

# Managing our wellbeing in a challenging environment

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# A brief health check up ...

- What is your purpose?
- Is your health (including your mental health) a strategic priority for you?
- If yes, are you satisfied that your investments are sufficient to ensure that you have the passion and energy to perform your role to your full potential?
- If not, is this risk identified on your risk register and what controls have been considered?

# What is mental health and wellbeing?

- The World Health Organization (2014) defines **mental health** as “...a state of wellbeing in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”
- Someone with positive mental health and high wellbeing is feeling good, functions well, has satisfaction with life, is developing as a person, and has strong relationships... They are flourishing!

# Why wellbeing?



# It's good for you and your business ...

Your physical and mental health is a strategic asset in your business which if protected and enhanced will lead to ...

- Increasing productivity and improving customer service
- Fewer disruptions impacting your organisations reputation or profitability
- Decreasing injuries and absenteeism
- Decreasing presenteeism - being at work but not very productive

# The Wellbeing Wheel-Source: Adapted from What Works Wellbeing



## What are some of the warning signs of stress?

Worries, overthinking issues,  
being stuck on issues

Losing your zest for life; losing  
interest in family, friends or work

Changes in your sleeping patterns

Nervous 'twitches' or muscle spasms

Indigestion, stomach upsets

Pains in lower back, chest, shoulders,  
joints or other parts of the body

Skin itches or rashes for  
no apparent reason



Frequent colds or flu

Shortness of breath or  
shallow breathing

Memory or concentration problems

Feeling anxious and tense  
for no obvious reason

Finding it hard to make decisions

Tearfulness for no apparent reason

Feeling impatient or irritable

Losing confidence

# Signs of Burnout - Practitioner Health Programme

- Has anyone asked you to cut down your work?
- In recent months have you become angry or resentful about your work?
- Do you feel guilty that you are not spending enough time with your friends, family or even yourself?
- Do you find yourself becoming increasingly emotional, for example crying, getting angry, shouting, or feeling tense for no obvious reason?



# Control

What can you control?  
E.g. my goals, actions,  
reactions, how I work,  
how much I charge,  
who I choose to be  
around  
Saying no, or not now

What can't you  
control?  
E.g. other people's  
actions, reactions,  
words, number of  
hours in the day,  
weather, economy, age,

# FIVE WAYS TO WELLBEING



TALK & LISTEN,  
BE THERE,  
FEEL CONNECTED



Your time,  
your words,  
your presence



REMEMBER  
THE SIMPLE  
THINGS THAT  
GIVE YOU JOY



EMBRACE NEW  
EXPERIENCES,  
SEE OPPORTUNITIES,  
SURPRISE YOURSELF



DO WHAT YOU CAN,  
ENJOY WHAT YOU DO,  
MOVE YOUR MOOD

INTRODUCE THESE FIVE SIMPLE STRATEGIES INTO  
YOUR LIFE AND YOU WILL FEEL THE BENEFITS.

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# Connect

The key message of Connect is that giving time and space to both strengthen and broaden social networks is important for wellbeing.

Across all ages, relationships and participation in a social life are critical for mental wellbeing and effective buffers against mental ill health.

# Give

Giving is about cultivating a spirit of generosity and promoting active participation in social and community life.

- Volunteering and community involvement has been strongly linked with positive feelings and functioning.
- Helping others, sharing one's skills and resources, and behaviours that promote a sense of purpose and team orientation have been found to help increase self-worth and produce a positive emotional effect.
- Giving helps develop a sense of purpose and self-worth in adults.

# Take notice

- Developing skills that increase awareness of what is immediately happening - both physically and mentally, within and around us - can improve wellbeing
- Fatigue
- Stress
- Anxiety
- Depression

# Keep learning

Learning, remaining curious and setting goals is important for all ages.

Goal-setting is strongly associated with higher levels of wellbeing - especially when

- goals are self generated,
- positively focused and
- align with personal **values**

# Be Active

Research shows a strong correlation between physical activity and increased wellbeing, as well as lower rates of depression and anxiety.

Moderate exertion three to five times a week can significantly reduce symptoms of depression, but improvements can also be seen from single bouts of exercise of less than 10 minutes

# When the going gets tough

- How many of these are you currently doing?
- What did you used to do that you are not doing now?
- Who with?
- When?
  
- Prioritise to do things that give you energy, joy and meaning
  
- The importance of saying “NO”, or not now
- Creating boundaries



# What can you change to restore your wellbeing?

What is one thing you can do in the next 24 hours to improve your personal focus on mental health and wellbeing at work?

What is one work practice that you can change to live by your values and connect with your purpose?

# Some tools

- The well-being game <http://thewellbeinggame.org.nz/home/how>
- The Employee Resilience Tool  
<https://www.resorgs.org.nz/resources/employee-resilience-tool.html>
- Team resilience assessment <https://peopleleaders.com.au/7-elements-resilient-team/>
- Five Ways to Wellbeing Toolkit  
[www.mentalhealth.org.nz/fivewaysworktoolkit](http://www.mentalhealth.org.nz/fivewaysworktoolkit)