



LUEMO
WORKPLACE WELLBEING

Let's get better at dealing with Change!

Change is a constant part of life – sometimes change is of our own making and it's good, but sometimes change is thrown upon us, out of our control or seen as negative. Change at work and at home can be a major source of stress, having a negative effect on our mental health and wellbeing. But it doesn't have to be like that.

Being able to handle change is a valuable life skill that can be developed, and with the following tips you will be able to approach change with more confidence...

✓ Accept and expect change as part of life and business.

The only thing constant in life is change! Accepting the bumps and evolution of life and business is the beginning of being able to maturely handle change.

✓ Rebalance physically

Rest, eat well and get daily exercise. Watch out that you don't get caught up in bad habits like drinking too much alcohol.

✓ Accept feelings and focus on managing through

Acknowledge that the change is uncomfortable/scary/humiliating. These are normal human responses when faced with a change we don't like. Once acknowledged, turn your attention to managing through with practical actions and stay connected to your support structure.

✓ Accept the past, move on and fight for the future

Truly accept that you cannot change or

keep the past, and turn your attention to having an impact on the future.

✓ Check in on stress

Be mindful of your stress symptoms and manage them. How do you behave when stressed? Do you get angry? Withdraw? Get high blood pressure? Compulsively eat? Read the signs and manage your stress.

✓ Live by your values not your fears

When stressed or fearful we can be reactionary and do things that are not in our best interests. When we live by our fears, we constantly make choices based on 'defending' ourselves rather than 'making things better' for ourselves. Stop and carefully think about what is really important to you in the bigger picture of life and make choices that are truly in your best interests.

✓ Find humour in the situation

Have a laugh. Even when a situation is serious, we don't have to take ourselves too seriously. Laughter is a physically relieving and stress reducing experience for our bodies.

➔ [Luemo members can read more about dealing with change on the exclusive online Luemo portal](#)

Your workplace can make a difference

The stigma attached to mental illness is one of the main reasons why people do not seek the help they need, or even acknowledge that they are experiencing difficulties. Raising awareness about mental health conditions reduces stigma and this is where workplaces can make a huge difference. Simply talking about

mental health, displaying materials and acknowledging the existence of conditions are practical and effective ways that workplaces can increase awareness and increase help seeking behaviours. Do you do these things in your workplace? What can you do today to increase awareness and help those in need to reach out.?

Kindness

Being kind can boost your serotonin, the neurotransmitter responsible for feelings of satisfaction and wellbeing. It can also build our feelings of connectedness with others which is a key component of combatting modern loneliness and building psychological safety in the workplace. Being kind can come in so many forms - words of support, a compliment, listening, giving, warm acknowledgement, striking up a conversation, or a lending hand.

You can practice kindness towards a work colleague, a stranger, someone you do not particularly like or someone close to you. Consciously experiment and practice kind acts - how do you feel? Make your life and someone else's just that little bit brighter by being kind.



Kindness is one of our 12 key daily metrics on the Luemo Wellbeing Scorecard Challenge.

➔ [Members can check it out here on the exclusive member portal.](#)

RUOK?

You don't have to be a trained counsellor to be a good friend or supportive colleague! Everyone can learn more about having supportive conversations and make a difference. September hosts RUOK? Day which is a great opportunity

to organise training to upskill and boost confidence so everyone can learn the skills to have a supportive conversation. If your workplace is interested in learning more via the Luemo Supportive Conversations Model we can help with workshops and video training to make it easy for you. Why not get in touch now and get the ball rolling?