



How to foster positive mental wellbeing

And create a personal wellbeing toolkit

The business **benefits**

Research shows a measurable link between staff wellbeing and productivity, and organisations with effective wellbeing programmes can:

- + Limit staff turnover
- + Reduce worker burnout
- + Decrease absenteeism
- + Lessen unproductive presenteeism

Wellbeing investments yield significant returns, based on research:

- An Australian report saw a 2.3 ROI,
- A US report showed a \$6-\$1 return, and
- Europe estimates an ROI between €2.5 and €4.8 for each euro spent
- In NZ, a Xero report showed up to \$15 return on every dollar spent

Reduced absenteeism drives financial gains:

- In the US, nearly half of the savings came from decreased absenteeism, positively impacting the bottom line.

What's meant by wellbeing?



Wellbeing is made up of:

- organisational design,
- job design,
- psychosocial risks,
- psychological safety,
- mattering (understanding how people add value and how you value them - who are they, what is their special power etc), and
- the culture of your organisation.

Cumulative and prolonged stress



Normal life comes with stress:

- Dropping the kids off at school/helping them with their homework
- Deadlines at work
- Ageing/changing health needs
- Making good health/food choices
- Bills and rent/mortgage



Add to that situations that cause heightened stress

- Significant weather events
- Cost of living crisis
- Covid 19
- Long-term illness diagnosis
- Unhealthy relationships
- Christmas holidays – increased financial stresses
- Bush fires

Time to recharge?



Green | Fully charged

If your battery is fully charged, then you're likely to be feeling pretty good.

Continue to practice good habits to keep you feeling this way.



Yellow | You're losing power

There will be some clues that you're off your game.

Don't just plow through. Take notice and find ways to recharge as soon as you can



Poo Brown | Emergency repair

You might be feeling overwhelmed and withdrawing from friends.

A clear signal you need to recharge. Ask for help



RED | Rock Bottom Time to seek help

There are times when life is a massive struggle, and our battery is flat

EAP

NZ: 1737

My Everyday Wellbeing




- Taster Sessions
- Team Events
- Workshops for Leaders

Approved for delivery by **Kathryn Jackson** from www.careerbalance.co.nz

What does positive mental health look like?

Positive mental health and well-being is **a combination of feeling good and functioning well (most of the time)**. Important components include:

- Experiencing **positive emotions**: happiness, joy, pride, satisfaction, and love
- Having **positive relationships**: people you care for, and who care for you
- **Feeling engaged with life**
- **Meaning and purpose**: feeling your life is valuable and worthwhile
- A **sense of accomplishment**: doing things that give you a sense of achievement or competence
- **Emotional stability**: feeling calm and able to manage emotions
- **Resilience**: the ability to cope with the stresses of daily life
- **Optimism**: feeling positive about your life and future
- **Self-esteem**: feeling positive about yourself
- **Vitality**: feeling energetic.



Mood and
mental
health is
like the
weather..

When do we ask for help?

- If a persistent emotional storm sets in

What's ok?

- It's normal to have ups and downs, ebbs and flows in the current of our mood

Flourishing and Languishing



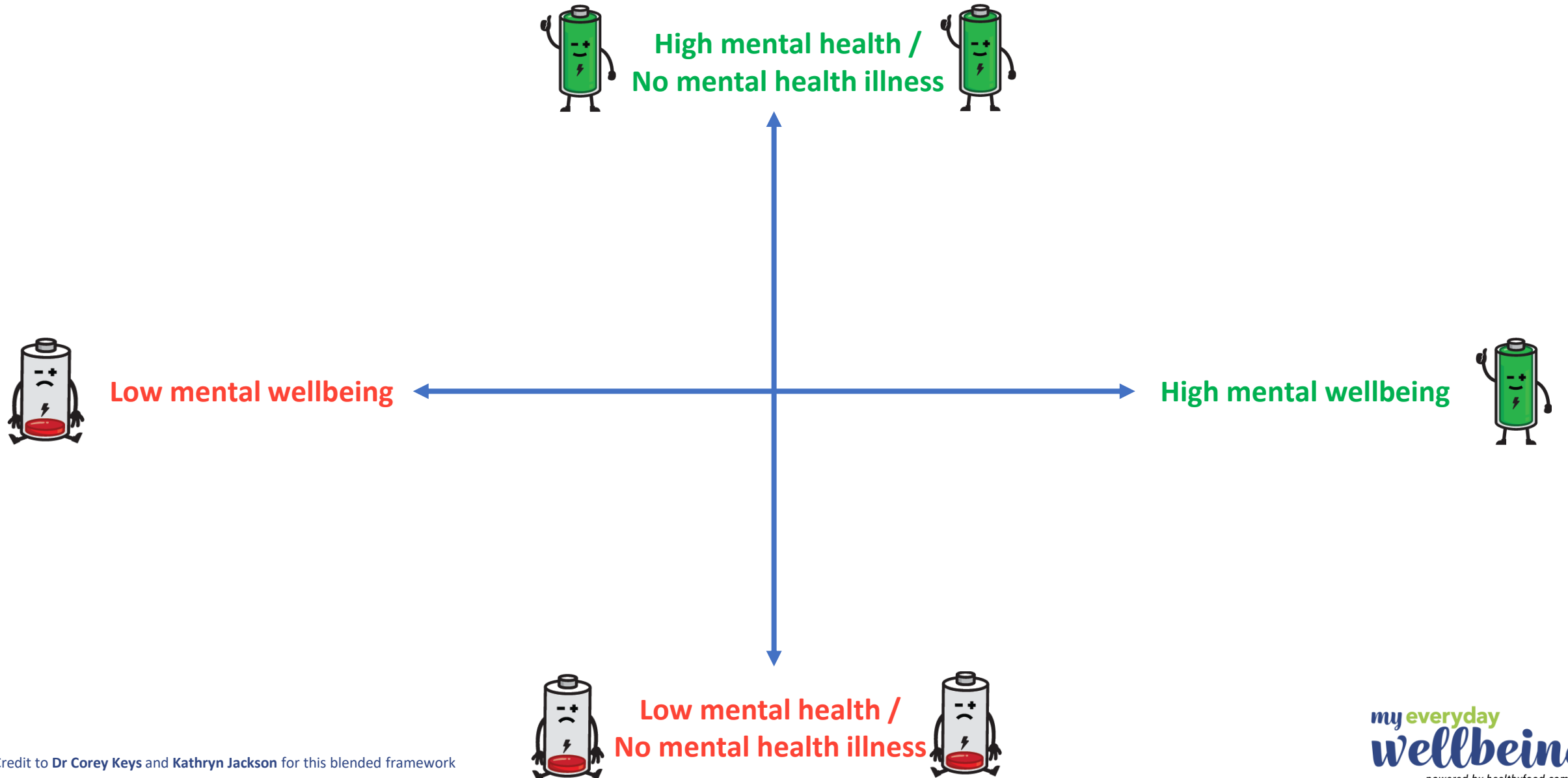
Low mental wellbeing
-10



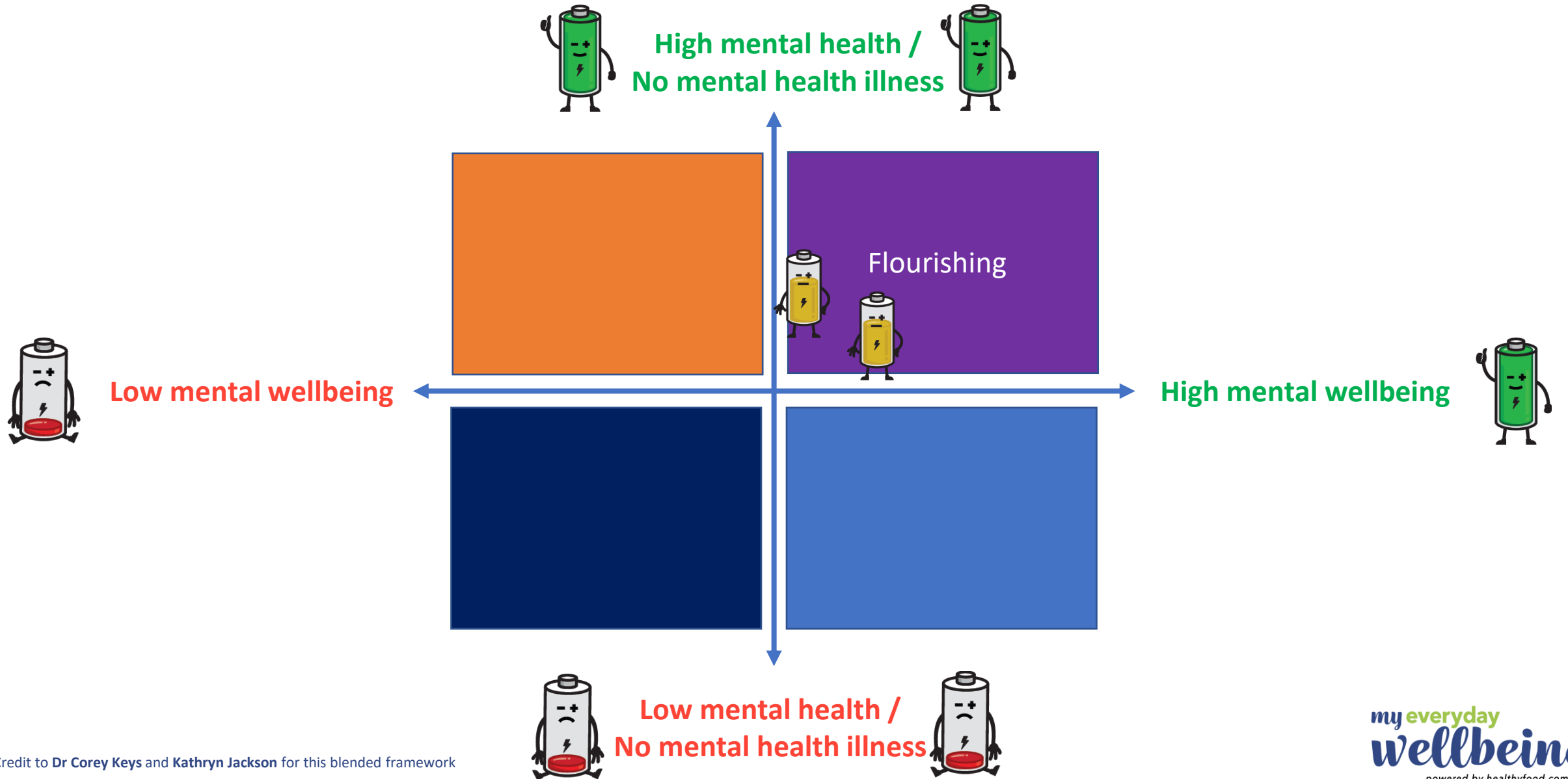
High mental wellbeing
+10



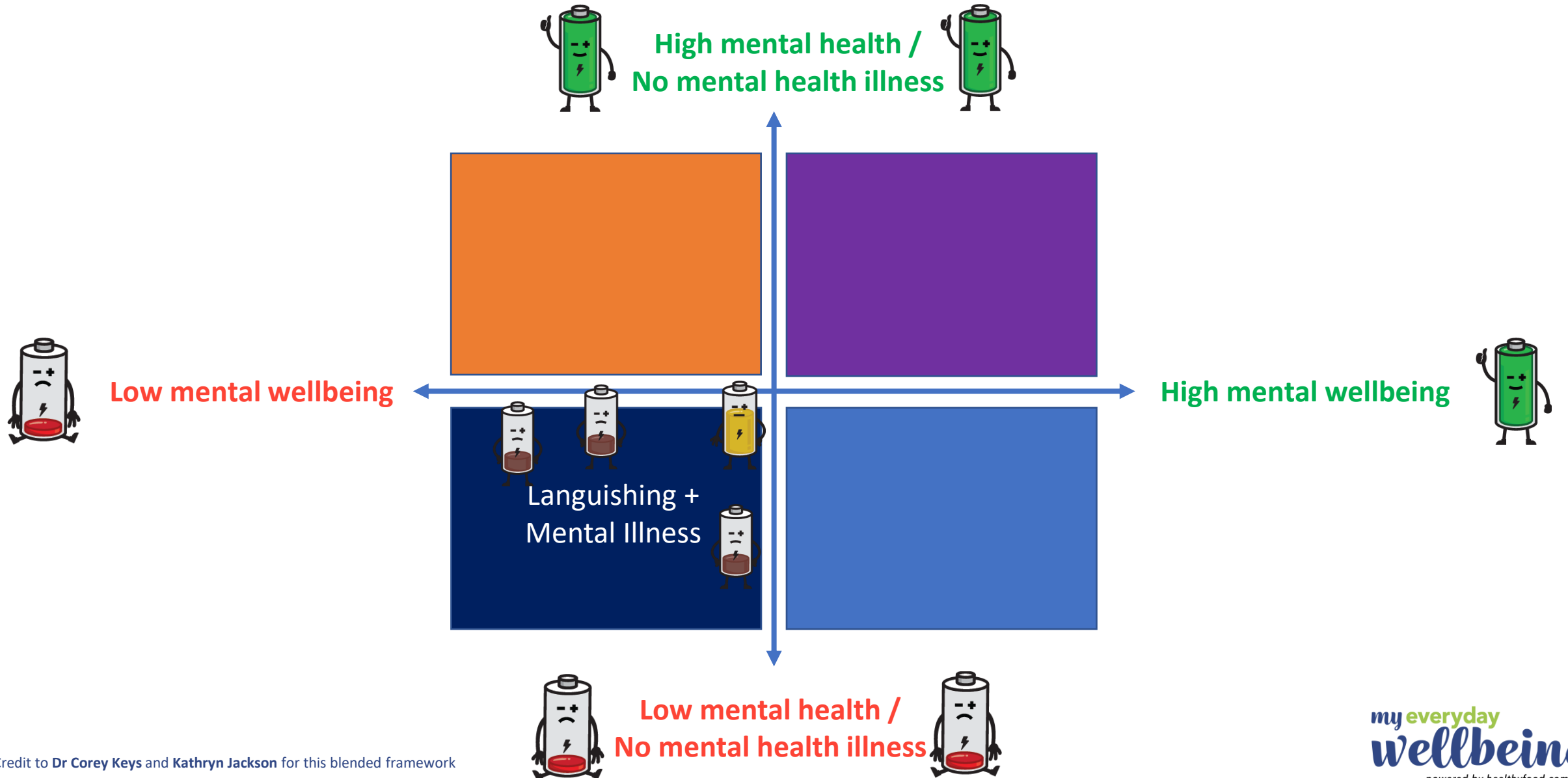
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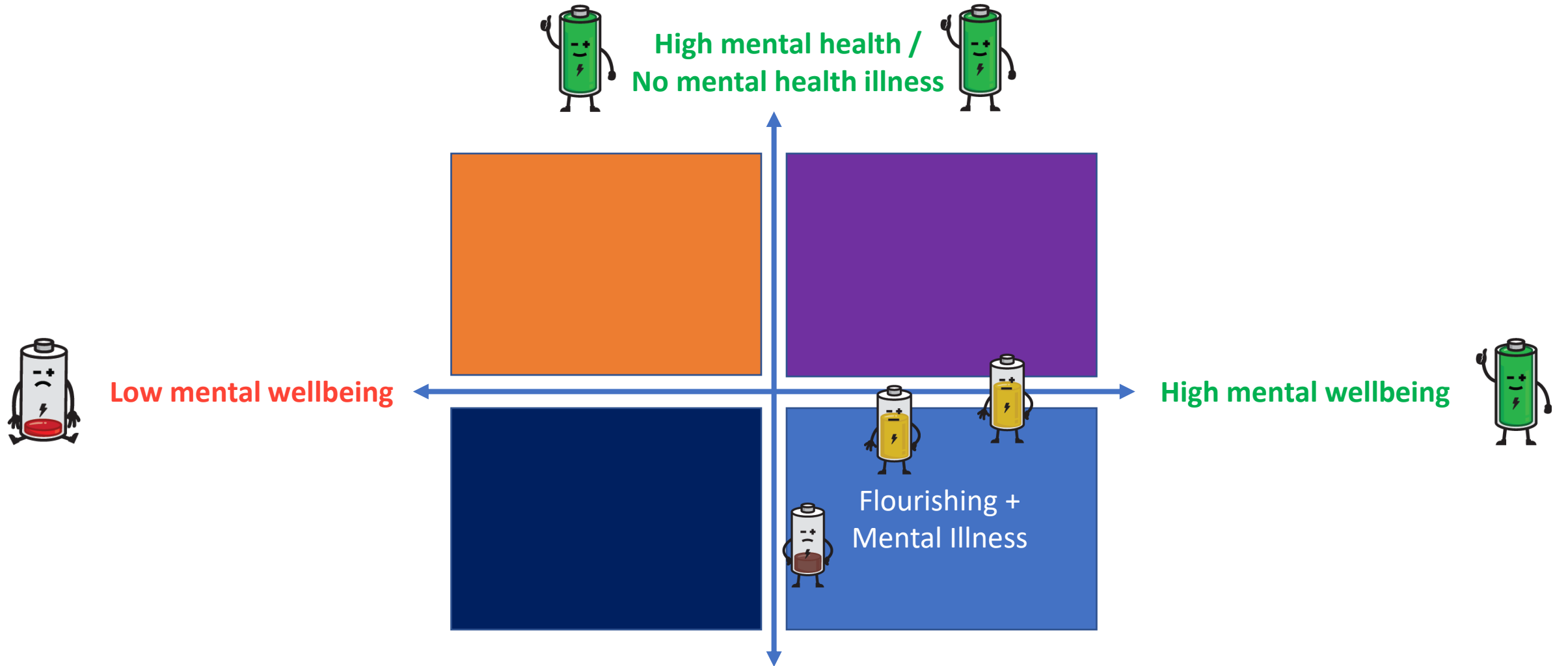
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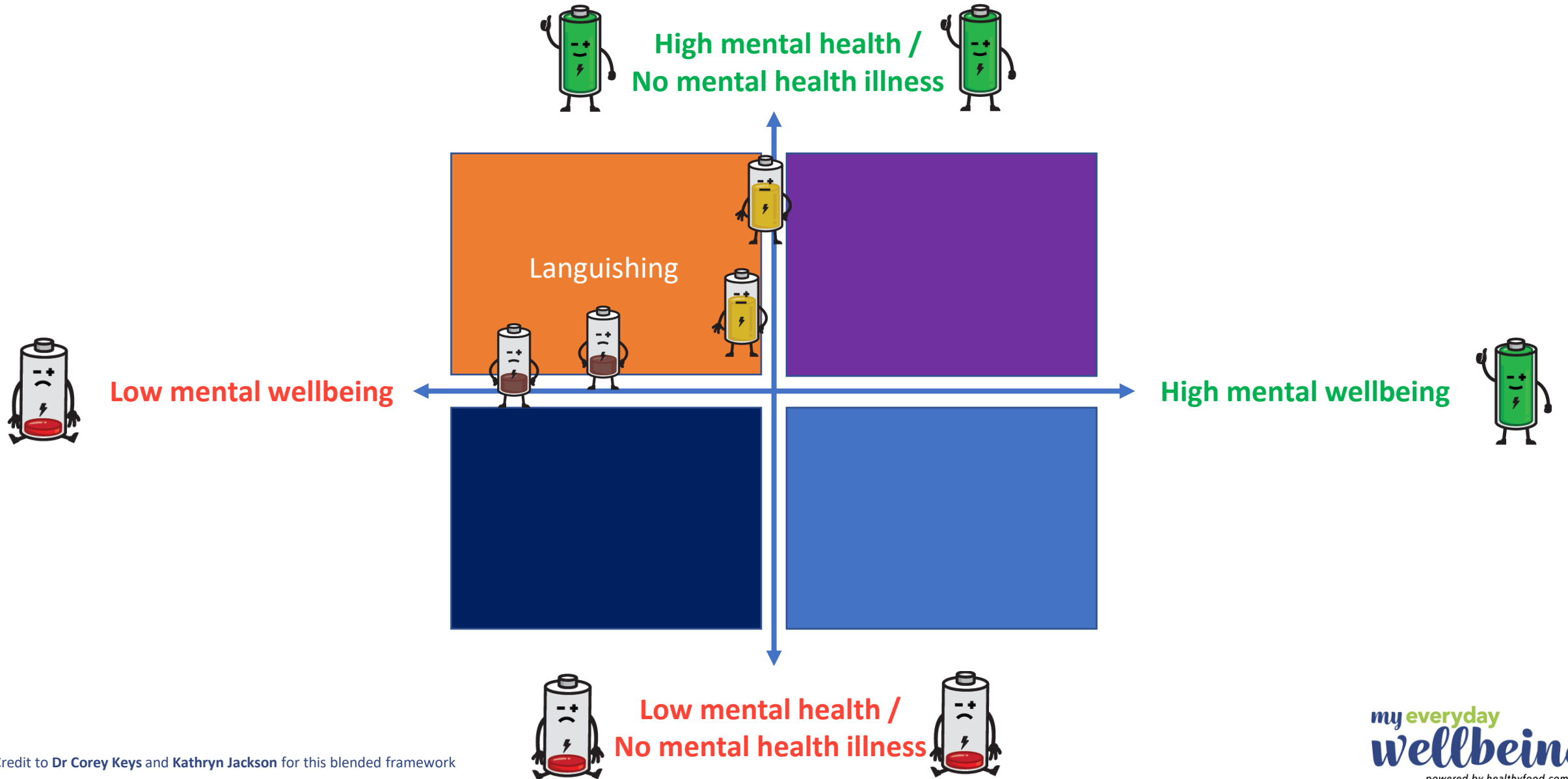
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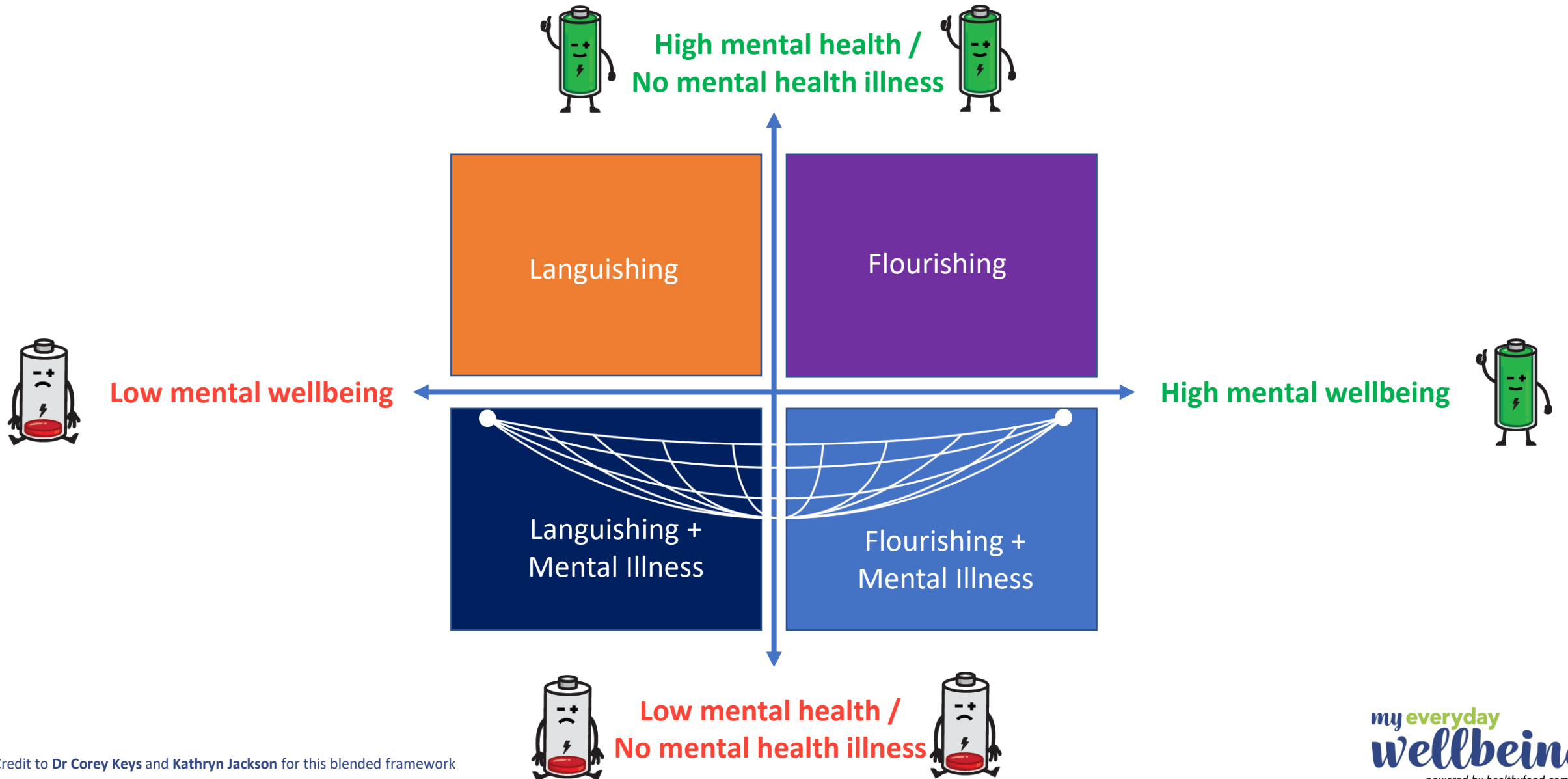
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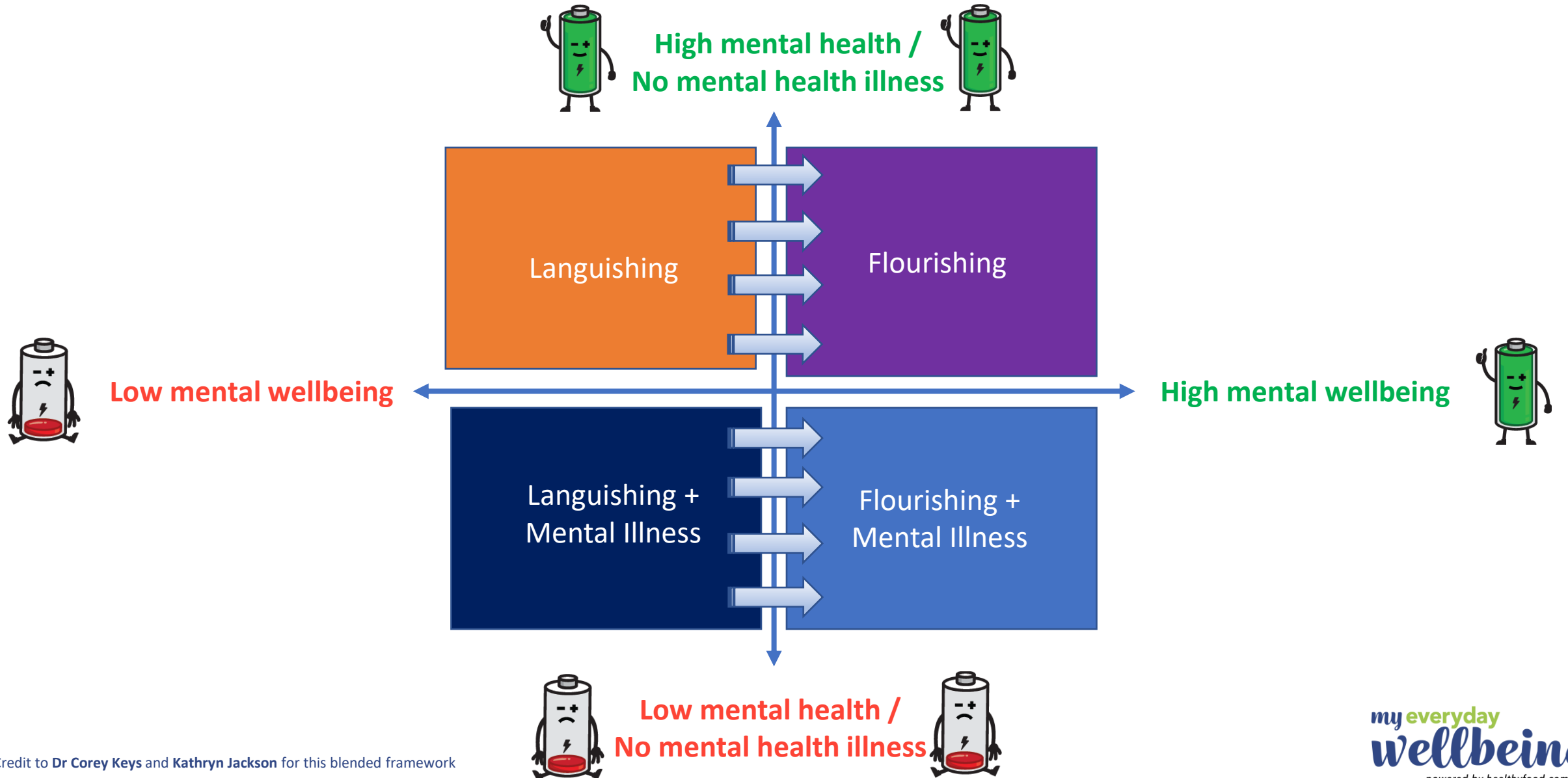
Flourishing and Languishing



Create a safety net



Build a wellbeing tool kit



Personal lessons

- **It's ok to ask for help.**
- **The road to recovery isn't linear.**
- **Reflect on the journey, take baby steps.** The journey of 1000 miles begins with a single step
- **Focus on one thing at a time, focus on the basics.** Make time for yourself, eat healthily, get plenty of sleep and exercise, connect with loved ones and try to notice the good things too.
- **Focus on the things you can change and influence.** Is this harming or helping me?
- **Don't try to be who you were.** Rebuild yourself within the new parameters.
- **Be as kind to yourself as you are to others.**
- **Surround yourself with people you trust & feel comfortable with.** Find the right people to talk to.
- **Celebrate every little success.**
- **Get professional help.**

What matters most to **YOU**?

When choosing tools for your personal toolkit, identify what's important to you:

Relationships: friends, family, workmates, pets

Career development: promotion pathways, wages, coaching

Work: finding enjoying, being challenged

Environmental: looking after beaches, bush, rivers, less plastic

Fun: having a laugh, enjoying yourself

Physical health: diet, hydration, exercise, sleep

Personal growth: keep learning and challenging your mind

Spirituality: Doesn't have to be faith based, but a connection to environment, people, heritage etc.

Leisure: time that's not work focussed

Community: volunteering, developing youth

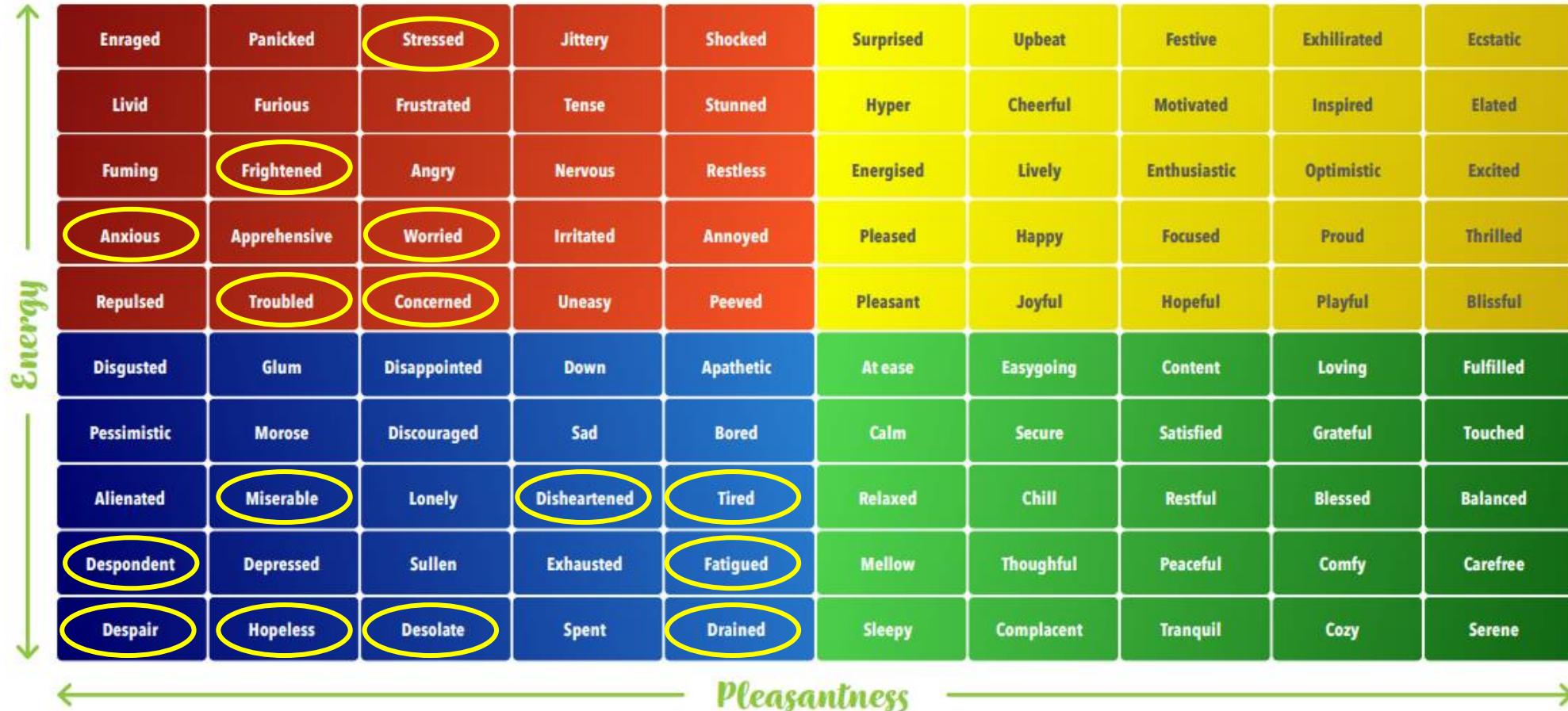
Build a strong whare





How are you feeling?

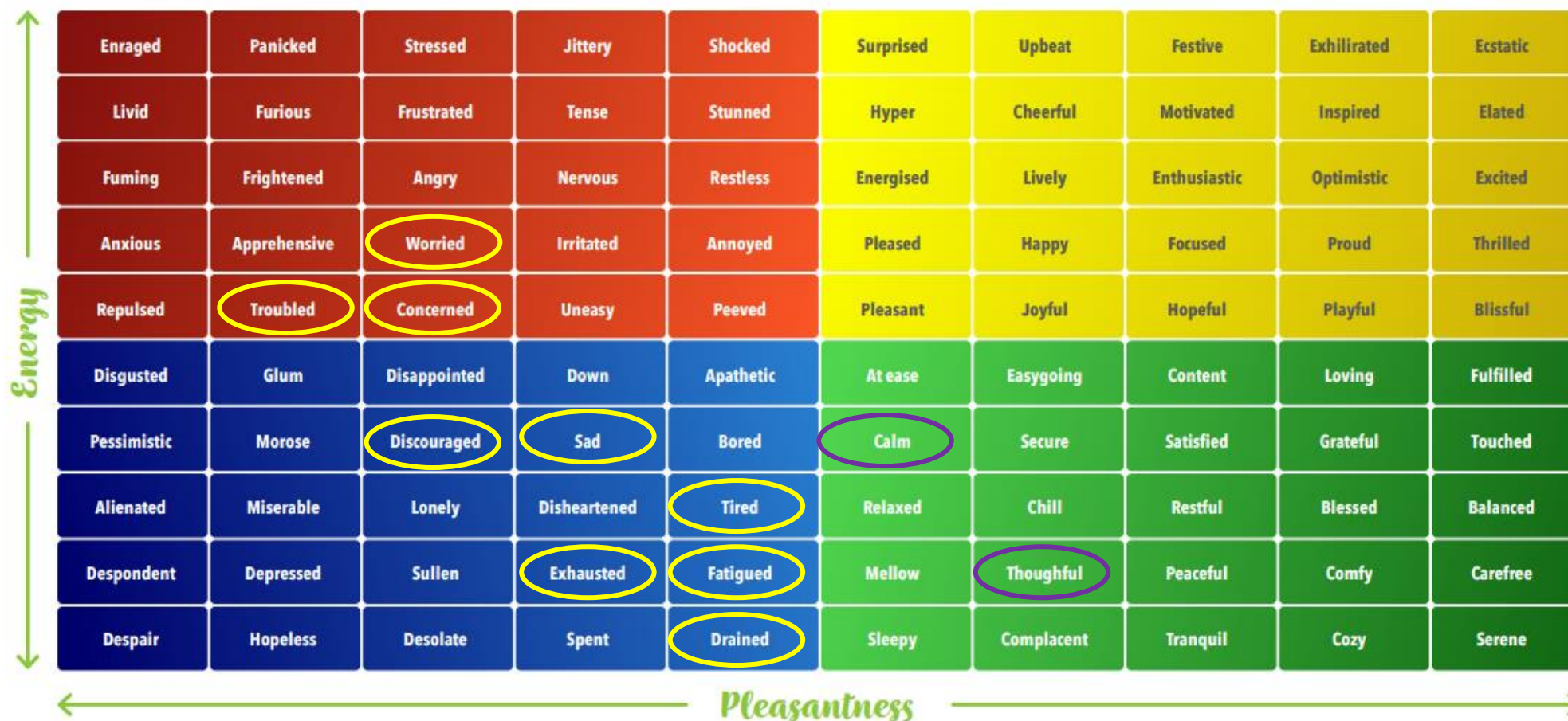
All emotions are a natural part of being human. Be aware that during times of mental struggle, it is common to be overly self-critical. Rather than fearing or judging these emotions, it's important to acknowledge them as a normal aspect of the human experience. Understanding emotions can help you manage them effectively and recognise when you may need to seek help..





How are you feeling?

All emotions are a natural part of being human. Be aware that during times of mental struggle, it is common to be overly self-critical. Rather than fearing or judging these emotions, it's important to acknowledge them as a normal aspect of the human experience. Understanding emotions can help you manage them effectively and recognise when you may need to seek help..



Grab a piece of paper and pen



Creating your
own wellbeing
toolkit

**What are some
physical things I
can easily do
every day to
improve my
wellbeing?**

Write your own personal list

Here are some suggestions:

- Drinking more water
- Stepping away from your screen for 5 min brain break
- Go to bed earlier - choose a realistic time
- Eat more vegetables (gut health)
- Get outside for some fresh air, go for a walk and a stretch
- Go swimming at the beach, take your dog
- Limit coffee to the morning

What are some things I can do to help me achieve a sense of calm?

Write things that work for you

Here are some suggestions:

- Quiet focussed breathing
- 5 min after work to decompress quietly
- Time away from devices, read an actual book
- Take time to listen to the wind through the trees
- Be near a river, lake or ocean
- Hug your kids
- Meditation/yoga

**What are some
things I can do to
lift my spirits?**

Write your own personal list

Here are some suggestions:

- Singing along to my favourite tunes
- Shower in the dark with music playing loudly
- Feel the sunshine on my face
- Talk to a mate
- Hug your animals
- Climb a hilltop peak and enjoy the views

What are my happiness triggers?

Reflect, and write a list

Here are some suggestions:

- Walk around a town where you grew up
- Listen to songs that make you happy/bring back happy memories
- Have a meal that reminds you of a holiday or happy childhood memory
- Is there a smell (coffee, cocoa butter, brownies baking? Laundry detergent, freshly mowed lawn?) that brings back happy memories that's easy to replicate?
- Doing sport you love? Going for a drive? Looking through old photos?
- How about things you touch? A warm cosy blanket? Stroking your pet? The tension of a string guitar?

**What do you
need to add or
subtract to be
more connected
with others?**

Try to get to 5 things

Here are some suggestions:

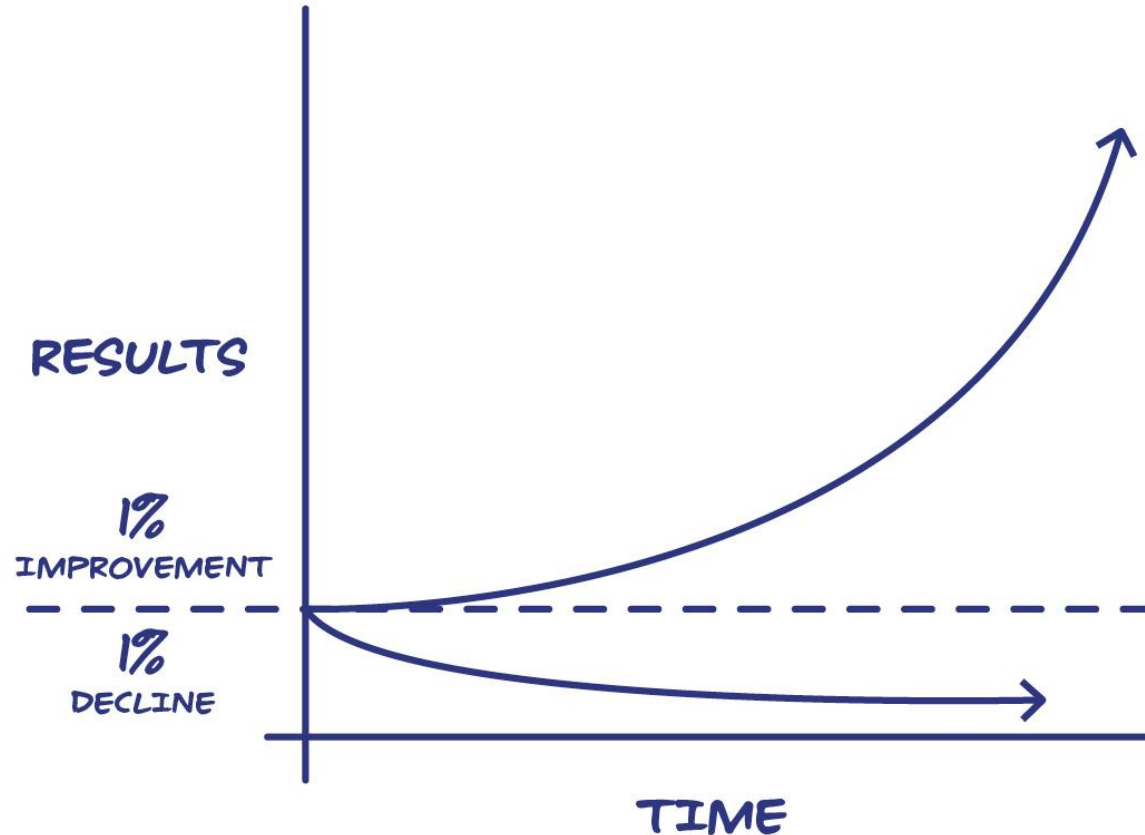
- Remove devices at dinner times
- Create time at the end of the day to talk about the good experiences they enjoyed today, as well as the learnings
- Genuinely ask a friend or colleague how their day is, if they are coping with their workload, find something kind to do for them
- Make a conscious effort- add it to my calendar to connect with someone
- Traffic light system with a friend and have a daily check in. Simple emojis to identify if you need a chat EG 🍻 = I'm feeling good today 🗨️ = I'm ok 🗨️ = need a chat, call when free.
- Play board or card games, rather than time on phones and TV
- Volunteer

1% BETTER EVERY DAY

1% worse every day for a year $0.99^{365} = 00.03\%$

1% better every day for a year $1.01^{365} = 37.78\%$

It's all about
consistency



Habit stacking,
be intentional



Our gift to you ...



Continue
building your
own toolkit...

Possible signs of mental health distress in the workplace

BEHAVIOURAL


- Not getting things done
- Erratic behaviour
- Withdrawing from others
- Reduced participation in work activities
- Indecisive
- Difficulty with memory
- Loss of confidence
- Conflict with team members/manager
- Excessive fear or worry
- Increased errors, accidents

PHYSICAL

- Tired all the time
- Sick and run down
- Headaches
- Persistent/resistant muscle aches and pains
- Moving more slowly or appearing agitated
- Changes in sleep patterns
- Weight loss or gain
- Dishevelled appearance
- Gastro-intestinal problems
- Inability to concentrate

A photograph of two men in conversation. The man on the right is wearing glasses and a light-colored sweater, looking towards the man on the left. The man on the left is seen from the back, wearing a white shirt. The background is a simple, light-colored wall.

Take the time to kōrero



What if you feel out of
your depth?

Top tips

1. Check in with yourself daily, how is your battery charge?

2. Have more than one tool in your toolkit

3. Talk about the tough stuff when it's easy, so it's easy to talk when stuff gets tough.

4. Small, regular change adds up – think of the model 1% better

5. Always be kind. We don't know what battle the person next to us is secretly struggling with

my everyday wellbeing

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My Everyday Wellbeing provides wrap-around support for staff and their families, while helping you deliver a meaningful and measurable solution.

As a world-leading, holistic staff wellbeing platform and programme, it proactively covers every aspect of wellbeing, including:

- + Stress management
- + Mental wellbeing
- + Better sleep
- + Positive nutrition
- + Exercise motivation
- + Financial wellbeing
- + Sustainability



*Average 83% of employees engaged with emails in a 12-month period



Inspire, nourish and uplift your people with *My Everyday Wellbeing*



Staff & families have access to:

- + 9000+ articles, videos, podcasts
- + Web-based, mobile responsive platform
- + Bespoke meal planning & shopping list tool
- + Challenges & regular wellbeing tips
- + LIVE speaker series
- + Presentations & workshops
- + 'Ask an Expert' personal advice



Wellbeing leaders get:

- + Support & ideas to run challenges
- + Tools to promote events
- + Bespoke marketing material
- + Annual wellbeing calendar
- + Dedicated Partnerships Manager
- + Comprehensive engagement reporting



Business benefits:

- + Improve productivity
- + Increase profitability
- + Elevate employee engagement
- + Reduce absenteeism & injuries
- + Enhance staff value proposition
- + Attract & retain quality staff
- + Boost employee job satisfaction



**Want to get
in touch?**

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Questions?

