- ✓ Practice empathy and accept others as they are.

Behaviours like dominating conversations, refusing to show emotion, being judgemental, talking loudly or racing to expose failures of others do not help to build respectful environments or respect for oneself. Interestingly, one of the best ways to gain respect for yourself, is to respect others!

So let's all start promoting more respect at work and enjoy the feeling of connection, trust and belonging.

- ➔ [Luemo members can read more about respect and its role in healthy conflict on the exclusive Luemo portal](#)

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. Combine this with switching off technology an hour before bed and practicing 5 minutes of mindful deep breathing to help calm the mind.

Fun fact

When you brush your teeth immediately after meals or consuming drinks that are acidic, your teeth can really suffer. Brushing at this time can actually push acid deeper into the enamel and dentin of your teeth! It is best to wait and brush 30 - 60 minutes later*.

*According to Dr. Howard R. Gamble, president of the US Academy of General Dentistry

What are you doing next to promote workplace connection?

So much is going on in workplaces at the moment as we try to reconnect with long lost colleagues, get use to hybrid work and try to integrate new employees that have been hidden away by the pandemic. Drawing your team or workplace together has been tricky but don't let that stop you!

Why not plan a wellbeing event? Celebrate a new era? Organise an interesting guest speaker? Or have your teams proudly unveil their latest projects? Look for a reason to get your people together - connection is everything!