



ELEVATE!

Mental health and Well-being e-newsletter

10th 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.

OVERCOMING SELF DEFEAT - DEALING WITH UNHELPFUL BEHAVIOURS

Self-defeating behaviours refer to attitudes, actions, or a lack of actions that get in the way of our personal growth. It is typically easier to recognize and deal decisively with barriers to our progress that we view as external but when it comes down to our self-sabotaging behaviours, we often have blind spots or we are reluctant to take decisive action. The first step to overcoming ourselves is recognizing our unhelpful behaviours. Here are a few:

Procrastination: This simply means delaying a task intentionally. Everyone is guilty of procrastinating periodically but it becomes a self-defeating behaviour when it is habitual and/or resulting in significant consequences in our lives.

This attitude is often linked to a lack of motivation, a lack of energy, or even fear.

Avoidance: This is a step away from procrastination, in this case rather than delaying the task we avoid it. Avoidance is primarily a self-preservatory instinct but this becomes a problem when we avoid situations that can lead to our growth and progress. At the heart of avoidance is fear, often the fear of failure. When we avoid, we reinforce the idea that we cannot succeed at a task and further solidify our fear of it and this vicious cycle will keep going until we decide to break it.

Blaming others: While this can be justified in some cases, blaming others becomes a self-defeating



behaviour when we refuse to acknowledge our role or take responsibility for our actions or inactions especially when we fail. Adopting this attitude leaves little room for genuine reflection, leading to missed opportunities for learning that would otherwise have resulted in personal growth.

People Pleasing: It is impossible for everyone to be happy with you. The trap of people-pleasing encourages continually sacrificing our opinions and preferences for those of others just because we seek their approval. When we lose ourselves in a bid to please others, we cannot experience the satisfaction we truly deserve. The choice to please others often comes at the cost of displeasing ourselves and this becomes problematic when it is habitual. Our lives will not be what we want them to be, no matter how successful we appear, when we ignore our values. Being a people pleaser is not the same as considering the needs of others. We must prioritize our needs while taking those of others into consideration.

Self-defeating behaviours may appear helpful in the short term but they are often negative at best or carry devastating long-term consequences at the worst. With the right amount of effort, re-education, and support, these behaviours can be unlearned and replaced with more self-actualizing alternatives.

Reflection: This list is by no means exhaustive; can you think of any other self-defeating behaviours?

To be continued

DID YOU KNOW?

Women are nearly twice as likely as men to be diagnosed with depression.



JOY IN WORK: AN ATTITUDE OR AN OUTCOME?

Work undoubtedly comes with challenges, relational, intellectual, etc. but the benefits of work to health and wellbeing are well documented. Can employees find joy in work? Is joy in work an attitude or an outcome? The answer is it can be both!

Joy in work can be an outcome when employers deliberately provide a conducive work environment for employees (refer to the 9th edition for details on how this can be achieved.)

Joy in work is an attitude when employees choose to find joy in their work, it is important to emphasize that this choice can be a difficult or easy one as determined by organizational policies and culture. An attitude of joy in work remains a choice nevertheless.

How can we find joy in our current work?

Reflect: What are the things you enjoy about your job? Are there any advantages this job has afforded you? What can you do more to enjoy your work?

Connect: Nurture positive relationships with colleagues.

Celebrate: Celebrate all wins on the job, big or small.

Care: Acts of kindness at work will increase our enjoyment of it. Simple acts of kindness at work include: celebrating the achievements of others, mentoring new employees, giving compliments, and actively listening to others.

Create: Create a positive aura by brightening your workspace with things that will lift your spirit such as positive quotes, pictures of loved ones, etc.

Rediscover: If you have lost your passion, re-ignite it by rediscovering the things that make you tick both at work and outside work. A new passion for life will reflect in your work.

Recover: Take time off to rest and recover. Switch off and reboot at the close of the workday, on weekends, and during vacations.


Joy in work is possible when employers and employees make a common effort to achieve it.

QUOTE OF THE MONTH



Doubt kills more dreams than failure ever will

– Suzy Kassem



WORK LIFE

WELL BEING ACTIVITY

WORK-LIFE BALANCE

Life can get very fast-paced and the demands from our personal lives and work can become overwhelming. Recent changes to the way we work due to the COVID-19 pandemic have introduced a new layer of complexity to the dynamics of work-life integration. Our multiple roles in our personal lives – caregiver, parent, spouse, Leader in our religious setting, etc. also further complicates our quest for a balanced life. Developing an equilibrium between our work and personal life aka work-life balance is essential for maintaining optimal physical and mental health. The demands of work and our personal lives are constantly changing and our approach to achieving balance will have to take cognizance of these frequent changes. Achieving work-life balance entails ensuring that our work lives do not suffer at the expense of our personal lives and vice versa. Although the methods for achieving work-life balance may vary from individual to individual, the principles stay the same. The costs of poor work-life balance are multi-faceted, they include:

Costs to the Individual

- Stress
- Burnout
- Fatigue
- Strained Relationships
- Poor physical health

Costs to the Organization

- Decreased productivity
- Increased Sickness Absence
- Increased Employee turn over
- Poor Organizational reputation

How can I tell when I need to address my work-life balance?

- Feeling overwhelmed and tired.
- Bringing work home regularly.
- Missing family events due to work.
- Working through lunch breaks regularly.
- Not taking or not using up annual leave.
- Not engaging in hobbies.
- Little or no time for interactions outside work.
- Little or no time for acts of self-care



Your Mental Health **Tool kit**

Here's a link to a self-assessment tool on work-life balance courtesy of the Canadian Mental Health Association

[CLICK HERE](#)

ATTENTION MANAGEMENT!!!!

Your Organizational culture is determined by the leadership. OHWS offers high-quality, internationally accredited training for Leaders, Managers, HR Personnel, and supervisors in promoting Workplace Mental Health for Optimal wellbeing, productivity, and performance; contact us today for more information about our training packages...

WELLBEING DAYS IN MARCH

World TB day

- March 24th

STEPS TO ACHIEVING GOOD WORK-LIFE BALANCE

- Take some time to ask yourself these questions: What does a good work-life balance mean to me? Where am I now? Where would I like to be? And finally, what needs to change?

- Practice switching off at the end of the workday.
- Get comfortable with saying no.
- Practice boundary setting.
- Use to-do lists.
- Take vacations.
- Connect with loved ones intentionally and frequently.
- Take up a hobby.
- Make time for exercise.

- Limit screen time to save time.
- Prioritize rest.

There is no one size fits all approach to attaining work-life balance but staying intentional, frequent self-reflection and sensible reprioritization are key ingredients we need to stay on course. It is also helpful to remember that achieving work-life balance is a journey rather than a destination and we will need to continue to make changes along the way.

STAYING SAFE DURING THE COVID-19 SECOND WAVE



Avoid large gatherings as much as possible.



Practice physical distancing.



Wear your mask consistently and correctly.



Wash your hands frequently or use an alcohol-based sanitizer.



Protect your mental health, it's just as important as your physical health.

Next Time on

ELEVATE!

OVERCOMING SELF DEFEAT, THE CONCLUSION

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...