Accelerator

Bringing Pace To Change

Balance & Wellbeing

Tools and Techniques

Nina Maan

LEARNING OUTCOMES

Exploring your own wellbeing and how it impacts you daily

- What does balance & wellbeing mean?
- Stats behind the headlines
- The relationship between sleep and your health

Skills workshop

–Learn about the different levels of listening and the benefit of taking "Time to talk"

–How to start the conversation if you're concerned

Assess your stress and managing it effectively

OBJECTIVES

The objective of this workshop is;

Create an awareness on the importance of sleep and wellbeing

Increased awareness of stress related challenges by exploring:

- Building personal resilience
- Coping strategies
- Good working practices
- Explore positive behaviours to support wellbeing

Reminder – by doing this workshop we are creating an environment to start a conversation, not to solve or diagnose problems.

TRAINING CONSULTANT & MHFA INSTRUCTOR

Nina Maan

NinaM@acceleratorsolutions.com

WORKING TOGETHER

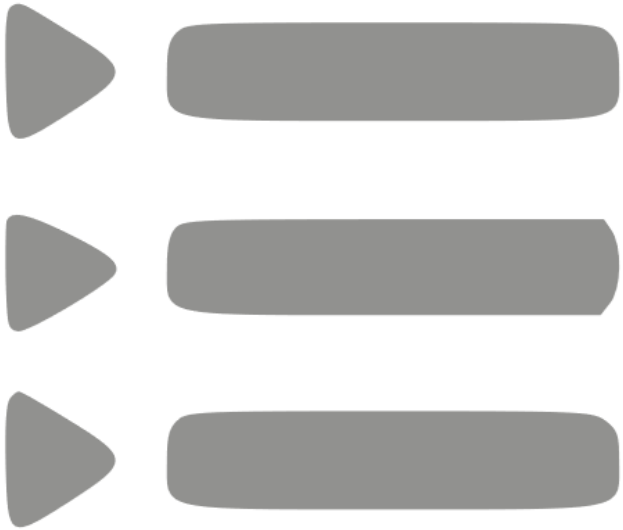
Please take no more than 1 minute to share:

- Give name, job role & time at Berkeley
- One Hope or Expectation from today's session

- Timekeeping throughout the session is the only rule – everything else is up to you! ☺

LEARNING COMMITMENTS

(GROUP AGREEMENT)



- Confidentiality
- Thumbs down if feeling vulnerable or ‘triggered’
- Keep you safe and supported

VISION COMMITMENT

Berkeley Group

OUR VISION

Our vision for the future

To be a world-class business, defined by the quality of the places we create, generating long-term value and having a positive impact on society.

FIVE FOCUS AREAS

CUSTOMERS
Provide exceptional service to all of our customers and put them at the heart of our decisions.

HOMES
Deliver high quality homes with low environmental impact where people aspire to live.

PLACES
Create strong communities where residents can live an enjoyable, sustainable life.

OPERATIONS
Make the right long-term decisions, run the business efficiently and work collaboratively with our supply chain.

OUR PEOPLE
Develop highly skilled teams that work together in a safe, healthy and supportive environment and contribute to wider society.

OUR CULTURE AND VALUES

HAVE INTEGRITY

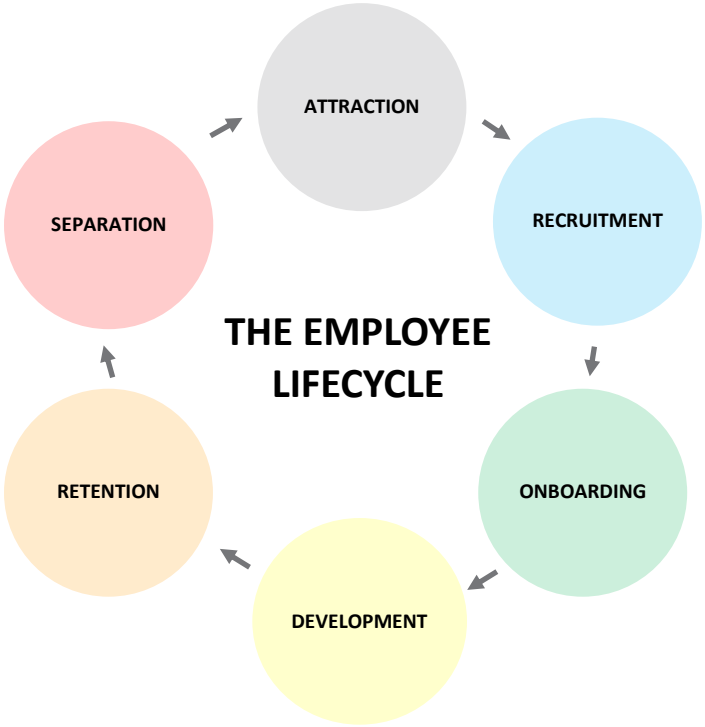
RESPECT PEOPLE

THINK CREATIVELY

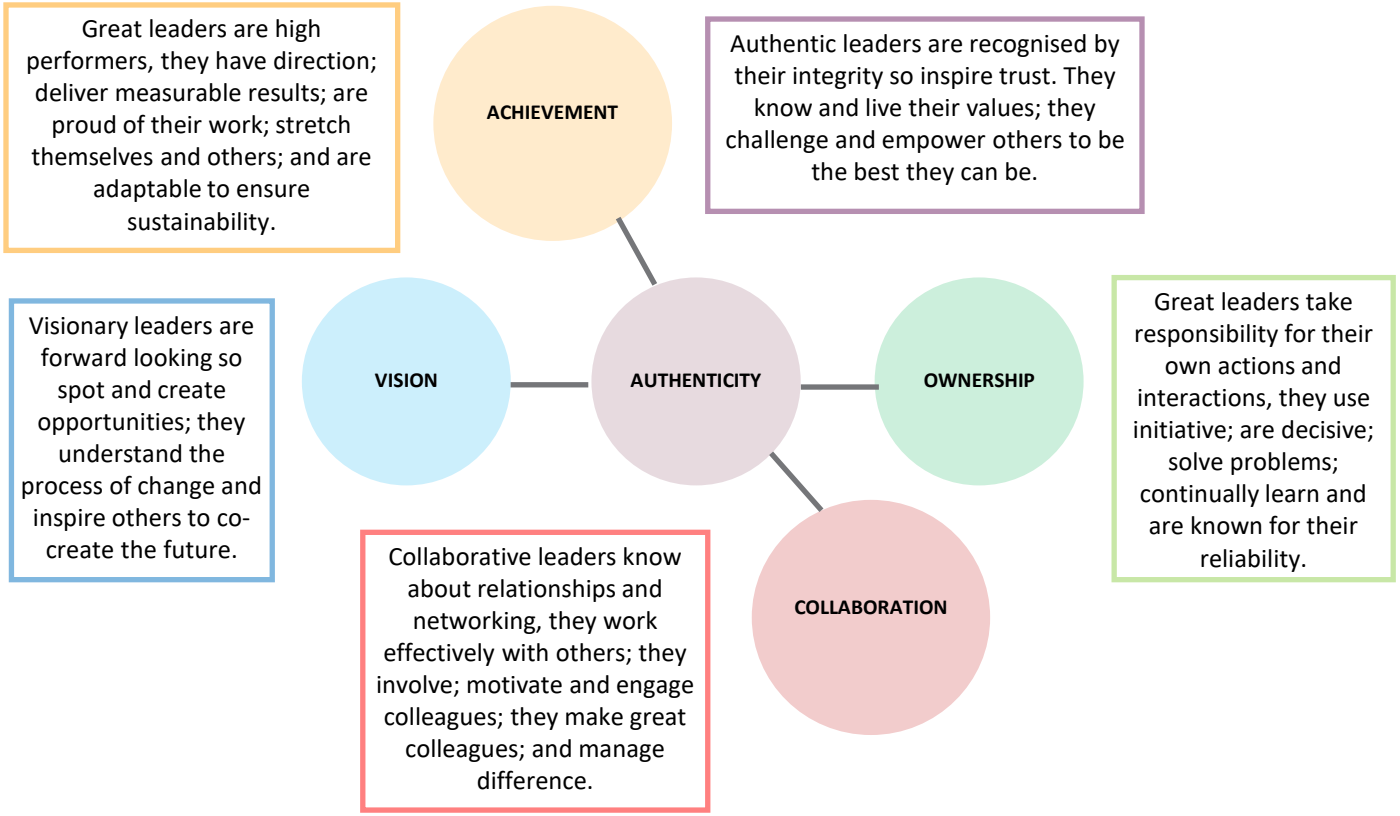
BE PASSIONATE

EXCELLENCE THROUGH DETAIL

EMPLOYEE LIFE CYCLE



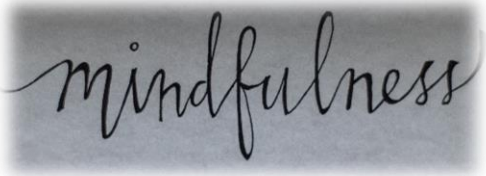
HOW WE DEFINE GREAT LEADERSHIP



QUOTE: HEALTHYPLACE.COM

"I'm not faking being sick.
I'm actually faking being well."

WHAT DOES WELLBEING LOOK LIKE?



DEFINITION OF WELLBEING

WHAT IS 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'

'Wellbeing' refers to a positive rather than neutral state, framing health as a positive aspiration.

WHAT IS WELLBEING?

Holistic Health is actually an approach to life.

Rather than focusing on illness or specific parts of the body, this ancient approach to health considers the whole person and how he or she interacts with his or her environment.

It emphasises the connection of mind, body and spirit.

SOME QUESTIONS TO GET YOU THINKING…

True

False

SOME QUESTIONS TO GET YOU THINKING…

Mental ill health is responsible for 9 million working days lost and cost £10billion each year

True

False

SOME QUESTIONS TO GET YOU THINKING…

Mental ill health is responsible for 9 million working days lost and cost £10billion each year

15.8 million working days lost and costs £34.9 billion each year

False

Centre for Mental Health 2017

SOME QUESTIONS TO GET YOU THINKING…

Men aged 40-49 have the highest suicide rates in Great Britain

True

False

Office for national statistics 2017

SOME QUESTIONS TO GET YOU THINKING…

Men aged 40-49 have the highest suicide rates in Great Britain

True

Office for national statistics 2017

SOME QUESTIONS TO GET YOU THINKING…

40% of people with diagnosable mental illness receive no treatment at all

True

False

SOME QUESTIONS TO GET YOU THINKING…

40% of people with diagnosable mental illness receive no treatment at all

Estimates put the figure at 70-75%

False

CMO's report 2014

We all have mental health – There is no health without mental health

1 in 4 people experience mental health issues each year

MENTAL HEALTH FOR ENGLAND

SOME QUESTIONS TO GET YOU THINKING…

A recent study found that people who are working at home are putting in an additional 3 hours per week (e-presenteeism)

True

False

Mental Health Foundation April 2020

SOME QUESTIONS TO GET YOU THINKING…

A recent study found that people who are working at home are putting in an additional 3 hours per week (e-presenteeism)

Estimates put the figure at 28 hours per month

False

Mental Health Foundation April 2020

HOW IMPORTANT IS SLEEP?

THE IMPORTANCE OF SLEEP

Sleep is an active period in which a lot of important processing, restoration, and strengthening occurs.

One of the vital roles of sleep is to help us solidify and consolidate memories. As we go about our day, our brains take in an incredible amount of information.

Rather than being directly logged and recorded, however, these facts and experiences first need to be processed and stored; and many of these steps happen while we sleep.

HOW MUCH SLEEP DO YOU GET ON AVERAGE?

What do you estimate is the average amount of sleep you get per night?

- How does this impact you?
- What are your coping mechanisms?

TOP 10 BENEFITS OF A GOOD NIGHT'S SLEEP

1. Sleep helps reduce ____
2. Sleep can improve your ____
3. Sleep can ___ your ____ _____
4. Sleep helps your body to _____ _____
5. Sleep can help you maintain your _____
6. Sleep puts you in a ____ ____
7. Sleep could reduce your chances of _____
8. Sleep helps keep your _____ _____
9. Sleep can be a _____
10. Sleep can make you _____

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8. Sleep helps keep your _____ _____
9. Sleep can be a _____
10. Sleep can make you _____

TOP 10 BENEFITS OF A GOOD NIGHT'S SLEEP

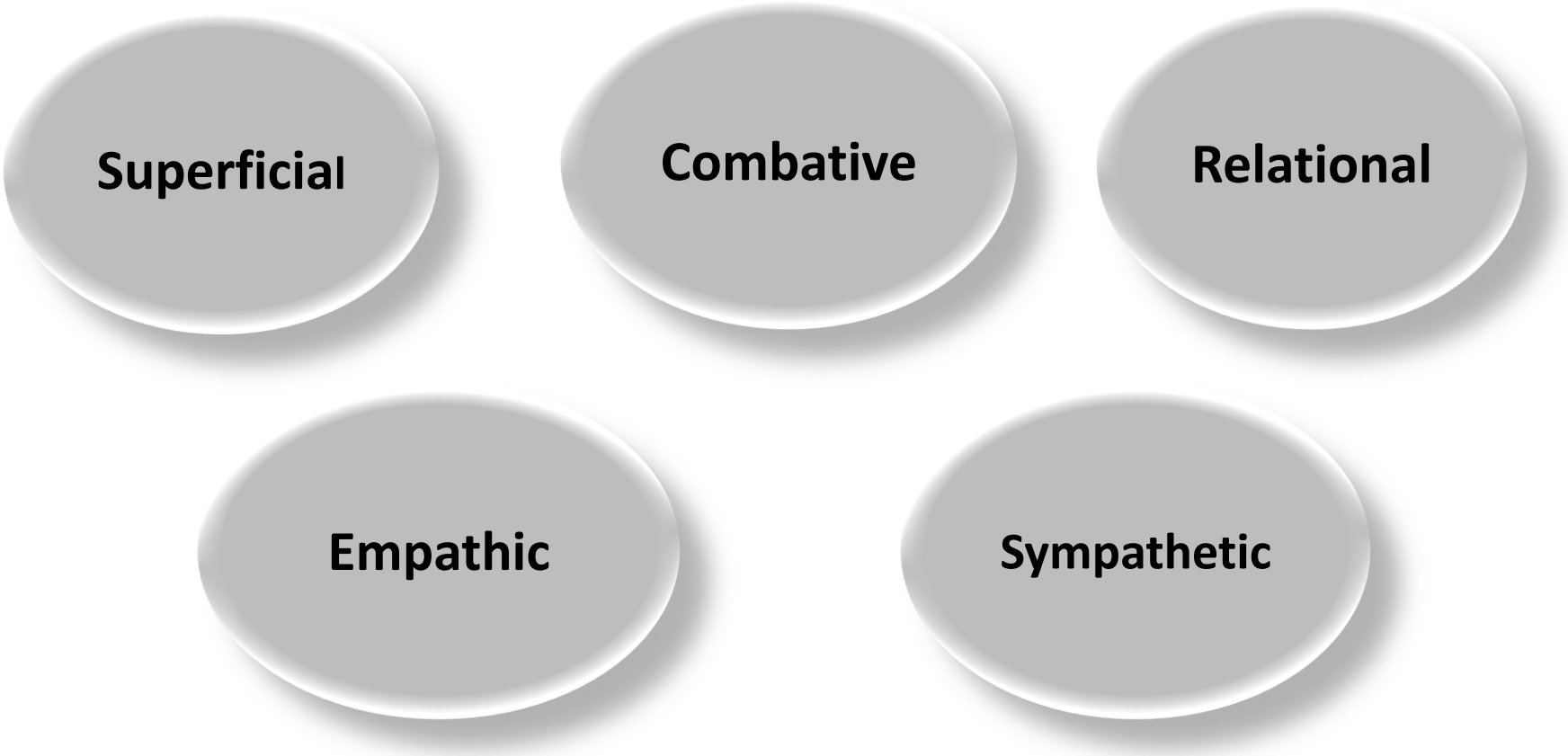
1. Sleep helps reduce stress...
2. Sleep can improve your memory...
3. Sleep can lower your blood pressure...
4. Sleep helps your body to fight back...
5. Sleep can help you maintain your weight...
6. Sleep puts you in a better mood...
7. Sleep could reduce your chances of diabetes...
8. Sleep helps keep your heart healthy…
9. Sleep can be a painkiller…
10. Sleep can make you smarter..!

CORE SKILLS

Which core skills would you associate with supporting somebody with their wellbeing?

EMPATHIC LISTENING

DIFFERENT LEVELS OF LISTENING



RSA
Shorts

OPEN QUESTIONS

"I keep six honest serving men, they taught me all I knew, their names are....."

Rudyard Kipling

LISTENING EXERCISE

Practice your listening skills:

- Sit back, relax and listen to each other

EMPATHIC LISTENING EXERCISE

Working in pairs/three's

One of you will talk about something you have an emotional connection to (or you can use the question cards)

Your partner will listen and very occasionally ask open questions

At the end of the 2 minutes, your partner will summarise back:

explaining what they observed from your body language, tone of voice and the content

emotions and feelings that they saw and heard should be expressed/start with… "It sounds to me like…."

"What I think you feel about this is…."

This will give you the opportunity to practice empathic listening

DISCUSSION

Who would you like to meet (again)?
What would you do differently if you could turn back time?
How do you want to be remembered?
When was friendship most important to you?

BREAK

WHAT CAN I DO?

Working in small groups discuss the scenarios and what steps you would take.

GROUP 1:
DISCUSS WHAT YOU WOULD DO & WHAT SUPPORT YOU CAN PROVIDE; SHARE HOW YOU WOULD WANT TO BE HELPED IF IT WAS YOU

Scenario 1

You're aware that one of the managers in your team has recently been through a divorce and in the last 12mths he'd found it difficult to move out and house hunt due to the pandemic.

In the last month you've noticed that Jordan's behaviour has changed.

Jordan has always been reliable and supportive to his team and colleagues and the first one to offer guidance if someone needs help, as well as being one of the key people you rely on.

In the last month you have noticed a change in his behaviour, he's started to hand in reports late and they're often inaccurate, he's quite often late to meetings and is uninterested in discussions around him when he does attend. You've heard rumours that he's got a drinking problem.

When you speak with Jordan he becomes quite tearful and tells you how unhappy and stressed he feels, he's not sleeping and he struggles to hold on to his thoughts, work is the only thing that makes him get up in the morning.

GROUP 2:
DISCUSS WHAT YOU WOULD DO & WHAT SUPPORT YOU CAN PROVIDE; SHARE HOW YOU WOULD WANT TO BE HELPED IF IT WAS YOU

Scenario 2

Sally is a key member of your team and manages a large team of 16. She's very well-liked and respected by her team, peers and the Executive team. She was away from work for 3 days for personal reasons and when she returns to work she appears very subdued. She seems to get annoyed quite quickly with people around her and you're concerned with what you're seeing as she's working on a large project that is due for completion in 6 weeks.

You ask Sally to meet for a coffee and a catch up and during the discussion she informs you that her sister and brother-in-law had passed away in the space of 4 weeks due to covid and she had taken the 3 days off for the funeral as well as arranging to move her niece and nephew in with her.

She becomes very upset and tells you she really can't cope right now, but she's worried about taking time off due to the project roll out and that she concerned that due to the pandemic she could lose her job if she's not seen as reliable and on top of things.

GROUP 3:
DISCUSS WHAT YOU WOULD DO & WHAT SUPPORT YOU CAN PROVIDE; SHARE HOW YOU WOULD WANT TO BE HELPED IF IT WAS YOU

Scenario 3

Dan has been part of the management team for approx. 8 months and you've always admired his work ethic, he likes to get "stuck in" and help out whenever he can. He has even been known to respond to emails late in the evening, weekends and when he's off.

You have mentioned to him on more than one occasion that you admire his ability to get the job done and you rely on him for those early morning meetings.

However, in the last few weeks you have heard that Dan's team have been complaining that because Dan works all these extra hours, he expects them to too. And a number of people have been reported as poor performers.

You're concerned with what you've seen and heard as 2 of his team have built up the courage to come and speak with you in confidence to let you know how stressed and anxious they feel about coming in to work.

When you speak with Dan he tells you he'd only started to do the long hours when he first started as he was new and wanted to learn as much as he could, but it backfired as he was seen as Mr Reliable.

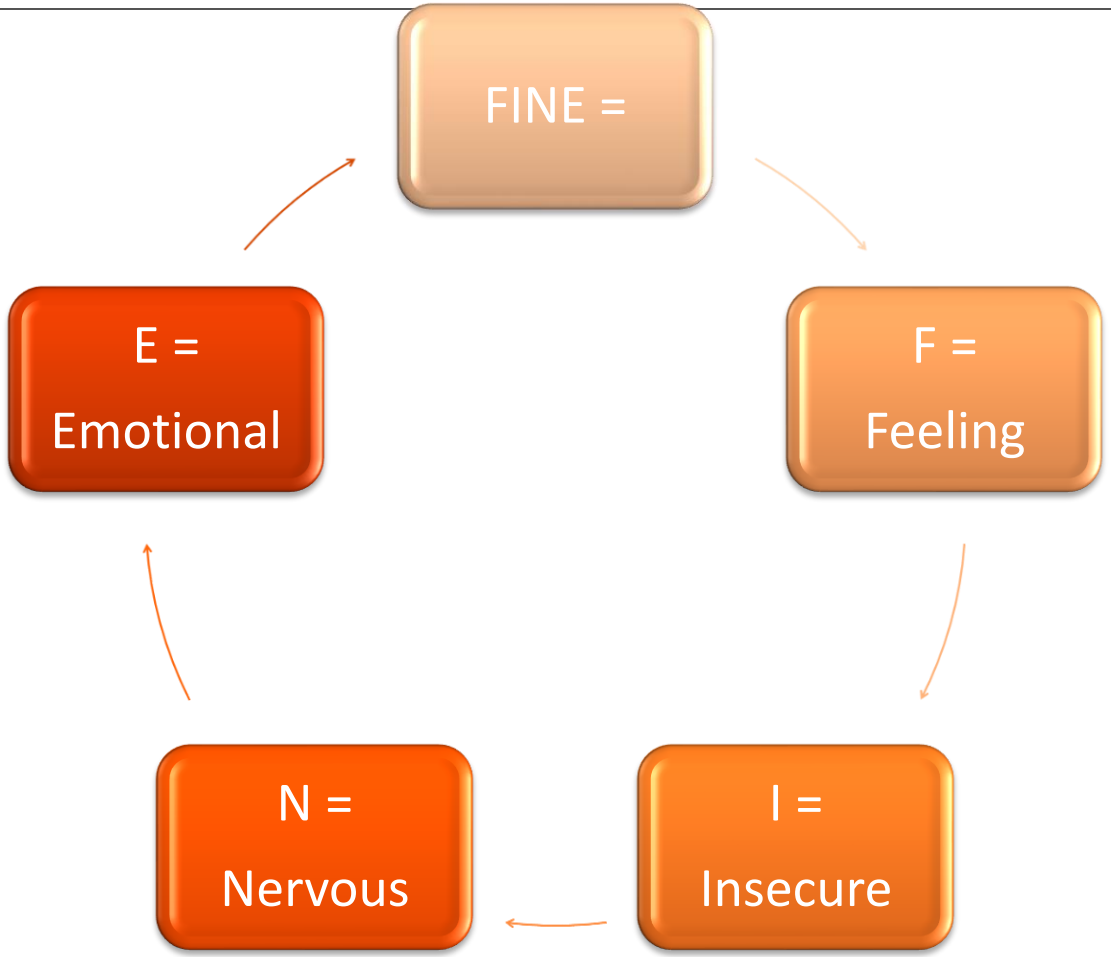
Recently he's started to feel quite burned out and stressed about the rumours of more staff being made redundant. He doesn't want his team to be impacted if it's true, so he's been pushing them to work harder. He's really confused and doesn't know what he should do.

What do we mean when we ask ‘How are you?’

Quote: HealthyPlace.com

"I hide all my scars with an; I'm fine."

"I'M FINE"



START THE CONVERSATION

What can I do?

Pick a suitable time and environment and ask them:

- Are you ok?
- How are you?
- How are you feeling?
- I've noticed you don't seem yourself and was wondering if there's anything I can do to help?

Make sure they know that you're there for them if they'd like to talk.

HOW TO HELP

- Offer to help *(remember your Employee Assistance Programme)*
- Give them a helping hand; depending on what they ask, what they need and what you are comfortable with.
- Signpost them to sources of further help and support.
- Ask them to make an appointment to see someone or make it for them.
- Ask if they need help speaking to other people such as their family or someone at work (other than you).
- Highlight the importance of talking if they are struggling to cope.
- Offer to help out with practical things which might take some pressure off
- Offer to have another chat with them to see how they are getting on.
- If you are seriously worried that someone is at risk to themselves or someone else then speak to the emergency services straight away.

ANXIETY, STRESS AND DEPRESSION

Anxiety presents itself in many different ways...

The desire to control people and events

Difficulty getting to sleep

Feeling agitated or angry

Defiance and other challenging behaviors

Having high expectations for self, including school work & sports

Avoiding activities or events (including school)

Pain like stomachaches and headaches

Struggling to pay attention and focus

Intolerance of uncertainty

Crying and difficulty managing emotions

Over-planning for situations and events

Feeling worried about situations or events

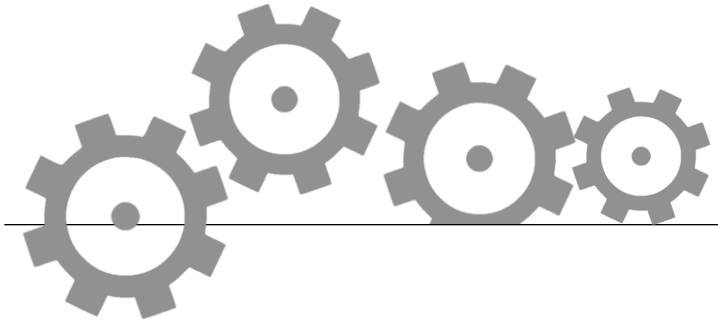
www.thepathway2success.com

Clipart by Kate Hadfield & Sarah Pecorino

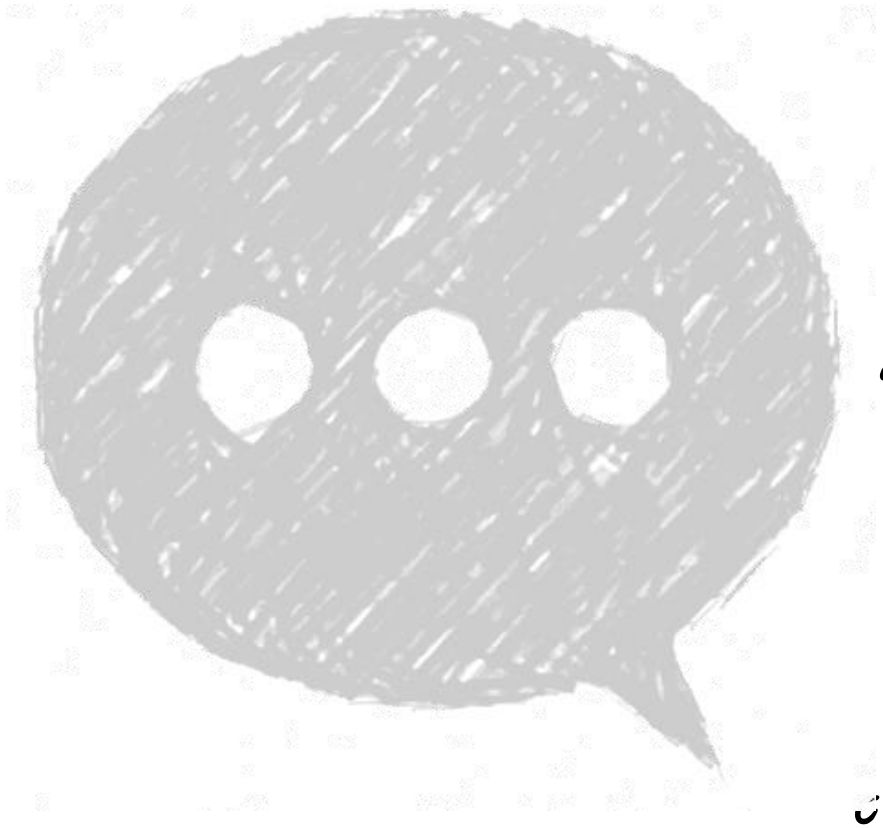
WHAT IS STRESS?

At the most basic level, stress is our body's response to pressures from a situation or life event...

When we encounter stress, our body is stimulated to produce stress hormones that trigger a 'flight or fight' response and activate our immune system.



QUOTE: DWAYNE “THE ROCK” JOHNSON



“I found that with depression, one of the most important things you can realize is that you’re not alone.

You’re not the first to go through it, you’re not gonna be the last to go through it.”

What People THINK Causes Depression:

- Weakness
- Laziness
- An inability to "suck it up"

What ACTUALLY Causes Depression:

- Trauma
- Abuse
- Neglect
- Bullying
- Chemical imbalance
- Grief & loss
- Overworking
- Excess stress
- Being "the carer" at the expense of their own wellbeing
- Genetic factors
- Lack of fulfillment
- Lifestyle factors
- Body image issues
- Perfectionism
- Lack of social support
- Low self-esteem
- Chronic fatigue

Depression is a very complicated illness - there's not simple solution that allows one to just "snap out of it".

Please remember this.

#BreakTheStigma

@RealDepressionProject

THE DEPRESSION PROJECT

HAVE YOU EVER?

CAUSES OF STRESS?

THE ‘CORONA-COASTER’

Definition

When your emotions are on a rollercoaster due to all of the news each day about the Corona Virus.

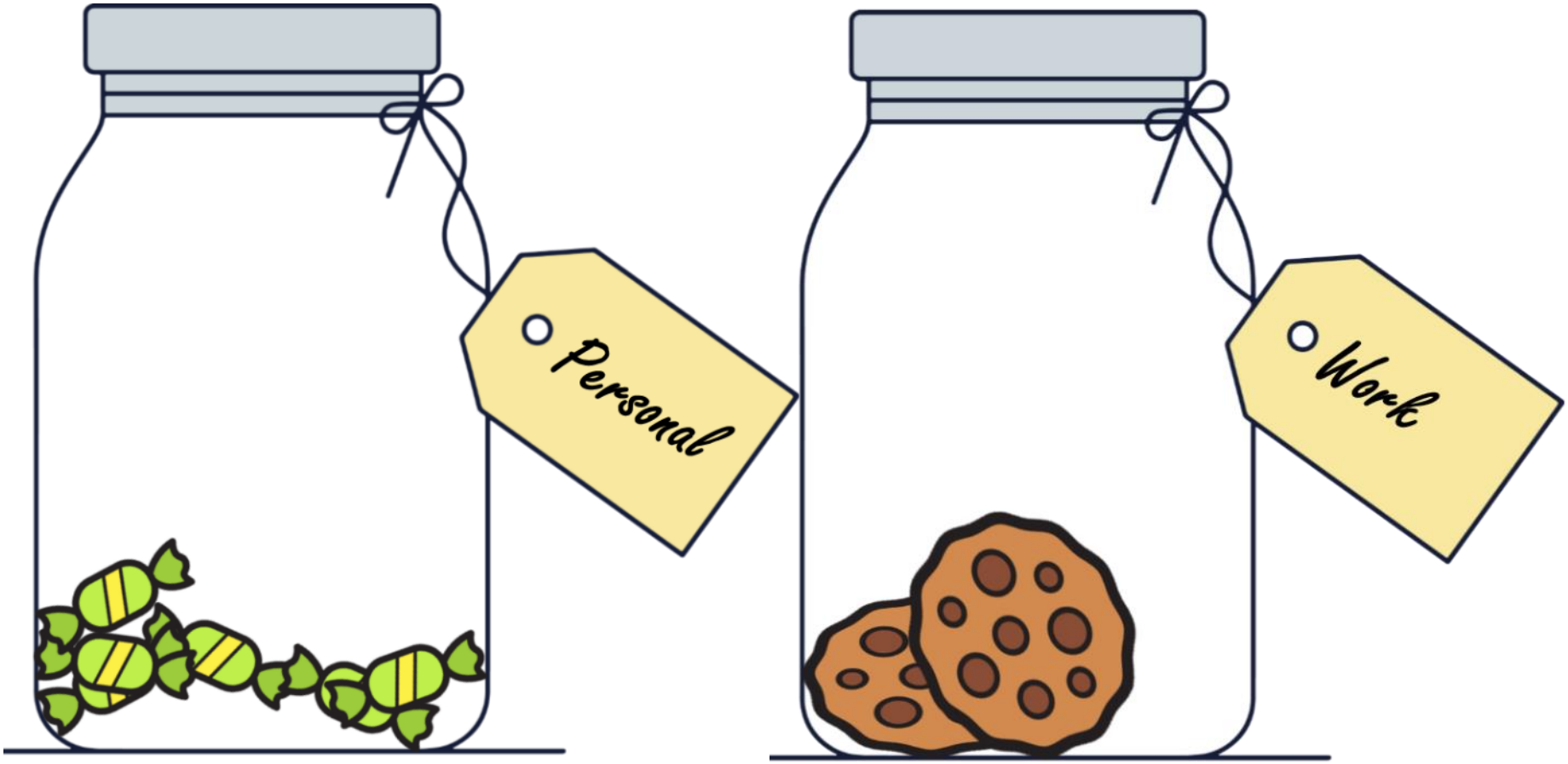
“I wake up and I’m in a good mood,
then I watch the news and I start crying”

SIGNS TO LOOK OUT FOR

- Lack of energy
- Finding it hard to think clearly
- Feeling restless or agitated
- Feeling upset or wanting to cry all the time
- Wanting to be alone all the time
- Using alcohol or drugs to cope with feelings
- Finding it hard to cope with everyday tasks

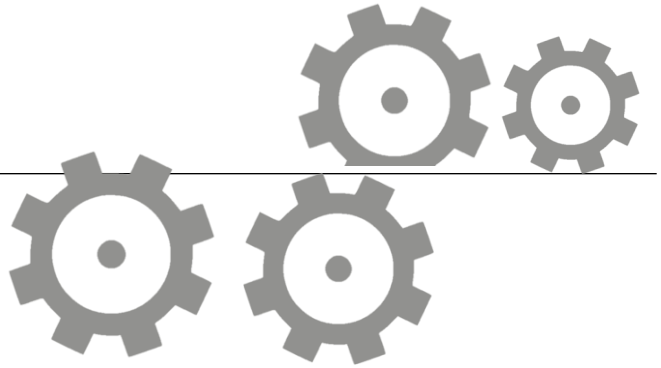
BREAK

STRESS JAR

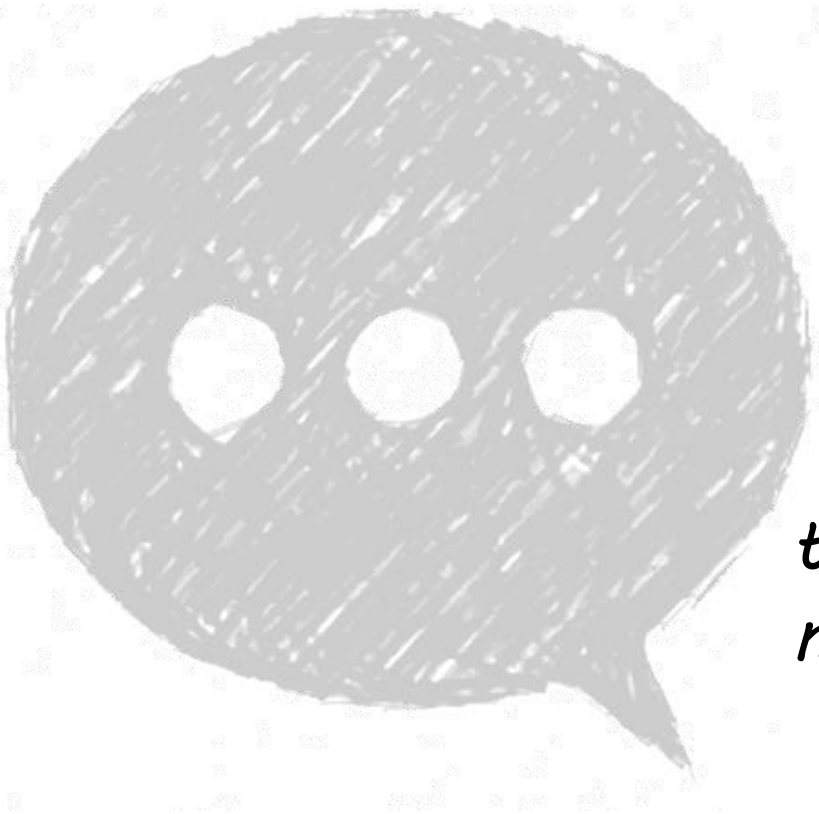


HOW TO ASSESS MY STRESS

- What can I change or manage differently?
- What needs my urgent attention?
- Who can help me?
- What are some of my unhelpful ways that I try to cope?
- What are some of the useful ways that I use to try to cope?
- What can’t I change and need to accept?
- What else could I do?



QUOTE: PRINCE HARRY



"The experience I have had is that once you start talking about [experiencing a mental health struggle], you realize that actually you're part of quite a big club."

WHAT CAN I DO?

Ask me your questions…

- What can I do if..?
- What can I do about..?
- I've heard about…
- I'm worried about…

NEXT STEPS

What will you do to support your wellbeing?
What one thing will you differently after today's workshop?

QUOTE:

ALBUS DUMBLEDORE: FROM HARRY POTTER AND THE PRISONER OF AZKABAN

"Happiness can be found even in the darkest of times, if one only remembers to turn on the light."

LEARNING OUTCOMES

Exploring your own wellbeing and how it impacts you daily

- What does balance & wellbeing mean?
- Stats behind the headlines
- The relationship between sleep and your health

Skills workshop

–Learn about the different levels of listening and the benefit of taking "Time to talk"

–How to start the conversation if you're concerned

Assess your stress and managing it effectively

OBJECTIVES

The objective of this workshop is;
Create an awareness on the importance of sleep and wellbeing
Increased awareness of stress related challenges by exploring:

- Building personal resilience
- Coping strategies
- Good working practices
- Explore positive behaviours to support wellbeing

Reminder – by doing this workshop we are creating an environment to start a conversation, not to solve or diagnose problems.

TOOLS & TIPS

HOW CAN I STAY HEALTHY?

HOW TO MAKE NEW HABITS STICK…

If you want the quick answer

According to an article published in the European Journal of Social Psychology, it takes 18 to 254 days for a person to form a new habit

The study also concluded that, on average, *it takes 66 days* for a new behaviour to become automatic.

www.healthline.com

WHAT TO DO IF YOU’RE FEELING LOW

- Make time for yourself and do the things you enjoy
- Eat healthily and get plenty of sleep and exercise
- Spend time with people you love
- Talk to people you trust
- Be proud of what you’re good at
- Pay attention to what you’re feeling

REMEMBER

- Its common to feel this way
- These feelings may not last forever
- Identify your triggers

JUST CHECKING IN WITH YOU…

How are you feeling today, really? Physically and mentally.

What’s taking up most of your headspace right now?

What was your last full meal and are you drinking enough water?

What have you been doing for exercise?

What did you do today that made you feel good?

How have you been sleeping?

What’s something you can do today that would be good for you?

What’s something you’re looking forward to in the next few days?

What are you grateful for right now?

What’s something we can do together this week even if we’re apart?

From website:

I DON’T MIND

Weekly Wellbeing Check-Up

Check in with yourself each week using this list

How am I feeling today..

- Mentally?
- Physically?

My stress levels

- How am I responding to pressure today?
- Am I using helpful ways to cope?
- Do I need to manage anything differently?

How is my thinking today?

- How are my thoughts making me feel?
- Am I having unhelpful thoughts?

Looking after my wellbeing

- Am I eating a balanced diet?
- Am I drinking enough water?
- Am I getting enough sleep?

7 THINGS YOU CAN DO

When feeling resilient or overwhelmed

1. Know yourself
2. Help someone else
3. Ditch comparisons
4. Notice the little things
5. Take one step at a time
6. Embrace change
7. Talk to someone you trust

Source: adapted from www.thelearningmind.com

DO TEN THINGS

Podcast - just one thing on BBC sounds

https://www.bbc.co.uk/programmes/m000v3fz

424

Breathe in through your nose for a count of 4 and hold for 2 seconds and then breathe out through your mouth for a count of 4.

Stand on one leg

The second highest cause of death across the world (after road traffic accidents) is falling.

One of the simple things to do to help maintain balance as it's not something we practise, is to stand on one leg when your brush your teeth at night before bed - don't lean on anything as it's about focussing your attention on your balance.

Improve sleep

To help with sleep - go for a vigorous walk within 2hrs of waking as it helps to reset your internal clock and will help you sleep better 😊

DO TEN THINGS

1. Talk about your feelings
2. Keep active
3. Eat well
4. Drink sensibly
5. Keep in touch
6. Ask for help
7. Take a break
8. Do something you're good at
9. Accept who you are
10. Care for others

https://www.mentalhealth.org.uk/

USEFUL LINKS

Mens Shed - https://menssheds.org.uk/

Samaritans - https://www.samaritans.org/about-samaritans/research-policy/middle-aged-men-suicide/

The Calm zone - https://www.thecalmzone.net/help/worried-about-someone/

Mens health forum - https://www.menshealthforum.org.uk/

NHS Professionals - https://www.nhsprofessionals.nhs.uk/en/health-and-wellbeing/helpful-links/mens-health-week

Man Health - https://www.manhealth.org.uk/

Men Too - https://www.mentoo.uk/

Movember - https://uk.movember.com/

Thank you!

Look after yourselves and those close to you & Stay Safe.