



# ELEVATE!

Mental health and Well-being e-newsletter

7th Edition



## About ELEVATE!

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

This news-letter 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.

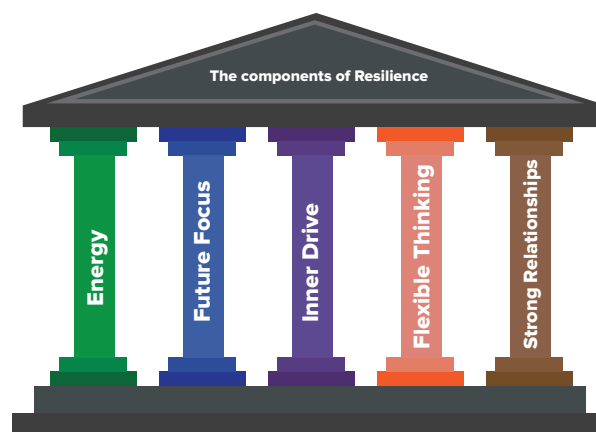
## RESILIENCE

Our thoughts and actions are inextricably linked. Typically, our thoughts inform our actions, conversely, the results of our actions shape our thinking, this pattern plays out all through our lives. Our lives can largely be summed up by how we think and how we act. Many other factors come into play such as environment, genetics, etc. but **our thoughts and actions remain crucial determinants of life**

**outcomes. The good news is that our thoughts and our actions happen to be in our control.**

Resilience allows us to think and act in ways that keep us moving forward even in the face of difficulty. Like all skills, resilience can be built.

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





## FLEXIBLE THINKING

Flexible thinking refers to the ability to approach difficulties or tasks with a problem solving and creative approach, it refers to “outside the box” thinking. Flexible thinkers recognize that there are several ways to solve a problem and as such do not often find themselves “stuck” or without options. Flexible thinking allows us to view circumstances as largely solvable and helps us to direct our time and energy into attempting to discover solutions. The opposite of flexible thinking is rigid thinking. Rigid thinkers are averse to change and are generally not open to listening to or accepting alternative perspectives, they also often struggle with creative problem solving.

According to the wellbeing Project Europe, flexible thinking can be divided into two components or sub pillars:

### **Open-mindedness:**

Viewing life from the perspective of a learner i.e. accepting of perspectives other than those we hold and being willing to listen to other people’s opinions without preconceived notions or bias.

### **Positive framing:**

The ability to view situations from a balanced perspective that is helpful to us rather than harmful.



Flexible thinking allows us to approach challenges with a positive attitude; it allows us to learn from others and broaden our options. Flexible thinking allows us to see challenges as learning experiences that can potentially stretch us and lead to growth.

### **How Can I think more flexibly?**

Seek to learn something new frequently. Constant learning increases cognitive flexibility.

Interact more with people that hold alternative perspectives to broaden your world view.

Take on challenges at work or in your personal life, challenges evoke creativity.

Let go of the desire to win arguments or “be right”, this opens up your mind to learn from others even during disagreements.

Practice stepping out of your shoes aka “The fly on the wall technique”. When faced with a difficult task, try to imagine yourself as a dispassionate observer and re-examine the facts to gain a new perspective.

Take a break, sometimes rest is all we need to allow our minds to access alternative options.

Talk about it, a simple conversation can open your eyes to possibilities and perspectives you would not have otherwise considered.

Flexible thinking is a key component of resilience that allows us to tackle challenges creatively and adapt to change relatively rapidly.

**REFLECTION:** Am I rigid or flexible in my thinking? Can I do better? How?

# DID YOU KNOW?

## Half of all cases of mental illness begin before the age of 14.

### **REFLECTION:**

How can I pay better attention to the mental well-being of children around me?



## QUOTE OF THE MONTH



Those who cannot change their minds cannot change anything

– George Bernard Shaw

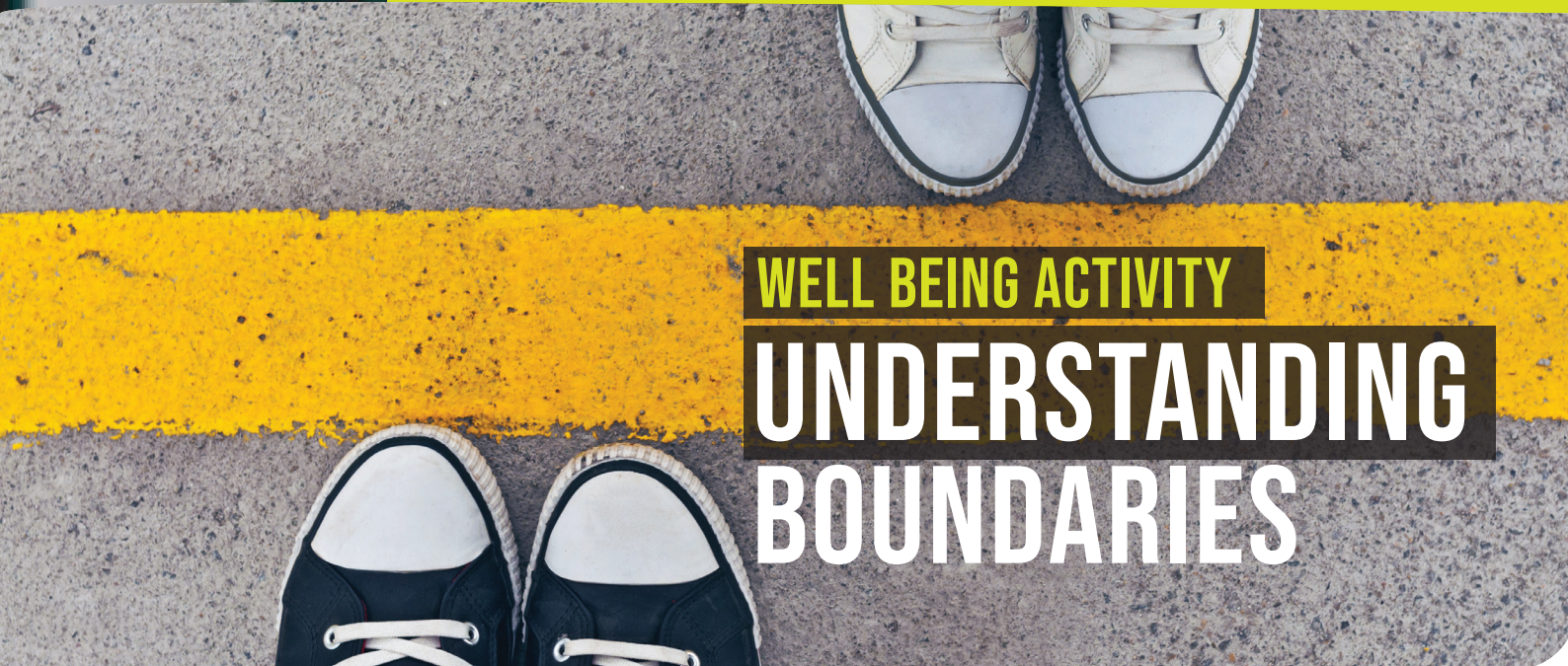


## HOW CAN EMPLOYEES PROMOTE RESILIENCE IN THEIR WORKPLACES? CONTD

**Building resilience at work requires a continuous commitment from employers and employees alike.**

Employees can promote their resilience at work by:

- Prioritizing health and wellbeing- Getting sufficient rest, adequate nutrition and exercise, etc.
- Striving to maintain a good work-life balance.
- Developing a positive attitude to work and challenges.
- Asking for help and support from colleagues or supervisors whenever necessary.
- Looking out for colleagues by providing help and support where necessary.



WELL BEING ACTIVITY

## UNDERSTANDING BOUNDARIES

Do you often leave conversations or interactions feeling angry, frustrated, or helpless? Then, it might be time to evaluate your boundary setting skills. A boundary is defined as a line that marks the limit of an area. Setting Boundaries is an important component of maintaining healthy relationships.

### Why is Boundary setting so important?

A boundary is a demand for respect. In the words

of the poet, Robert Frost “Good fences make Good Neighbours”. **Boundaries allow us to say what we are comfortable and uncomfortable with and how we want to be treated.** They allow us to dictate the pace and nature of our interactions. **Setting boundaries means we are listening to ourselves, speaking up for ourselves, and taking responsibility for our happiness and peace of mind;** this helps us feel safe and promotes our sense of autonomy in relating with others, the



## Your Mental Health **Tool kit**

Follow the link below to complete a boundaries assessment; this assessment is courtesy of Henry Cloud, a boundaries expert, and author.

[CLICK HERE](#)

## ATTENTION MANAGEMENT!!!!

A key determinant of mental wellbeing in the workplace is Organizational Culture. Mental Health Awareness Training for managers, supervisors, and HR personnel has been proven to be crucial in shaping an organizational culture that fosters mental wellbeing and enhances performance and productivity among employees. OHWS is here to help, contact us today...

### WELLBEING DAYS IN NOVEMBER

**World Diabetes Day**  
- November 14th

result is an interaction that leaves all participants feeling heard and respected.

### Types of Boundaries

Boundaries can be Physical- dictating how we want our privacy, bodies, or personal space to be respected. e.g. Please knock before entering my room.

Emotional- Showing how we want our feelings to be addressed or responded to. e.g. We can disagree respectfully; I will not entertain name calling.

Financial or Material- Clarifying how we want our resources to be shared or used. For example, I would appreciate it if you ask me before you use my car.

Time-related- Clarifying how we want to spend our time e.g. I prefer to rest on Friday nights, let's reschedule for another time?

Boundaries can also be **Rigid or Flexible**. Flexible boundaries are boundaries that we are open to adjusting and rigid boundaries are those that we don't plan to adjust over time. Our Boundaries should be a healthy mix of both. For example, I can demonstrate **helpful flexible boundaries** by being open to taking on extra responsibilities at work when I have the time to and the need arises or I can demonstrate unhelpful rigid boundaries by refusing to ever take on any extra responsibilities regardless of the circumstances. In the same vein, I can demonstrate rigid boundaries by insisting on a zero-tolerance for verbal abuse, in this case, **my boundaries are rigid, yet helpful for me.**

### TO BE CONTD

## STAYING SAFE DURING THE COVID-19 PANDEMIC

The recent announcements of the development of multiple efficacious vaccines spell progress in tackling the pandemic however global vaccine coverage is a long way away, here is a reminder of how you and your loved ones can stay safe:



Avoid large gatherings as much as possible.



Keep your mask on always while out of your home.



Wash your hands frequently or use an alcohol-based sanitizer to maintain proper hand hygiene.



Observe physical distancing (stay 6 feet away from others) as much as possible.



Seek urgent medical help if you feel unwell (Dry cough, fever, breathlessness, etc.)

Next Time on

# ELEVATE!

## BUILDING RESILIENCE (TYING IT ALL TOGETHER)

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](mailto:info@ohws.ng)



**OccuHealth  
& Wellness  
Services**

*There is no health without mental health...*