



# ELEVATE!

Mental health and Well-being e-newsletter

8th Edition



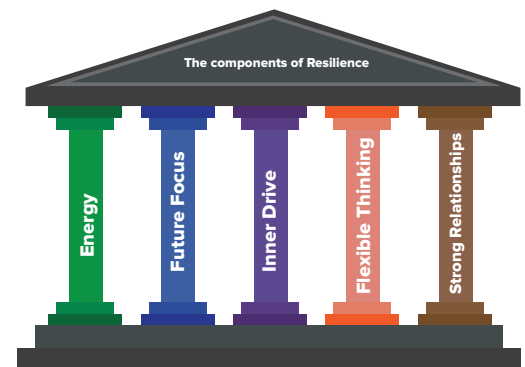
## About ELEVATE!

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

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

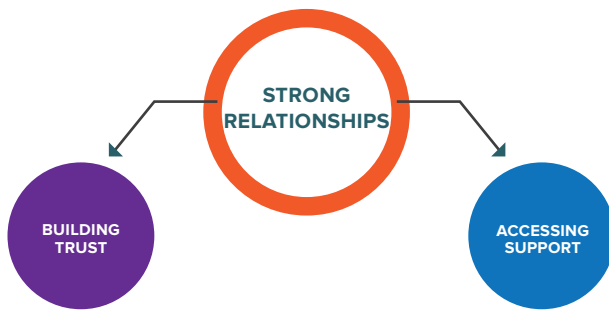


### STRONG RELATIONSHIPS

In the face of adversity, we can draw strength and inspiration from people around us. It is not uncommon for us to feel drained or discouraged by ongoing challenges and sometimes all we need is a listening ear, a few words of encouragement, or a different perspective to pick us up and get us going again. **To build resilience, we must be intentional about relationships.**

We must identify and surround ourselves with the right kind of people; we must also invest our time and energy into building strong relationships. **To demonstrate true resilience, we need the help and support of others, resilient people never walk alone.**

According to the Wellbeing Project Europe, there are 2 sub-pillars of strong relationships



**BUILDING TRUST:** This refers to the extent to which we are willing to build and maintain relationships that are important to us through gaining trust, showing empathy, kindness, etc. Relationships are living entities, when we nurture the right relationships and put in the required time and energy, they will blossom. Here are a few things we can do to build trust in relationships:

- Make promises we can keep
- Practice active listening and demonstrate empathy
- Criticize constructively
- Be present or available physically or emotionally as needed
- Respect individuality
- Be honest in sharing opinions
- Seek to understand and be understood
- Offer genuine apologies for wrongdoing and learn from mistakes
- Offer forgiveness and move on when required

**ACCESSING SUPPORT:** This simply means *the ability to identify when we need help or support* and taking the appropriate steps to access help as needed including sharing what we are going through. Balanced relationships boost resilience, conversely, unbalanced relationships drain resilience. Reciprocity is crucial to strong relation-

ships i.e. we have to be as willing to receive as we are to give. To maximize the value that relationships offer, we can practice the following:

**Develop emotional self-awareness:** This means developing a clear understanding of what we are feeling at every point in time. This will allow us to quickly and easily identify when we require external support.

**Identify those with whom we can be vulnerable:** We should only be vulnerable with people who will not judge us or weaponize our weaknesses. Look out for people who genuinely want the best for you and are emotionally available to offer support in your times of need.

**Practice vulnerability:** Being vulnerable and transparent allows us to pull down all facades and reveal our true selves and it is only then that we can get the help and support that we truly need. **People will only offer support to the extent that we let them.**

**Offer Support:** If we give support whenever it is needed, it is easier to seek support ourselves when we need it because people are naturally most comfortable with reciprocity in relationships. Additionally, offering support is a great well-being booster as it improves our feelings of altruism.

Strong relationships are essential to staying resilient in the face of adversity.

**REFLECTION:** How am I doing in my relationships? What can I do better?

# DID YOU KNOW?

70-90% of people who seek proper treatment for mental health disorders witness a significant reduction in symptoms.

## QUOTE OF THE MONTH



No road is long with good company

– Anonymous



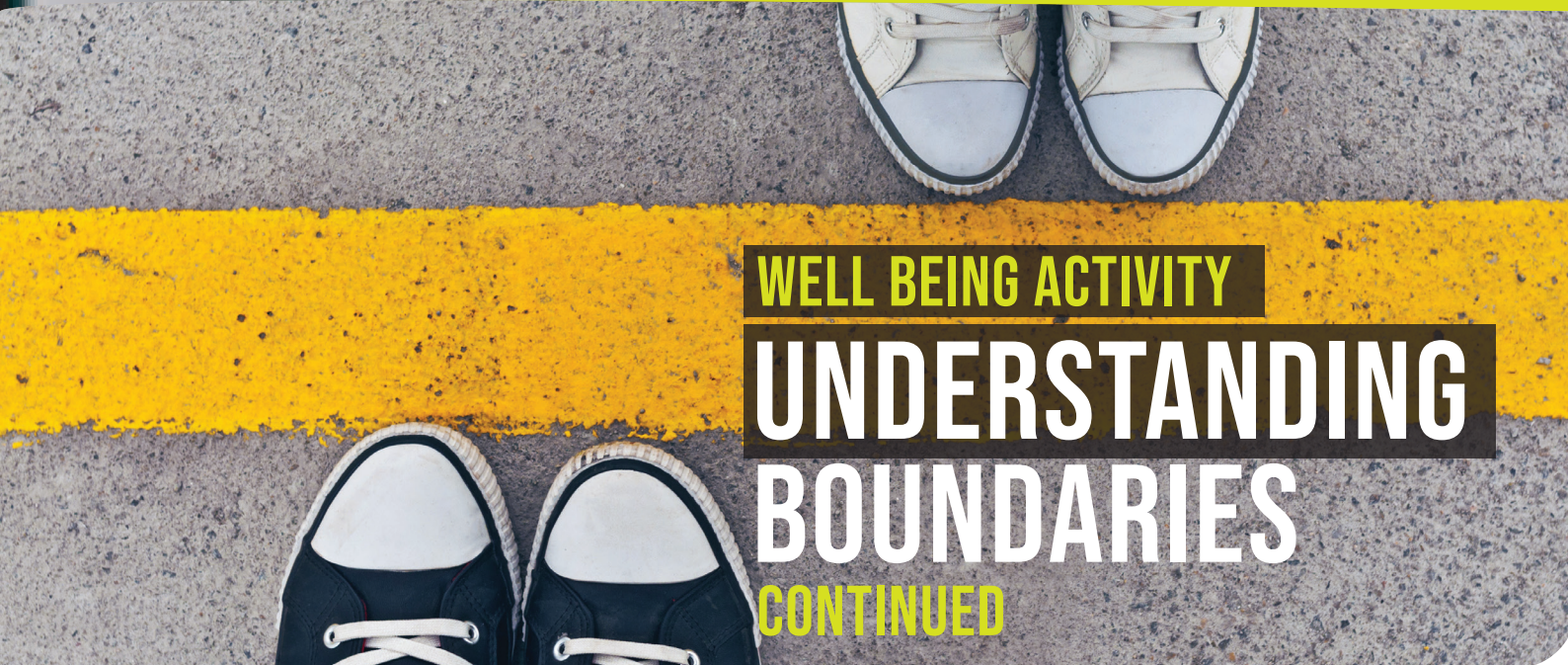
## MEASURING RESILIENCE AND WELLBEING IN YOUR WORKPLACE

At OHWS, we are licensed to use an objective psychometric resilience measuring tool developed by the Wellbeing Project Europe called WRAW. It measures **Workplace Resilience And Wellbeing** (WRAW) at the individual, team, and organizational levels using structured, concise questions delivered in the form of an online questionnaire. The WRAW approach will provide:

- A snapshot of the current state of resilience and wellbeing of individuals, teams, or organizations who are respondents.

- Debriefs to discuss anonymized report findings in detail.
- Customized and targeted strategies to boost resilience and bridge identified resilience and wellbeing gaps at the individual, team, or organizational level allowing for targeted investment in resilience and wellbeing initiatives to gain a maximum return.

**Contact us to request a WRAW assessment today!**



WELL BEING ACTIVITY

## UNDERSTANDING BOUNDARIES

CONTINUED

Boundaries are essential to our wellbeing; they show others how we want to be treated and are a great way to show up for ourselves. If you often feel burnt out, taken advantage of, or unheard in your interactions with others then it is time to set boundaries or take a look at your current boundaries.

**How can we set and maintain boundaries?**  
The first rule of successful boundary setting is

**listening to ourselves.** To successfully set boundaries we must, first of all, understand ourselves i.e. identify what is important to us, what respect and autonomy mean to us in our interactions with others. We must constantly take cues from our emotions and our responses as these are essentially our mind's way of communicating what we can and cannot tolerate. As we change over time so does our tolerance; when we change and we listen to ourselves, our



## Your Mental Health **Tool kit**

How mentally fit are you? Follow the link below to complete the assessment created by the Canadian Mental Health Association.

[CLICK HERE](#)



## CHRISTMAS MENTAL HEALTH TIP:

Find a balance between your sense of obligation to others and your obligation to look after yourself ...

### WELLBEING DAYS IN DECEMBER

**World AIDS Day**  
- December 1st

boundaries are likely to change too and that is normal.

**Determine what your boundaries are:** Having listened to ourselves and understood where boundaries need to be set, we should determine what would make us comfortable, feel respected, and use that to define clear boundaries. E.g. If you have a friend who calls you for hours on end over the weekend when you are hoping to rest, defining a clear boundary would be deciding how long you are comfortable with talking to him or her instead of leaving it to them to determine when the conversation will end or making up a false excuse to hang up.

**Communicate your boundaries:** Communicate boundaries firmly, politely, and in as few words as possible. If we stick to the example above, this would sound like "It's been great

catching up but I need to go now as I have a few things I need to do. Sharing boundaries can be difficult initially but it gets easier with practice.

**Honour your boundaries:** Boundaries are difficult to adjust to for everyone involved but weak boundaries serve no purpose, this is why it is important to stay consistent and assertive in maintaining boundaries once they are communicated.

Finally, relationships are dynamic so while we advocate for honouring your boundaries, sometimes boundaries have to change, stay responsive to yourself and attuned to circumstances then, adjust your boundaries accordingly. Remember, we are our number one caregiver, if we don't look after ourselves, who will?

## STAYING SAFE DURING THE FESTIVITIES

The recent steep rise in new cases and talks about a possible second wave of the pandemic means we cannot relent even with the holidays upon us, here is a reminder of how you and your loved ones can stay safe:



Avoid large gatherings



Avoid unessential travel



Maintain proper hand and respiratory hygiene



Observe physical distancing and wear your masks



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

Next Time on

# ELEVATE!

## OVERCOMING SELF DEFEAT

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...*