

Summary note – Fit for the new dawn – business support webinars

Getting back to work after COVID-19 - developing positive mindsets

Our regular speakers:

Paul Jacobs and Howard Greenwood from *LoveWorkLife*

Dave Pye, Bradley Placks from *ToAugment*

Guest speaker:

Joanne Quinn from *With you In Mind*

Some of the indicators of mental health issues:

- Changes in behaviours
- Sudden mood changes
- Reduced productivity
- Increased absence/sickness

Tips to help train your brain in creating a positive mindset

- **Positive affirmations:** tell yourself that you're strong, you're full of energy and happy; believe that you can succeed and achieve what you've set out to do
- **Shine a light on the positives:** celebrate even the small positives and focus on the positives you see in others; reframe any negativity as an opportunity to grow
- **Create a culture of resilience:** as leaders, create a safe space for others to learn from their mistakes and develop
- **Surround yourself with positive and likeminded individuals:** work on building positive relationships within teams to promote a positive mindset by having open and honest discussions
- **Mindfulness (being aware of our thoughts):** exercise your mind, focus on what is happening in the present moment in time; encourage employees and colleagues to go on regular walks and take breaks. Try apps like Calm, Insight Timer, the Headspace
- **Believe in yourself:** be the person you want to be and visualise your success

Returning to work: cultivating a positive mindset

"Mental health awareness – it's not just a week it's about mental fitness being for life"

- **Removing the stigma:** find the courage to talk about mental health, share your stories and don't be afraid to ask for help
- **Every action causes a reaction:** consider your words, actions and interactions; think on how you want to be perceived and the impact your words may have on others – be aware of your kindness
- **Consistent engagement:** those who are putting the wellbeing of their people at the forefront are going to get the best performance and productivity out of them
- **Resilience:** accept the situation you're in, have a deep belief (feeds into the purpose of the business), adapt and improvise (focus on what you can control now)
- **Team spirit:** people need to feel valued, educate your consultants to create better service and review your processes in how you approach your clients; help your people navigate through the changes

- **Agility:** practice gentle acceptance (it is what it is), practice compassion (bring out the best in ourselves), create a new reality for your business (elevate joy and kindness – mantra for the new business)
- **Environment of wellbeing:** build on trust, create an environment for people to flourish, a supporting culture which will affect your people's productivity and influence positively on the results
- **Safety:** reach out to people, especially those on furlough, have open conversations, ask them what they need to feel safe; get your risk assessments in place
- **Courage:** it is hard to smile when it's tough, but try to be strong and optimistic, reinforce the visions and goals for your business going forward
- **Become the pillar:** educate your staff to be able to have these conversations with your clients and candidates; let your staff use you as the trusted advisor or provide the means for them to reach out externally for support
- **Managing your energy:** physical energy (sleep, nutrition, fitness), emotional energy (how do you feel when you're working at your best?), mental energy (capacity to absorb things happening around us) and energy of purpose

Assessing your staff wellbeing:

- Understand what they are going through and what is it that is affecting their mental wellbeing (e.g., personal or work life, medication)
- Understand what access and support they have in order to help them get through the difficulties (e.g., access to counselling, therapy, mental first aiders)
- Decide if they should be in work or not depending on their situation, should they take some time off to recover – is it a case of presenteeism, as it can cost employers more than absenteeism
- Where appropriate work with the individual to ensure they have a routine in place, that they are exercising regularly and eating healthy, as collectively it can make a difference
- Encourage people to focus on their personal development (e.g., attend courses, listen to webinars or podcasts)
- Think about reasonable adjustment that you can provide (e.g., adjusting their workload or hours, ensure they are taking breaks), have a plan in place to give structure to their workday

Quotes:

"Kindness and compassion are not a weakness but a strength for leaders – the more you can demonstrate these the more you can engage with your people to help bring them on a journey." – **Bradley**

"Discomfort is the price of admission to a meaningful life." – **Dave**

"Stop, look and listen. Listen to somebody who you respect – think who you know that you trust and confide in them." – **Paul**

"Don't be afraid to ask for help - the more you hide yourself away the more you put yourself under pressure, the less your business will perform." – **Howard**



Presenters' contact details

	
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