



ELEVATE!

Mental health and Well-being e-newsletter

6th Edition



About ELEVATE!

ELEVATE! Is a mental health and well-being newsletter developed and distributed by **Occu Health and Wellness Services Ltd (OHWS)**.

This newsletter aims to improve the reader's knowledge of mental health and thus reduce the stigma associated with mental illness while providing practical tools to improve mental health and wellbeing in the workplace and in our society at large.

WHAT RESILIENCE IS NOT

Resilience is not living in denial; rather resilience requires a full acknowledgement of our current circumstances and a commitment to overcoming challenges or moving forward in spite of them.

Resilience is not immunity to pain, sadness and other related emotions; resilient individuals will experience these emotions too but will not be crippled by them; they understand that emotions are theirs to take control of.

Resilience is not positive thinking; positive thinking is only a part of resilience. Flexible thinking, critical thinking, taking responsibility for our lives, looking after ourselves, giving and offering support are some of the many

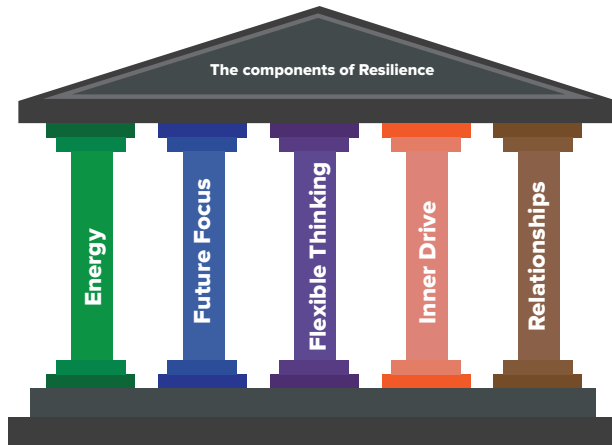
components of resilience.

Resilient individuals are not always successful, no one is always successful, resilient individuals embrace failure as a normal part of life and choose to learn from failures rather than be defined by them.

Resilience allows us to forge ahead regardless of difficulties encountered on life's journey. Resilient individuals channel their energy into finding ways to overcome challenges and move forward, they are often able to turn seeming setbacks into opportunities for growth and advancement. Like all life skills, resilience can be built.

COMPONENTS OF RESILIENCE CONTD.

As mentioned previously, according to the Wellbeing Project Europe, there are 5 pillars of resilience



INNER DRIVE

(I have what it takes to push through)

This refers to the ability to keep moving regardless of the challenges we encounter. Inner drive means pushing yourself (drive) by looking inwards (inner) and digging deep to find the resources you need to keep going. It is composed of two sub-pillars namely: **Motivation and Self-belief**

Motivation

Simply put, our motivation is our reason for living. Why we wake up every day and go about our daily activities, our driving force. When our motivations are strong and inspiring enough, we tend to keep pushing and not let challenging situations become setbacks that hamper our progress, conversely; when our motivation is weak, we are likely to give up in the face of the smallest resistance. To understand our motivation(s), we must be self-aware i.e. we must understand ourselves. This requires deep reflection, acceptance and, periodic appraisal. Examining our motivations and making sure we are staying true

to them keeps us resilient. Motivation helps us persevere.

REFLECTION: What motivates me?

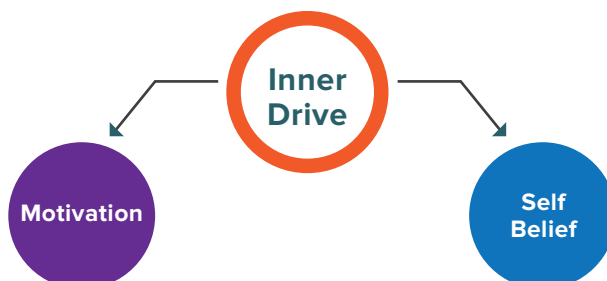
Self-Belief

Self-belief allows us to view ourselves as competent and judge our views as valid. Self-belief is influenced by internal dialogue, individuals who believe in themselves often think compassionately about themselves and encourage rather than demean themselves. Resilience requires us to take control of our internal dialogue by getting rid of limiting beliefs. To build self-belief, we can:

- Identify self-limiting thoughts and replace them with empowering thoughts
- Practice using positive affirmations
- Invest in personal development
- Celebrate success, small or large.

REFLECTION: What do I really think about myself?

Inner-drive is the point where motivation and self-belief intersect. By working on these two sub-pillars, you can build your inner-drive and by extension, your overall resilience.



DID YOU KNOW?

Two-thirds of people with a known mental health disorder never seek help from a health professional...

QUOTE OF THE MONTH

//

I can be changed by what happens to me but I refuse to be reduced by it

– Maya Angelou



HOW CAN EMPLOYERS PROMOTE RESILIENCE IN THE WORKPLACE CONTD

- Set up a mentoring or buddy system to promote work relationships and encourage the transfer of skills from experienced hire to new ones.
- Implement fair, competitive and transparent promotion and remuneration scales and systems.
- Promote positive mental health at work by investing in mental health support services such as mental health training for managers, Employee Assistance Programs (EAPs), resilience assessment and building etc.
- Prepare employees for significant changes at work by notifying them early and involving them in planning for change.
- Promote a culture of honest feedback and constructive criticism.
- Carry out periodic anonymous work satisfaction surveys and act on your findings, this allows your employees to feel heard and respected.
- Continuously communicate your organization's commitment to promoting a safe and supportive work environment.

Workplaces that actively build resilient employees and encourage resilient ways of working are often successful in navigating challenging situations. Resilience can take organizations to the other side of difficult times with minimal damage to the bottom line or simply keep you ahead of others!



WELL BEING ACTIVITY SELF-CARE

We engage in self-care whenever we deliberately carry out activities that promote our well-being. The busyness of life can drain our energy leaving us feeling overwhelmed and in extreme cases, burnt out. This is why it is extremely important that we all make out time from our busy schedules to look after ourselves. In fact, the busier our schedules, the more urgent the need for self-care. In order to continually give our best, we must make time to recharge through self-care.

TYPES OF SELF-CARE

Physical Self-care means caring for our bodies by:

- Getting sufficient rest and relaxation, this means different things to different people, sleeping in on the weekends, turning in early on work days, a spa day etc.
- Staying physically fit through exercise
- Adequate Nutrition



Your Mental Health Tool kit

What are you doing to take care of you?
What can you do better?

Follow the link below to complete a self-care assessment work-sheet and identify areas you can improve on; this assessment is courtesy of David Irvine.

[CLICK HERE](#)

ATTENTION MANAGEMENT!!!!

With so much going on around us, it is imperative that employers put resources in place to promote and protect the mental health of employees. A variety of resources abound from Psychological Support Services through counselling, resilience assessment and building, to Mental Health Training etc. OHWS can help you to maximize the psychological wellbeing of your employees in order to ensure healthy high performance, contact us today...

WELLBEING DAYS IN
OCTOBER

World Mental Health Day
- 10th October

Psychological Self-care entails looking after our mental health by:

- Self-reflection
- Journalling
- Going to therapy
- Practicing self-compassion
- Practicing Mindfulness
- Engaging in pleasurable activities

Spiritual Self-Care means paying attention to our spiritual well-being through:

- Meditation
- Prayer
- Reflection
- Identifying with a community of similar values

Professional self-care involves promoting our well-being at work by:

- Taking rest breaks during the workday
- Using up annual leave
- Not taking work home
- Connecting with colleagues at work and outside work

Relationship self-care involves leveraging meaningful relationships to promote our well-being. We can achieve this by:

- Staying in touch with Loved ones
- Making new friends
- Working on important relationships
- Enforcing Healthy boundaries

Self-care must be deliberate and tailored to meet our specific needs. Much like we are advised to put on our oxygen masks on an Airplane before attempting to help others with theirs; we must prioritize caring for ourselves in order to be able to fully participate in family, work and life in general.

REFLECTION: How can I engage in self-care daily?

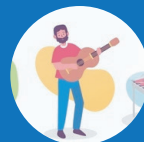
PROTECTING YOUR MENTAL HEALTH IN A CRISIS



Minimize time spent on social media



Get news from credible sources



Allocate time daily for doing something you enjoy



Stay connected to loved ones



Practice caring for others



Talk about how you are feeling

Next Time on

ELEVATE!

BUILDING RESILIENCE CONTINUED

We are an occupational health service provider focused on optimizing mental health and wellbeing in the work place through the delivery of a variety of evidence based interventions including resilience building, mental health first aid and awareness training, employee psychological support services, organizational wellbeing program design and implementation .

For more information, send an e-mail to info@ohws.ng



OccuHealth & Wellness Services

There is no health without mental health...