

# R U Ok day?

It's ok not to be –  
Practical things to do

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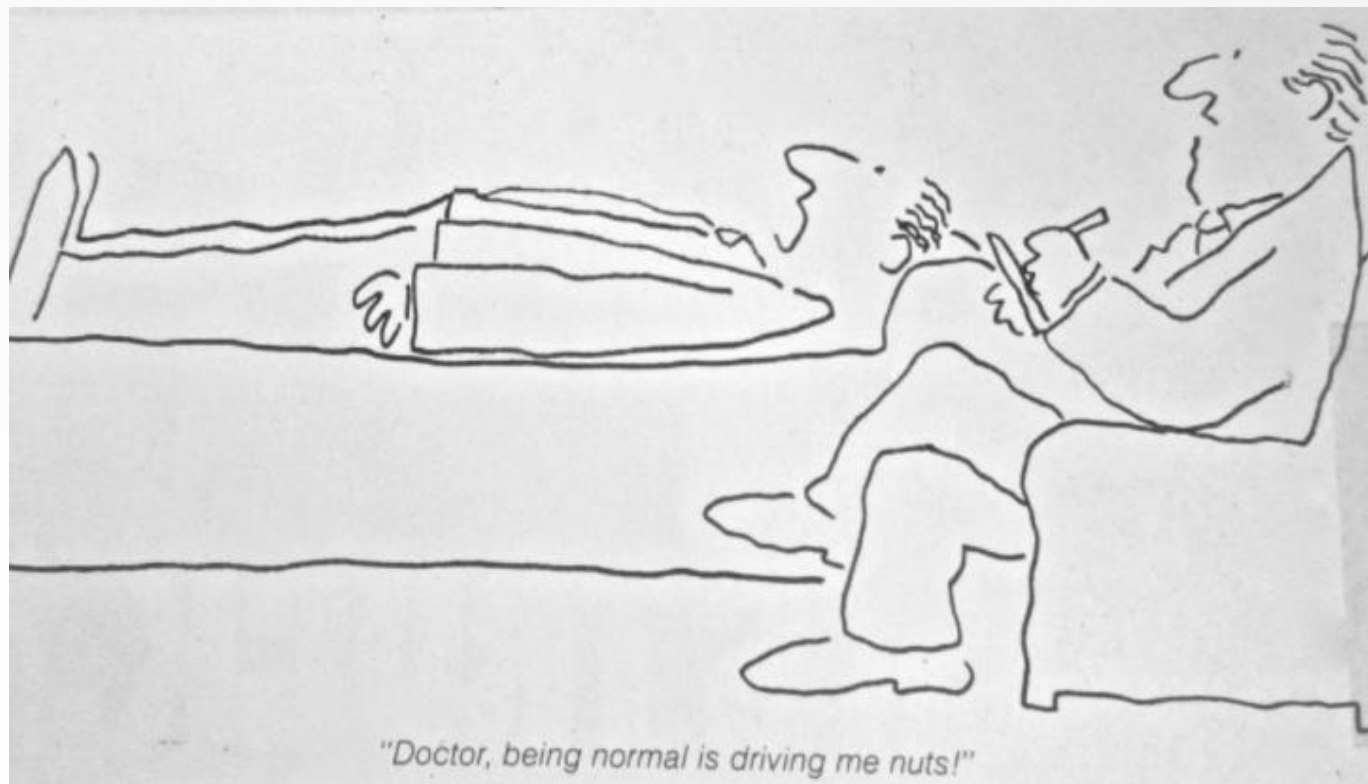


## The reality of stress

*Experiencing stress is human – it doesn't mean you are not coping*

*It's ok to not be ok*

*People have normal responses to abnormal events*





# Lockdown fatigue - what to do

- Acknowledge your feelings and reactions and try not to be critical or judge yourself.
- Accept that you may be more tired, less productive and have a shorter fuse
- Try to create and stick to a routine
- Stay connected- via phone, txt, zoom etc...
- Do things to switch off.
- Try to balance negative thoughts with positive ones



# Balance your thinking

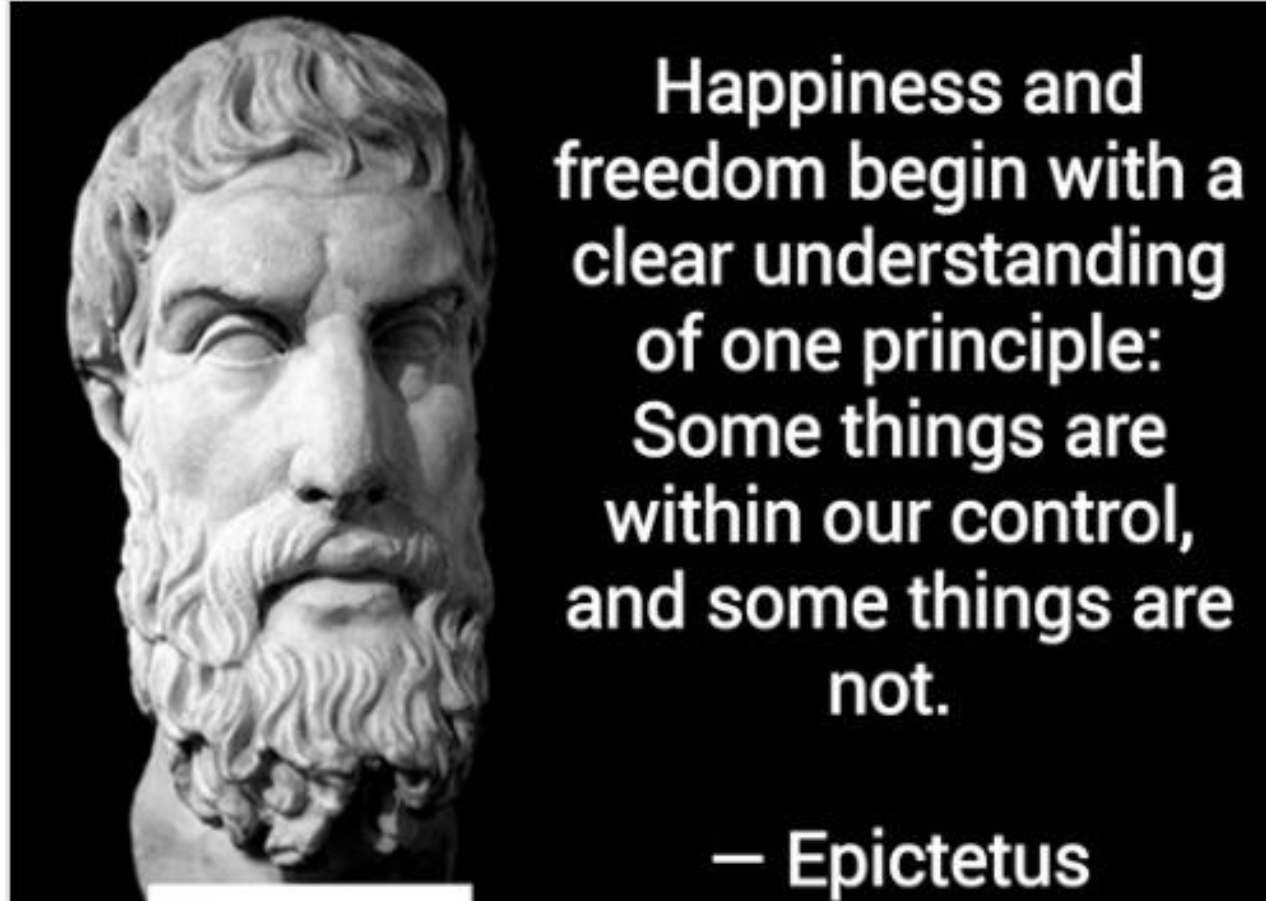
Unhelpful thought	More balanced thought
It is never going to end	We know that it will pass, it will take time
It is going to be awful	I have coped with tough things before, it will be difficult, but I will be ok
My family/friend is going to get sick	Whilst there is a possibility, there are new treatments and I take precautions to protect them
The health service is going to be overwhelmed	Many people are thinking about how to manage this, it will be managed and I will be supported
There is no point in doing anything or trying	Each small thing I do helps
I should be okay, I should be able to cope, I should not be crying	It is ok to feel stressed at the moment. I can sit with my feelings and be ok



# Self care increases our coping resources



# How to manage workplace demands



# How to manage workplace demands

## Accept the limits of your capability (Uncontrollable v Controllable)

### Uncontrollable

- Work demands
- Time pressures
- Juggle of WFH and home-schooling

### Controllable

- Write lists
- Access support within your team
- Take breaks – structure your day
- Take leave





## Practical tips for at work

- **Morning check in** – Check in with each other whether onsite or WFH, even 5-10 mins each AM/shift, acknowledge if/when you are struggling today and see what support colleagues can offer
- **Well-being as an agenda item?**  
Consider adding well-being as an item to business/team meetings. This space can be a space to check in with each other or even share resources



## Practical tips ---

- **Book end your day** – What can you start your day with and end your day with (e.g walk, or songs etc...)
- **End of day process** – Acknowledge 3 things that went well, write a list (leave at work or on desk in WFH)of things that needs to be problems solved tomorrow. And one thing to focus on for yourself at the end of the day.



# Wellbeing care for fellow staff members

<https://www.headsup.org.au/healthy-workplaces/workplace-stressors>

## PHYSICAL

Marked changes in weight  
Decreased personal care  
Look more tired  
Seem flat, drained of energy

## BEHAVIOUR

Less organised  
More difficulties meeting  
workplace demands  
Withdrawing/Avoidance  
Less enjoyment of activities  
Frequent absenteeism

## EMOTIONAL

Crying  
Irritable  
Defensive  
Appear more anxious  
Clear change in attitude

## CHANGES IN EXPRESSED THOUGHTS?

Thoughts more confused  
Catastrophise everything  
Personalise situations



# Simple steps

to talk to a staff member who's not ok

## Getting ready to ask



**1. Be ready**



**2. Be prepared**



**3. Pick your moment**

## Starting a conversation



**1. Ask R U OK?**



**2. Listen**



**3. Encourage action**



**4. Check in**

These are tips from the “How to ask staff RUOK” workbook which also provides some more in depth suggestions (see <https://www.ruok.org.au/how-to-ask>)



really  
**Are they OK?**

**Ask them today**

**Make staying connected and asking R U OK? part of your everyday.**

**Start by asking "Are you OK?"**

**No, I'm not OK.**

Dig a bit deeper:

"What's been happening?"

"Have you been feeling this way for a while?"

"I'm ready to listen if you want to talk."

**Yes, I'm fine.**

But your gut says they're not:

"It's just that you don't seem to be your usual self lately."

"I'm always here if you want to chat."

"Is there someone else you'd rather talk to?"

**Listen with an open mind**

**Encourage action and offer support:**

"How can I help?"

"What would help take the pressure off?"

"Have you thought about seeing your doctor?"

**Make time to check in:**

"Let's chat again next week."

Find more tips at [ruok.org.au](http://ruok.org.au)

**R U OK?**<sup>TM</sup>

A conversation could change a life.



# Staff Resources

- Existing structures:- line management, buddy system, EAP  
1300 687 327
- Call A Psychologist -0418 905 414
- More intensive support (e.g. MHCP – via your GP)
- Various telephone supports (see next slide)



# Supports

- Lifeline 13 11 14
- Kids help line 1800 55 1800
- Beyond Blue 1300 22 4636
- Mensline 1300 78 99 78
- Qlife 1800 184 527
- Suicide Call Back 1300 659 467

