

# Resetting your wellbeing

Simple strategies for busy times



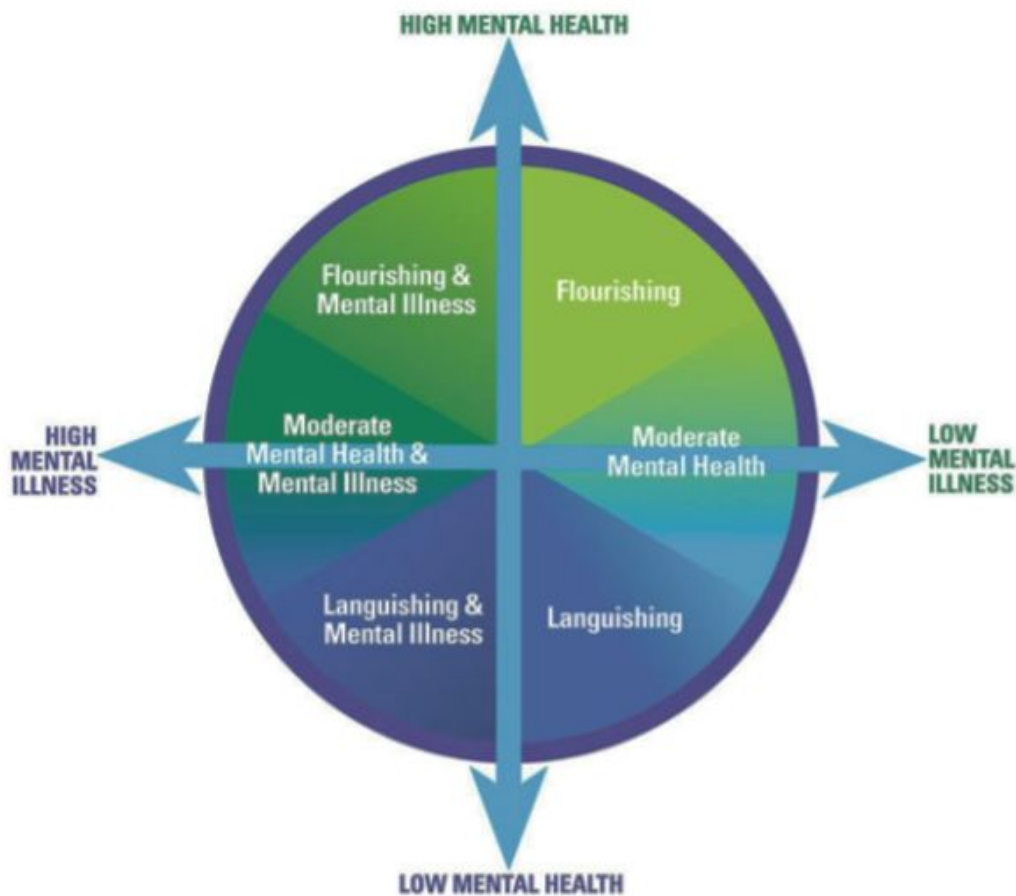


# Why wellbeing matters

Having good mental health, or being mentally healthy, is more than just the absence of illness; it's a state of overall wellbeing. The World Health Organisation defines mental health as

**“a state of well-being in which every individual realises 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.”**

So rather than being about what is not going well, it is really about what is going well.



The diagram shows that mental health and mental illness are not opposites, but rather are on two different measures. It explains how wellbeing can be improved for people who do not have a diagnosed mental illness, but have low levels of mental health and wellbeing, and for those who do have a diagnosed mental illness.

The horizontal continuum represents mental illness. On this continuum, we know that some people have high, or serious, mental illness, while others have low, or even no mental illness. Mental illness is often episodic, and people can move across this continuum throughout their lives; this is dependent on many factors including genetic, environmental, psychosocial, age, behaviour and circumstance.

The vertical continuum is for mental wellbeing, with one end representing poor mental wellbeing or 'languishing' and the other end representing a high level of mental health or 'flourishing'. Like mental illness, we also move up and down this continuum throughout our lives.

Mental health is not a fixed state and feeling mentally healthy is not about being free of mental illness. It is possible to have a mental illness and yet still be at our best and thriving, for example by having appropriate self care practices in place and accessing the best level of support for our needs.

Likewise, we can still be languishing or not at our best if we don't have a diagnosed mental illness.

Westerhof, G. and Keyes, C. (2010) Mental Illness and Mental Health: The two continua model across the lifespan. *Journal of Adult Development* vol. 17

# Take the wellbeing quiz

	Rarely	Sometimes	Most of the time
I've been feeling optimistic about the future	0	1	2
I've been feeling useful	0	1	2
I've been feeling relaxed	0	1	2
I've been feeling interested in other people	0	1	2
I've had energy to spare	0	1	2
I've been dealing with problems well	0	1	2
I've been thinking clearly	0	1	2
I've been feeling good about myself	0	1	2
I've been feeling closer to other people	0	1	2
I've been feeling confident	0	1	2
I've been able to make up my own mind about things	0	1	2
I've been feeling loved	0	1	2
I've been interested in new things	0	1	2
I've been feeling cheerful	0	1	2

## What your score means

### A score between 0-19:

You can aim to boost your wellbeing score by connecting with people who count on you, helping someone else to do a new activity, learning a new skill or by appreciating your environment more. If you are feeling very low or unnecessarily anxious, you could talk to Psycnet EAP, your GP or health service.

### A score between 20-23:

You're on the right track! You can aim to maintain or even boost your wellbeing score by doing one or more activities from the Five Ways to Wellbeing.

### A score of 24 and above:

You're doing great! You can aim to maintain your wellbeing score by keeping up the activities you are already involved in or perhaps trying a new wellbeing activity, from the Five Ways to Wellbeing.

References  
LaMontagne, A.D., et al. Workplace mental health: developing an integrated intervention approach. BMC Psychiatry. 2014. 14;131. NEF Five ways to wellbeing 2008



# 5 ways to wellbeing

Everyone is different and there is no single best approach for improving or staying mentally well, however, recent evidence suggests there are five main ways you can play an active role towards improving, protecting and maintaining your wellbeing.

The Five Ways to Wellbeing was developed by the New Economics Foundation for the UK government, and is based on extensive research and evidence about protective factors for psychological and emotional wellbeing operating at an individual level. The Five Ways focus on practical actions to improve wellbeing

## Connect

When we connect with others, it can result in:

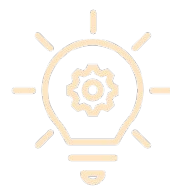
- Higher levels of happiness
- Increased resilience
- Improved daily positive mood and wellbeing
- Reduced risk of mental illness
- A longer life

There are lots of ways to connect:

- Catch up with friends for a virtual coffee or lunch
- Voice or video call a family member to check-in and see how they're doing
- Play online games with friends or family
- Start or join an online book club
- Try out some virtual [team building activities](#) to inject some fun



## Keep Learning

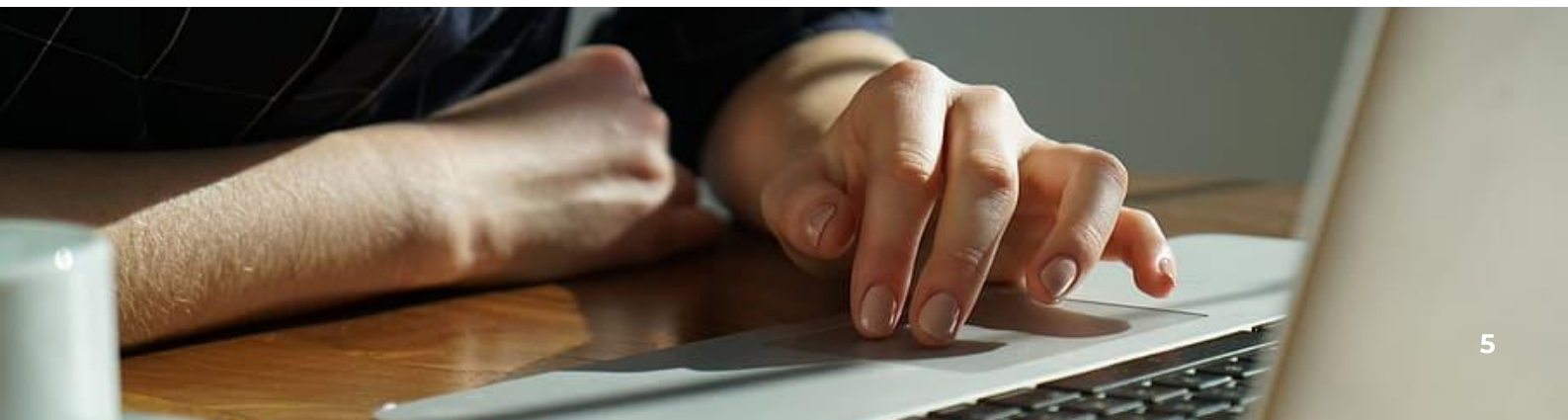


Learning can sometimes feel a bit unsettling because it's outside our comfort zone. But learning new skills and extending knowledge helps our mental wellbeing through:

- Improved self-esteem
- Improved ability to problem solve
- A sense of accomplishment
- Increased autonomy and resiliency

To keep learning you can do a course, but it isn't just about formal learning. You could:

- Join an online conference or networking event
- Watch an online video to learn a new skill. Start with this [TED talk](#) 'How to be your best self in times of crisis'
- Spend 10 minutes a day reading from a journal or connecting with an expert in your field
- Host a virtual Lunch and Learn with your team



# 5 ways to wellbeing

## Be Active

Being active is great for physical health and fitness. However, it can also improve mental wellbeing.

It can lead to:

- A lift in mood
- Reduced anxiety and stress
- Feeling more calm and mellow
- Better concentration
- Improved sleep
- Increased motivation

There are many ways to be active. You can:

- Walk instead of drive to your local shops
- Stand or go for a walk during virtual work meetings
- Try a [Fitness Marshall](#) dance routine
- Download a walking or running app and set yourself a challenge to complete a certain distance
- Complete online gym classes
- Go for a bike ride
- Walk your dog



## Take Notice



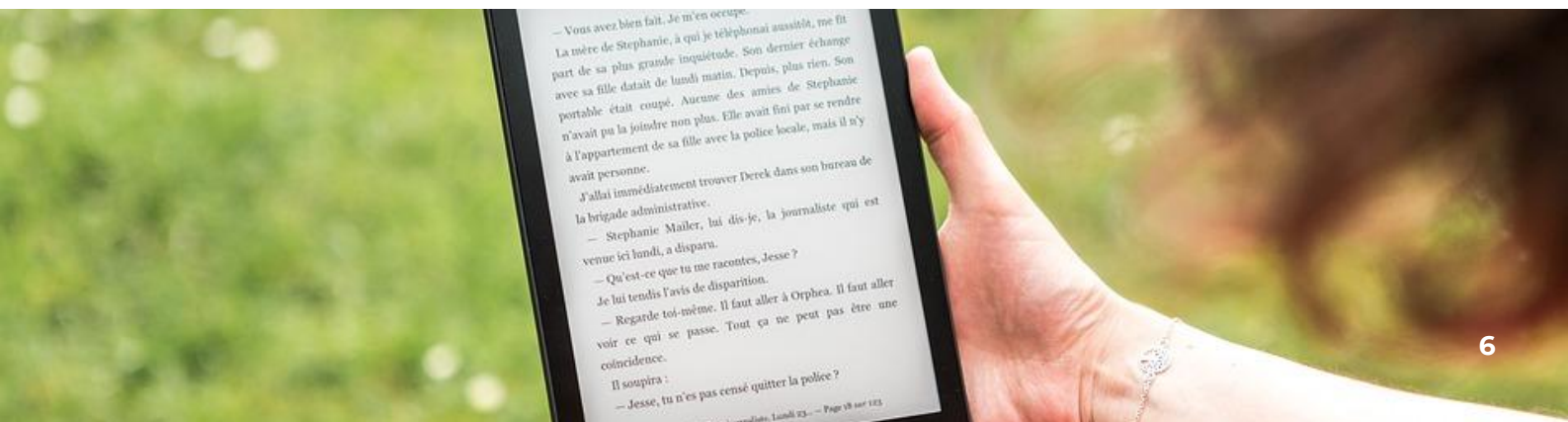
When we're busy it can be easy to rush through the day without paying attention to the little things.

But taking notice can result in improvements to our:

- Attention
- Sleep
- Emotional management
- Self-esteem
- Stress management

You can take notice though:

- Taking a deep breath
- Making time to reflect. Here is a [great resource](#) to help you get started.
- Focusing on one task at a time and minimising distractions
- Disconnecting from technology for an hour each day
- Turning off notifications on your mobile phone
- Reflecting on one thing you are grateful for
- Paying attention to the plants in your home or garden and how they change daily
- Downloading a meditation or mindfulness app and practicing daily



# 5 ways to wellbeing

## Give

Helping others doesn't just benefit them, it's also really good for us.

Giving can help with:

- Improved self-esteem
- A sense of purpose
- Improved life satisfaction
- A sense of accomplishment

The great thing about giving is that it's also a multiplier: the people we give to are more likely to give back to us, and to others.



Giving can be as simple as:

- Helping a colleague solve a problem
- Donating to charity
- Say thank you to someone who contributed something positive to your week
- [Volunteer](#) with community support groups for outreach calls, either over the phone or safely in person, to support others who are not socially connected
- Checking in with elderly neighbours or those who live alone to see if they are ok or need any assistance
- Support small businesses in your local area







# The benefits of self-care

Undertaking self-care activities and behaviours and looking after yourself has many benefits:



**Lowered risk of developing mental health conditions**



**Increased happiness**



**Sense of belonging**



**Increased self-knowledge**



**Increased self-regulation**



**Improved Mood**



**Increased life satisfaction**



**Increased self-esteem**



**Increased optimism**



# The benefits of self-care

We are committed to finding ways to support your health and wellbeing. Our wellbeing can change moment to moment, day to day, year to year, and can be influenced by what's happening at a specific moment in time. Wellbeing is the act of practicing healthy habits on a daily basis to attain better physical and mental health outcomes, so that instead of just surviving, you're thriving. We want you to make yourself a priority!

## What can you do to improve your wellness?

Grab a hot drink and spend 10 minutes creating your own wellbeing plan using the template on the following page. Think about what you're currently doing, or have tried before, and what's worked well. If you're stuck for ideas, think about someone in your life who inspires you. What are they doing to take care of themselves?

## Why focus on your wellbeing?

Studies have found when people have higher levels of wellness they are:

**6 x** more likely to feel engaged

**29%** more likely to be more productive

**45%** more likely to be satisfied in their jobs






**125%** less likely to burn out

## What are you waiting for?

It's so easy to put your wellbeing to the bottom of your long to-do list. But being healthy and well is one of the most important things you can do for yourself.



# Create your own wellbeing plan

	What am I doing now?	What do I want to change or do more of?	What is one thing I can do to get started?
<div><p>Be active</p></div>			
<div><p>Connect</p></div>			
<div><p>Keep learning</p></div>			
<div><p>Take notice</p></div>			
<div><p>Give</p></div>			

# Need help getting started?

## External resources



### **Beyond Blue's Personal Best Coronavirus Mental Wellbeing Support Service**

Suggested activities, information, advice and strategies to help you manage your wellbeing and mental health during this time.



### **Black Dog Institute Resources**

Collection of quizzes for self-assessment and apps to help with mild to moderate conditions.

## WELLBEING

### **Permah Wellbeing Lab**

Measure and track your own well being for free.

## Internal resources

### **Stay Connected with CEO LIVE and B-informed**

Our monthly team member new email, B-informed and our interactive monthly CEO Live streams are a great way to stay connected to your teammates and the business. Keep an eye out for your emails notifications.

### **COVID-19 Employee Guide**

We have developed an employee guide to provide you with useful information about the current situation with COVID-19 as well as useful support and information. [Click here](#) to access the guide.

### **Belgravia Employee Assistance Program**

EAP is a confidential, short term, counselling service to help with your personal well being. It's designed to be there for you for anything you might need support with; such as family issues, financial concerns, relationship problems, health and well-being issues, stress management - anything that's on your mind. For more details visit

[www.convergeinternational.com.au](http://www.convergeinternational.com.au) or call

**AU: 1300 OUR EAP**

**NZ: 0800 666 367**

### **Home Fitness Network**

Developed by and for our Belgravia Group family, we invite you, our valued team members to enjoy complimentary access starting now. For further instructions to gain access, see page five of the [COVID-19 employee guide](#).

### **MHeLP**

MHeLP is a cutting-edge Mental Health eLearning Program developed under the guidance of international mental health and exercise experts.. MHeLP includes learning to assist self-care and care for others, as well as resources for managers and leaders.

It is completely free, self-paced and earns learners two continuing education credits (CECs). [Click here](#) to access.



