



Data
doesn't
lie!

LUEMO
WORKPLACE WELLBEING

The 2021 census revealed that one-third of Australians have a diagnosed long-term health condition. The conditions surveyed included arthritis, diabetes, heart attack, asthma, lung or kidney disease, stroke, cancer and mental health.

Diagnosed mental health conditions won the dubious title of the most prevalent chronic illness affecting Australians today. When you add this to the other categories of chronic health conditions and “undiagnosed wellbeing challenges” like workplace stress, parenting, financial stress and relationship problems, that’s a lot of angst in the population – and the consequences are showing up in workplaces!

Smart workplaces are looking at these findings and doing something about it. Here are some actionable tips for leaders and workplaces:

- ✓ Talk about the data with your management team and consider how this may be reflected in your workplace. Remember, your employees can be directly and indirectly affected.
- ✓ Think about how productivity, energy, retention, creativity, customer service and absenteeism may be affected by poor wellbeing of individuals.
- ✓ Be honest and reflect on workplace conditions, practices or policies that may be contributing to poor wellbeing (eg: stress, excessive workloads, conflict, poor processes). Once identified, commit to making change where you can.
- ✓ Connect with your employees and find ways to be proactively supportive. Ask them what they may need and make changes that add value.
- ✓ Don't be a cookie cutter – don't copy the latest 'wellness' trend or assume every employee wants the same thing or endures the same circumstances. Be genuinely curious and empathetic to employees as individuals.
- ✓ Build and model resilient leadership for your team. When you display good mental health and wellbeing habits your team will follow your lead.

Want to know more?

- ➔ [**Luemo members can read What Do Wellbeing Leaders Do? on the exclusive member portal.**](#)

What's holding you back...?

Sometimes we can feel like we are in a rut or not getting to where we want to be in life, but can't quite put our finger on why. If this is you it might be time for some serious self-reflection.

Start with small steps and think about what it is you want – a better relationship with your partner? more energy? more fun? Then, zone in on your daily habits/routines (we tend to do the same little things everyday). Ask yourself this *“is this habit contributing to what I want in life or is it keeping me away from the people, activities and things that I want?”* For example, examine your wake-up time, your social media reads, your expenditure, your food, alcohol consumption, your conversations. Examine them all. Ask

yourself, *“if I was not doing that, what else could I do?”*. Here are some ideas:

- ✔ Swap your wake-up time for a half hour walk.
- ✔ Swap your glass of wine for some reading time with your child.
- ✔ Swap you social media scroll for a phone call to your friend.
- ✔ Swap your complaints about your clients for a conversation about ideas.
- ✔ Swap binge watching tv and get out your novel/guitar/hobby.

Start with small changes and start reigniting your enthusiasm for life and see where it goes.

Exercise for beginners!

Do you find it hard to get motivated to exercise because you don't have the time/energy, don't like it or are 'not bothered' about how you look?

Let's change our mindset about exercise: for a start let's call it 'enjoyable movement' and view it as the key to good moods and energy. Daily movement like a walk-in nature has been proven time and time again to boost a depressive mood as effectively as an intervention like counselling. It also boosts your immune system, improves cognitive performance and helps you sleep. It's not just about losing weight, building muscles, and looking good – buy hey that just might happen too!



Has your workplace tapped into Luemo's new "How to be a Wellbeing Leader" video training yet? Current and emerging leaders can build skills and confidence. This simple system will show you how. Get in touch now if you would like your workplace onboard.