

Wellbeing Awareness Including Returning to Onsite Working

Summer 2021

What is wellbeing?

Physical Wellbeing

Mental Wellbeing

Social Wellbeing

Financial Wellbeing

Financial Wellbeing

Financial wellbeing is about a sense of security and feeling as though you have enough money to meet your needs.

It's about being in control of your day-to-day finances and having the financial freedom to make choices that allow you to enjoy life.

Money can be a common source of conflict in the strongest of relationships, so take time to talk through your 'financial personalities'.

This is particularly important if you experience a change in circumstances such as retirement, redundancy, or an inheritance. These changes can challenge your attitude to money and sense of financial wellbeing.

Physical Wellbeing

Good physical health is linked to fitness – being able to perform effectively the physical tasks involved in life as well as sport. Being physically healthy includes:

Enjoying being physically active

Having good balance, coordination and agility in everyday tasks as well as sport

Having the strength, stamina and suppleness required for daily life, work and play

Having fewer illnesses, diseases and injuries

Emotional Wellbeing

Emotional – or mental – health is linked to personal wellbeing – feeling positive about yourself. Being emotionally healthy includes:

Having self-esteem and self-respect

Being able to recognise and express feelings

Being able to manage emotions to suit the situation

Recognising and managing the factors that affect emotions

Feeling positive about life (which includes feeling useful and being optimistic about the future)

Social Wellbeing

Social health also contributes to wellbeing – feeling positive about interactions with other people and the wider world. Being socially healthy includes:

Being able to interact with a range of people and having a sense of belonging

Having respect, empathy and tolerance for other people

Being able to manage emotions to suit the situation

Recognising and managing the effects of actions on others

Being aware of rights and responsibilities

Stress

Most people feel stressed sometimes.

Some stress can be helpful. Too much stress may make us ill.

Stress affects everyone differently, but there are signs we can look out for

There are many different causes of stress. Stress is not an illness itself. But it can make us unwell if it is very bad or if it lasts a long time.

We might not be able to avoid stress but there are things we can do to manage it.

Signs of Stress:

Physical	Mental	Behaviour
Headaches	Worry about future or past	Crying
Sweating	Imagining the worse	Eating more or less
Stomach problems	Being forgetful	Biting your nails
Muscle tension or pain	Not concentrating	Avoiding others
Feeling tired or dizzy	Feeling irritable	Sleep problems
Sexual problems	Racing thoughts	Rushing tasks
Fast heartbeat	Going over and over things in your mind	Drinking alcohol or smoking more
Dry mouth	Making mistakes	Being irritable
Short of breath	Feeling low	Being snappy
Clumsy	Brain fog – can't make decisions	Rageful

Causes of Stress

Situation	Event
Not having a job	Getting married
Not sleeping well	Being diagnosed with an illness
Money worries	Moving house
Work problems	Having a job interview
Being bullied	Someone close to you passing away
Problems looking after children	Being evicted from your home
Health issues	Leaving hospital after a long stay
Family or relationship problems	Going to court
Not having a routine	Going to a benefits assessment

How to lessen Stress:

Take a minute (often)

When life gets busy, there can be a snowball effect. Busyness begets busyness. And if we don't take some time every day to interrupt the "snowball" from rolling, it gets bigger, faster, and harder to stop, leading to burning out or, to keep with the snowball analogy, crashing into a wall. This is prevented by regularly and intentionally pausing and taking time for yourself (even a minute).

Build awareness

Regularly acknowledge how much you do and how much that requires of your body, mind, and heart. Deepening our awareness of how stress impacts our wellbeing can motivate us to interrupt the stress cycle and prioritize rejuvenation.

Set boundaries

Time is a limited and precious resource, so we feel best when we spend it wisely. Boundaries support us to choose meaningful priorities and let go of the things that don't provide nourishment. To create a boundary that supports you, start with a value you have; from there, determine what you need to make that value possible and then determine how you can honour that need.

Bring ease into your effort

The tricky thing about stress is that it impacts the body's ability to effectively do its job. For example, you might choose to eat a healthy lunch, but if you're eating it while stressed (perhaps feeling like you don't have time to eat and that you should be working), the body won't be able to digest and absorb all of the amazing nutrients that you consumed.



Home to on-site working transition

I've been working on site

I'm used to a quiet site, with space to social distance

I'm concerned about colleagues' behaviour

This is going to affect my ...

Use of car, income, expenditure ...

This is going to increase my stress

I'm returning to work on site

I'm used to working quietly from home, with space to social distance

I'm concerned about colleagues' behaviour

This is going to affect my ...

Use of car, income, expenditure ...

This is going to increase my stress

Financial stress

- Income may change – less or more overtime
- Expenditure may increase – travel or childcare costs
- What else ...

Physical Stress

- Think about how you need to be, with more colleagues on site.
- Working position – remember to move
- Using different equipment – ensure desk, screens, light, PC set up ergonomically
- Listen to your body

Emotional Stress

- Ease back in gently
- Watch out for self-doubt ... we are out of practise ...
 - Worrying if we got it 'right' is perfectly natural
- With socialising practise, we will get back up to speed
- Be aware that others will be on a different timetable to you
 - Remember to give each other time and space

Social Stress

- We will all find something uncomfortable
- Don't judge yourself by how you think others are feeling or behaving
- However you feel is perfectly natural
- Be particularly aware of colleagues who have been working differently to you
- Make sure to give space ... physical, emotional,
- Take a moment to be understanding if a colleague's behaviour is surprising

Whether we have been on site since March 2020, or working from home, as colleagues return to on-site working, the physiological impact on each group will be broadly similar.

The source of any discomfort may be different, however by taking time, and listening what your body is telling you, and by using the resilience building activities, you will return to your usual self as smoothly as possible.

Notes

Resilience building activities

Drinking water	Eating baked beans on wholemeal toast
Time in nature	Stretching
Talking to a friend	Deep breathing
Fresh air	Mindful movement or yoga
Laughter	Giving yourself double the time to complete a task
A hobby	Play
Massage	Walking or Performing an activity mindfully
Meditation	Touch
Time with animals	Listening to music
Visualization	
Exercise	
A body scan	
Slowing down	

For more information:

Draken Employee Assistance Programme – MetLife

HR Sharepoint site: [Wellbeing - Home \(sharepoint.com\)](https://sharepoint.com)

Wellbeing Sessions with me, Alison Moore: draken@agoodplace.co

And finally ... remember - breathe!