



HOW DO I ACCESS EAP?

To make a confidential appointment via Telephone, Video, WEB e-Counselling or In-Person

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PUT A SPRING IN YOUR STEP

Winter has passed and spring is slowly trying to make its way in. Seasons change and so do we. Many people may feel happier as it creates a 'summertime pep' feeling, while others may long to go back to the winter days of rain and solitude.

What is Mental health?

Mental health is a state of emotional wellbeing and a person is mentally and emotionally balanced – coping and adjusting with the daily challenges and life stressors.

Mental health - defined as a state of wellbeing in which a person:

- Realises their own potential
- Can cope with the normal stresses of life
- Can work productively and fruitfully
- Is able to make a contribution to their own community

We are all different and we all have different seasons in our lives, some we prefer more than others. It is common for our moods to change with the change of seasons, therefore being aware of how this affects us is vital in maintaining a healthy wellbeing.

- **Eat, sleep and exercise.** The essential foundations of maintaining a healthy wellbeing
- **Get connected.** Talk with family or have that long overdue coffee with your friend
- **Take in the scenery.** Admire the season, the colours and the experience around you
- **What's on?** Find out what seasonal celebrations are in your area to enjoy

It's important to recognise that not everyone likes Spring, in fact it can be a season where people become sad or lonely the most. Spring is looked upon as a time for renewal and joy, however it can also highlight to people what is missing, especially to those who feel already down from the winter. However, this does not have to prevent us from having a spring in our step. Spring is also season of hope and change, reminding us that there is always time to start over again.

Daniel Harrison - EAP Services Professional

Why KEEP CALM AND CARRY ON is damaging the workplace

For a long time there has been stigma surrounding the importance of mental health equalling that of physical health; the 'Keep Calm and Carry on' ethos of World War II is so ingrained in our DNA that even those struggling with stress and mental health concerns may try to hide or brush them off.

It can be hard to change when messages such as "harden up" or "pull up your socks and get on with it" were a large part of growing up.

The importance of maintaining a healthy mental wellbeing continues to gain traction in the workplace. After all, a healthy and happy person is more likely to be a productive person. However, there still remains the idea that brushing off and avoiding our worries and concerns helps us to maintain a healthy wellbeing.

Although there is definitely a time and place to do this to protect ourselves, much of the time it is more useful to address our stress and worries so that they do not build up and create even more problems.

Here are some simple tips to help you deal with stress both in and out of the workplace:

1. **Remember to breathe.** If anything, the one thing we can control in our lives is our breath. Learn breathing exercises to help you regulate your stress
2. **Be the change in the workplace and talk about mental health.** Simply acknowledging that mental health issues exist in the workplace will help create a healthier flow of communication
3. **Develop a mutual trust.** We need to feel safe about bringing our concerns to others, otherwise we may shutdown or adopt a "get on with it" attitude. Develop connection and rapport and see the difference it can make
4. **Be your own best friend.** Be careful with negative self-talk such as 'my work is never good' or 'I'm not good enough.' Introduce affirmative statements and note down what you love about yourself, your life and when you are happiest
5. **Understand your stress.** We can try every stress-reduction technique under the sun, but nothing beats developing a deeper understanding of ourselves. Try talking to an EAP professional to better understand your unique ways of coping

“When I was 5 years old, my mother always told me that happiness was the key to life. When I went to school, they asked me what I wanted to be when I grew up. I wrote down ‘happy’. They told me I didn’t understand the assignment, and I told them they didn’t understand life.” – John Lennon



There is a wealth of research connecting emotional health with our physical health and its therefore important that if we take care of our emotional wellbeing we will feel healthier all round.

Ways to keep mentally well

TREAT OTHERS WELL

Treating others with compassion and kindness is a sign of an emotionally healthy person. Being sensitive to the needs and feelings of other people.

PRACTICE GRATITUDE

Being thankful for the things you have in your life, is a great way of attracting more positive things your way.

PRACTICE FLEXIBILITY

Being flexible with what life throws at you. This makes a person adaptable and resilient.

HAVE SENSE OF SELF-AWARENESS

Being aware of your habits and beliefs helps bring one into emotional growth and balance. Meditation can develop these insights.

AIM TO FORGIVE PEOPLE AND REPAIR DAMAGED RELATIONSHIPS

Emotionally healthy people are able to forgive others, it may take time, but they work through all emotions that come up during this time.

WHEN ANGRY, ALLOW YOURSELF TO BE ANGRY

Emotionally healthy people acknowledge, accept and express all emotions, especially negative ones like anger.

LAUGHTER IS AN EXCELLENT WAY TO BEAT THE BLUES

Watch a funny movie, or comedian, laugh at yourself and with your kids. Be child like, build fun into your weekly routine.

NURTURE YOUR SELF-ESTEEM

Healthy people are aware of their own self-esteem, and the highs and lows in this over time. Not judging themselves badly during any dips.

LIKE YOURSELF

Emotionally healthy people often feel pretty good about who they are and tend to like themselves better than those who are out of emotional balance.

PLACE VALUE ON PERSONAL DEVELOPMENT

Healthy people understand the value of personal development.

STAY ACTIVE AND PRODUCTIVE

Healthy people are always trying something new: volunteering for others, building a shed or training in something new to help them grow.

STAY POSITIVE

Optimism, motivation and positivity are contagious, but so are negativity, pessimism and cynicism. Choose to be positive in your feelings and emotions and don't listen to those negative voices in your heart telling you that you can't, that you aren't good enough. Instead, tell yourself that you are awesome, that you can make a difference and that you will succeed. Find others who also believe that they can and empower and embolden each other.

KNOW YOUR OWN BOUNDARIES

Emotionally healthy people know their own boundaries and are able to stick to them.

SLEEP AND MOOD ARE CLOSELY CONNECTED

Inadequate sleep can cause irritability and stress, while healthy sleep can enhance wellbeing. Chronic insomnia may increase the risk of developing a mood disorder, such as anxiety or depression. Aim for eight hours sleep a night.

HAVE A SENSE OF MEANING IN YOUR LIFE

Living a purposeful life is all about having a passion, a mission or a larger meaning in your life.

TAKE CARE OF YOURSELF

Self-care is an important part of being emotionally healthy.



It's good to talk

A problem aired is a problem shared – The best way to beat stress is to share your feelings. Sharing experiences in the workplace may help people deal with workplace stress. When these things are not working for you, seek more formal support from your EAP Professional. Remember, your EAP Programme is a confidential and professional service.

Your EAP Professional will work to assist you develop a plan for you to achieve the best outcome.

