



Monash psychologists supporting Monash teams

Psychological wellbeing program for employees



Acknowledgement of Country

I acknowledge the Traditional Owners of the land on which we are meeting. I pay my respects to their Elders, past and present, and the Aboriginal Elders of other communities who may be here today.



Features of the Be Well program



Proactive employee wellbeing checks

A conversation today to check you are OK



Psychological First Aid to individuals and teams

Following critical incidents



Coaching and consultation to team leaders

Fostering a mentally healthy workforce



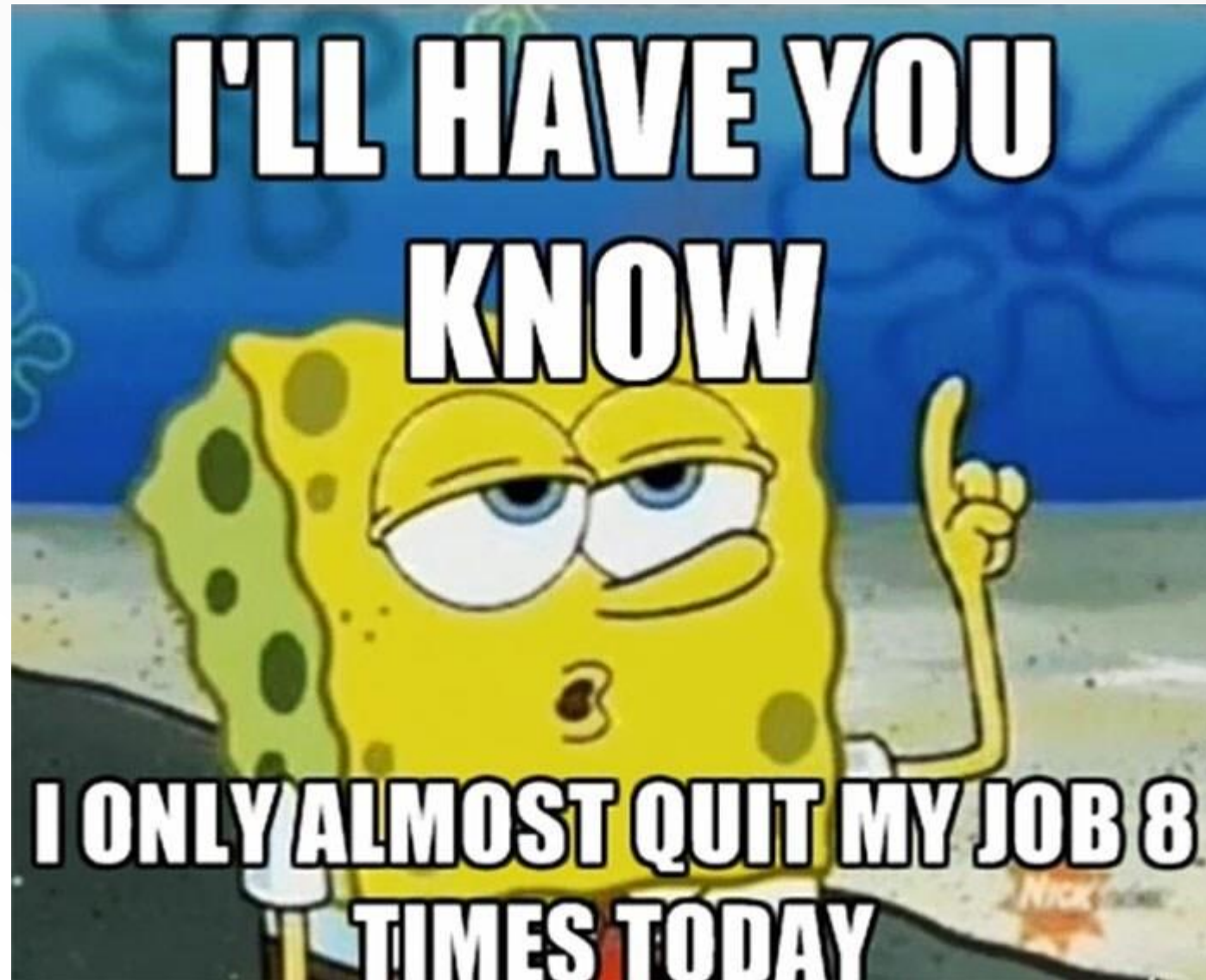
Wellbeing sessions

Facilitated sessions responsive to employee requests

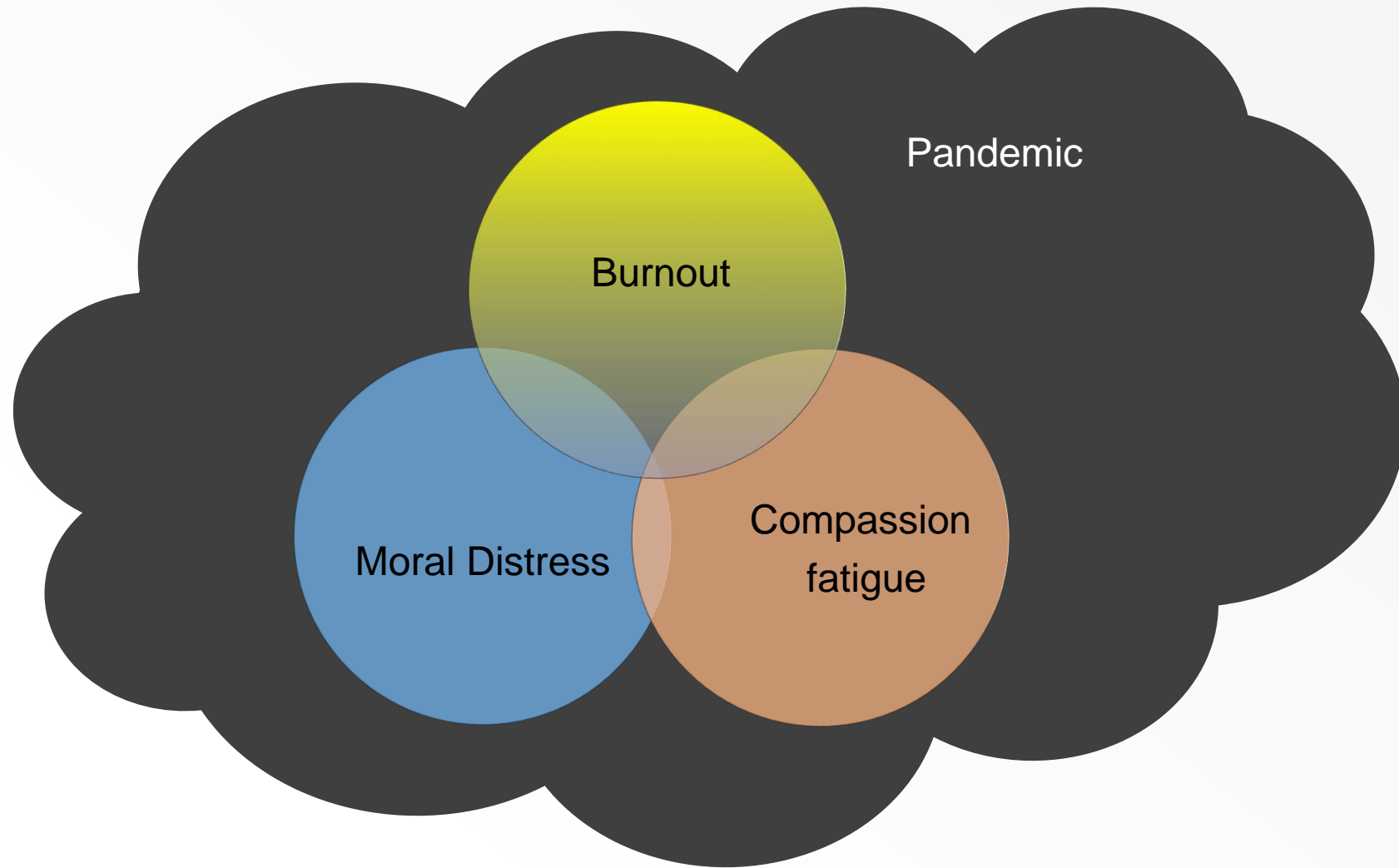


The current state of affairs





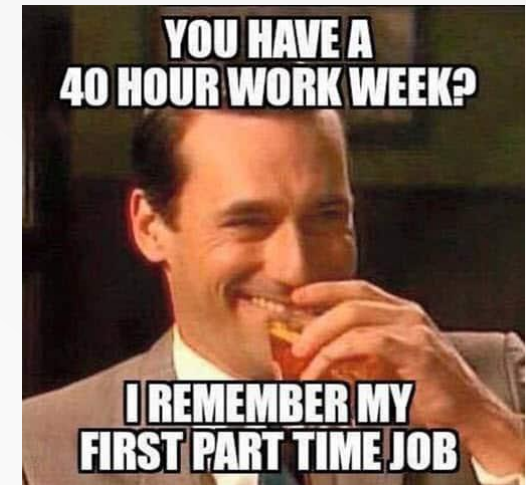
The Complex Picture



Where are we today?

- As human beings we are very good at dealing with acute stressors
- Cumulative/prolonged stress and fatigue = depleted internal/external resources and reduced capacity to access the things that help to sustain/replenish us

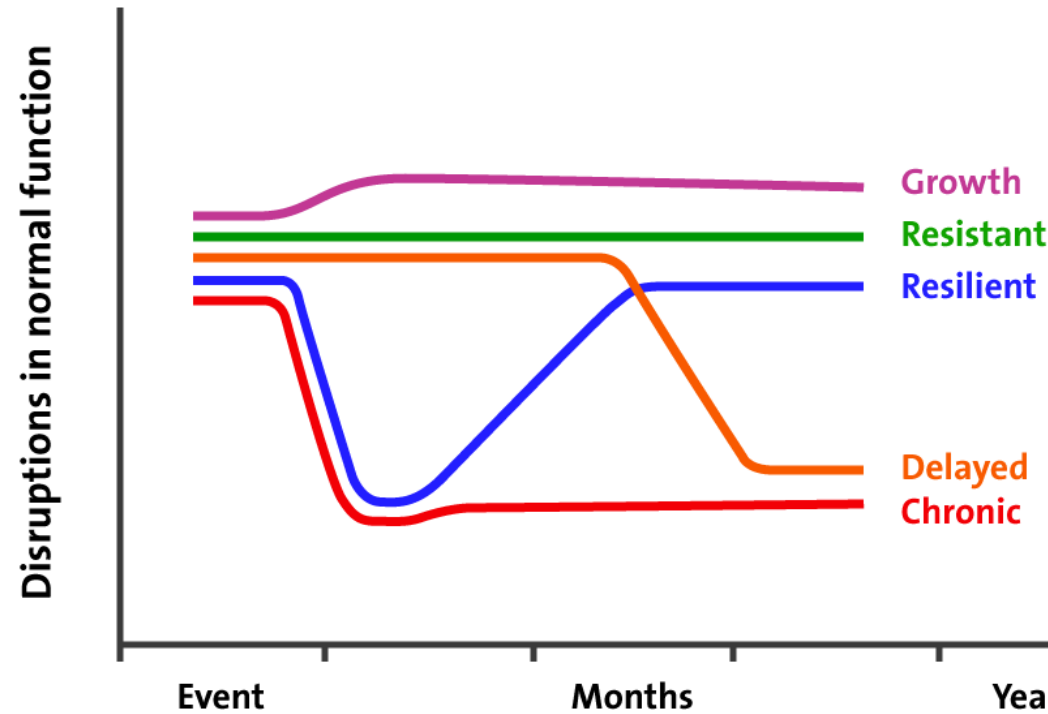
It is when we are at our busiest that we really need to take stock and recharge that battery.
Counter-intuitive?



Psychological Health over time in response to stressful events

Prototypical Patterns Over Time

Australian Centre for Post Traumatic Mental Health (ACPMH)



A moment to reflect

- What is an aspect of the current work that is challenging at the moment for you?
- Are the issues now different to the same time last year? If so, how?
- What are the current things you do to replenish yourself?



What can we do?

(Let's talk basic skills)



Question of control

- There are many things that we cannot control, yet accepting this can be challenging in itself
- A commonly held belief is that we can (and should) control more than what we actually can
- Identifying those things we can control may help us deal with those we cannot
- Where do we spend our energy?



I CANNOT CONTROL:
(so, I can LET GO of these things)

the
circumstances
I am
dealt

other people's
actions &
reactions

I CAN CONTROL
(so, I will focus on these things)

my actions &
reactions

my use of
knowledge &
skill to help
others

giving grace
to others

pandemics,
illness &
disasters

the
beliefs &
attitudes
of others

my
attitude

how long
things last

my
self-care &
boundaries

how I treat
others

weather

predicting
what will
happen

my work
ethic & moral
standing

the happiness
of others



Cognitive skills

- **Cognitive reframing**

work on our inner self-talk: do not try to make it positive, but is it catastrophising, or predicting the future, or exaggerated thinking?

- **Allowing thoughts to pass**

Observe thoughts without engaging with them

- **Mindfulness techniques**

Give the brain a break by refocusing our attention

Pay attention to your surroundings, your present moment

Listen to music, which is soothing

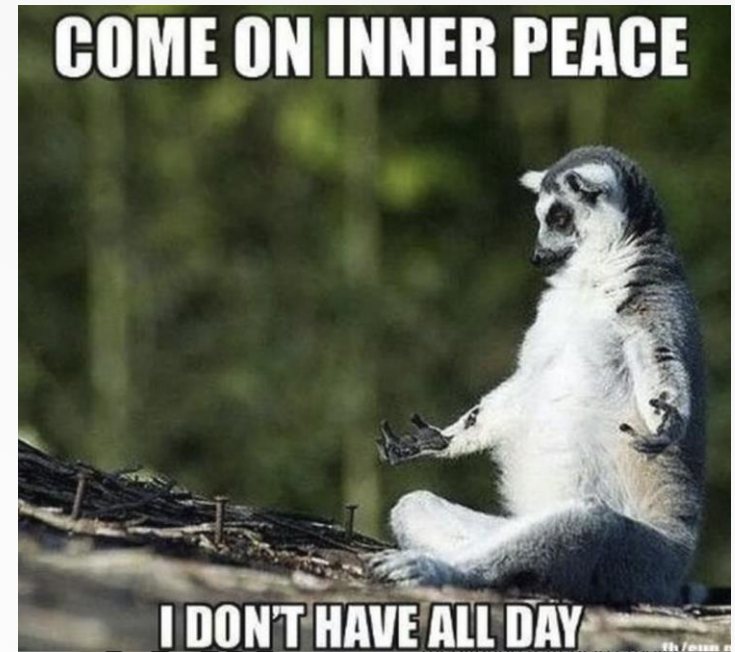
Options for creating our own
“toolbox”



Behavioural skills

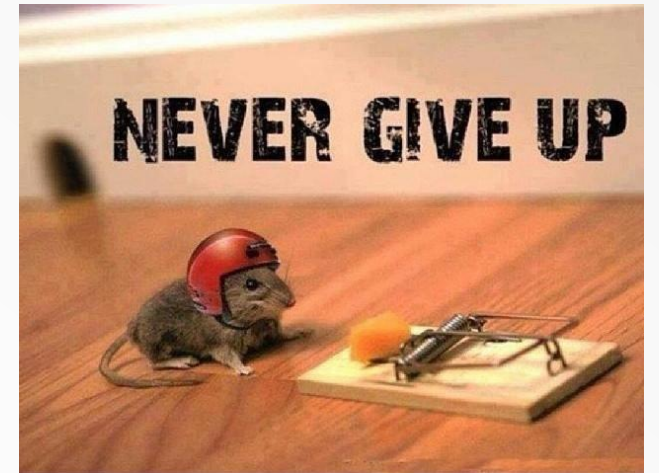
- Engaging the 5 senses
- Breathing techniques
- Stretching
- Muscle relaxation
- Going for a short walk
- Having a cold/warm drink

A short brain break
helps to increase our
coping capacity



Problem-solving skills

- Generate a range of possible approaches to solving your problem
- Select the best available strategy (“good enough”)
- Break down tasks that you are anxious about into smaller, more manageable chunks
- Reach out for support with these tasks



One on One Buddy

Enormous value in talking with someone from your own discipline who “gets” the specific challenges

Sharing these experiences with a colleague can be very beneficial

All communication modes are okay: humour, tears, frustration

There is power in listening – you don’t need to find the solution

Discover you are not alone in your responses

Can assist in dissipating associated heightened emotion

Allows for some processing of events

There is no right way to feel or respond to these circumstances



Self-care

(but make it purposeful)



Self care increases our coping resources





Remember:

B
A
C
E



B

BODY CARE



SLEEP



HEALTHY EATING



EXERCISE



YOGA



SHOWER



BRUSH HAIR









HOBBIES
DANCING
PLAYING
PODCASTS
MOVIES
PUZZLES



HOBBIES



DANCING



PLAYING



PODCASTS



MOVIES



PUZZLES



Types of Self-Care

Physical



Sleep
Stretching
Walking
Exercise
Nutrition
Yoga

Emotional



Stress Management
Coping Skills
Compassion
Therapy
Journaling

Social



Boundaries
Support System
Positive
Social Media
Communication
Friends

Spiritual



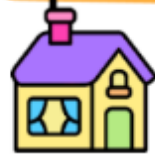
Time Alone
Meditation
Prayer
Nature
Sacred Space

Personal



Hobbies
Creativity
Goals
Identity
Authenticity

Space



Safety
Healthy
Environment
Stability
Clean Space

Financial



Saving
Budgeting
Money
Management
Paying Bills
Boundaries

Work



Time Management
Work
Boundaries
Breaks

BlessingManifesting

Consider self-care in small snippets sprinkled throughout the day/week/month e.g. 10 deep breaths, 3 minutes of music 5 minute walk around the block



Investing in Self-Care

Stick to the basics.
Over time you will find your own routine.

Self-care needs to be something you actively plan, not something that just happens.

Have a variety of activities:
High Energy/Low Energy
Indoors/Outdoors
Daytime/nighttime
Alone/with others



"Let tiny drops of stillness fall gently throughout your day"

Phosporescence, Julia Baird



A moment to reflect

- What is one thing/activity that you can do for yourself: tonight, this week, this month, in 3 months?



Next Steps

Be Well

- Provided by Monash Health psychologists
- Individual wellbeing checks-in to assist our colleagues
- A wellbeing rather than a clinical service

EAP

- External providers
- 1-4 sessions

Private psychology/ psychiatry

- If treatment is indicated a referral and assistance in connecting to the right private provider(s) will be given though Be Well

- Confidentiality & Privacy
- Caring consideration of your circumstance (home and work)



Be Well

Contact our free and confidential service available for all employees provided by Monash Health psychologists. Employee Assistance program is also a free and confidential resource.



**Call 0418 905 414 or
email: bewell@monashhealth.org**

9am – 5pm, Monday to Friday

EAP 1300 687 327