

## Wellbeing

The World Health Organisation (WHO) defines **health** as 'a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity'

**Mental health** is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

## Mental health Continuum



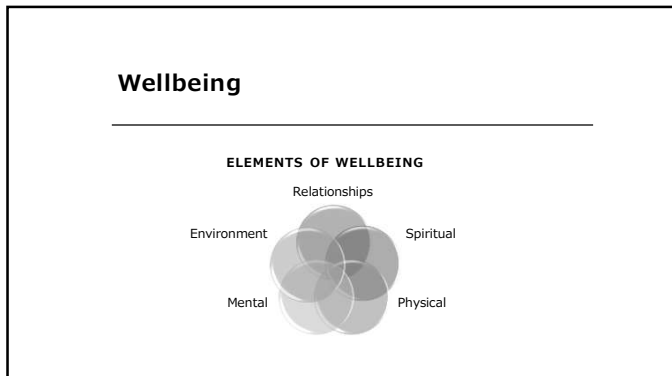
## Signs

Physical	Cognitive	Emotional	Behavioural	Social	Spiritual
<ul style="list-style-type: none"> <li>Fatigue</li> <li>Aches &amp; pains</li> <li>Nausea</li> <li>Sick/ rundown</li> <li>Sleeps irregularities</li> </ul>	<ul style="list-style-type: none"> <li>Forgetful</li> <li>Confusion</li> <li>Poor attention</li> <li>Poor decision making</li> </ul>	<ul style="list-style-type: none"> <li>Irritability</li> <li>Anger</li> <li>Fear</li> <li>Depressed</li> <li>Apathy</li> <li>Unexplained sadness</li> <li>Mood swings</li> </ul>	<ul style="list-style-type: none"> <li>Withdrawal</li> <li>Substance use</li> <li>Changed eating habits</li> <li>Risk taking</li> <li>Hyperactive</li> <li>Overwork</li> <li>Avoidance</li> </ul>	<ul style="list-style-type: none"> <li>Loneliness</li> <li>Withdrawal</li> <li>Intolerance</li> <li>Antisocial behaviour</li> <li>Relationship difficulties</li> </ul>	<ul style="list-style-type: none"> <li>Emptiness</li> <li>Loss of beliefs / sense of meaning</li> <li>Cynicism</li> </ul>

**Any change in normal behaviour**

Teams Individual Organisational

## Creating wellbeing in the Workplace




## Why?

- Mental health now the leading cause of long-term sickness absence in the developed world.
- Presenteeism: employee remains with significantly reduced productivity.
- In Australia estimated cost over \$12billion each year, including > \$200million in workers compensation claims.
- Majority of mental illness seen in the workforce is treatable, and possibly even **preventable**.
- Organisation - Well staff = increase productivity, and employee engagement.
- Teams - Increased staff moral
- Individual - optimal wellbeing (happy healthy life)


Blackdog Institute (2020). Workplace Wellbeing

## Organisational




- Work health and safety (WHS)
- Culture
- Leadership
- Systems and processes
- Provision of primary, secondary and tertiary wellbeing initiatives/interventions

## Teams



- Planning meetings
- Collaboration
- Debriefs
- Team dynamic
- Mentoring
- Team building

**Individual**



- Personal values and beliefs
- Positive intent - mindset
- Physically and mentally prepared
- Opportunity to reach ones own potential
- Develop personal coping strategies

**Coping strategies**

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<b>AVOIDANT</b>	<b>ACTIVE</b>
<ul style="list-style-type: none"><li>• Distance oneself from the stress</li><li>• Short-term appear effective</li><li>• Long-term ineffective</li></ul>	<ul style="list-style-type: none"><li>• Take responsibility for situation</li><li>• Short-term &amp; long-term effective</li></ul>
<b>Example</b>	<b>Example</b>
<ul style="list-style-type: none"><li>• Alcohol/drug use,</li><li>• Emotional withdrawal</li></ul>	<ul style="list-style-type: none"><li>• Change the nature of the stress</li><li>• Address the way we respond</li></ul>

**Active coping strategies**

- Identify EARLY warning signs
- Identify triggers
- Look after your health - exercise, sleep, healthy diet
- Notice your 'self-talk'
- Practise relaxation - "The third space"
- Build resilience
- Debrief with colleagues
- Create and maintain a support network (spend time with people who care)
- Establish routines

**Creating Healthy Habits**



The illustration shows several circular icons representing different aspects of health: a person running, a person on a bicycle, a person playing tennis, a person playing music, a person walking, a person holding a golf club, a plate of food with an apple, a glass of wine, a coffee cup, a bowl of fruit, a bed, a heart rate monitor, a tree, a paw print, a couch, and a group of people.

### The science of habits

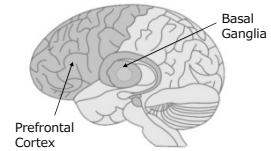
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- "An automatic response to a specific situation"
- Approximately 40 to 50% of what we do is automated by habit
- Physical changes in the brain - "Neurons that fire together wire together" (Calbet, 2018).
- Average 66 days to form a new habit. Frequency > time

(James Clear, 2018)

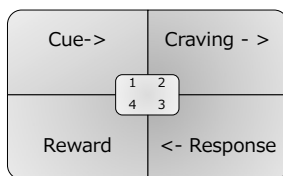
### The science of habits

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### The habit loop

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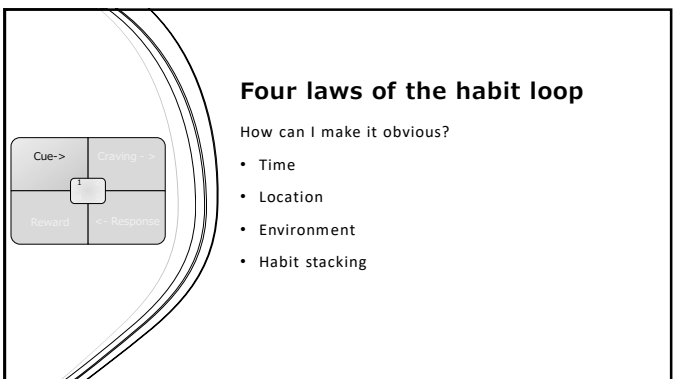


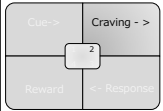
(Clear, 2018)

### Four laws of the habit loop

How can I make it obvious?

- Time
- Location
- Environment
- Habit stacking

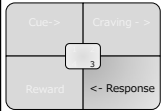




**Four laws of the habit loop**

How can I make it attractive?


- Temptation bundling
- Create anticipation
- Include others (social)
- Supernormal stimulus



**Four laws of the habit loop**

How can I make it easy?

- Reduce friction
- Plan for obstacles
- Start small
- Frequent repetition



**Four laws of the habit loop**

How can I make it satisfying?

- Track
- Reflect
- Focus on identity rather than outcome
- Celebrate small successes early
- Accountability partner

**Four laws of habits**

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1. How can I make it obvious? (Cue)
2. How can I make it attractive? (Craving)
3. How can I make it easy? (Response)
4. How can I make it satisfying? (Reward)

**Breaking bad habits**

1. How can I make it invisible? (Cue)
2. How can I make it unattractive? (Craving)
3. How can I make it difficult? (Response)
4. How can I make it unsatisfying? (Reward)

(Clear, 2018)

### More tips for creating +ve habits

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- Bring bad habits into awareness
- Practice active instead of avoidance
- Consciously practice a better way
- Rehearse new behaviour at every opportunity until it becomes automatic

### Take home messages

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- Wellbeing is dynamic - needs to be worked on continuously
  - Take time to identify signs in self and others
  - Wellbeing in the workplace is a shared responsibility  
Organisational – Teams – Individuals
  - Establish positive coping strategies before you need them
  - Purpose in creating habits – Cue → craving → response → reward
  - Rehearse new behaviour at every opportunity until it becomes automatic
- Ask for help when you need it**