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Leader Tool & Tips Building Positivity

As leaders, we must navigate and balance lots of different perspectives. Some of your people will be thriving working from home; others will be missing the connection the physical workplace delivers. Some will be continuing to work in their physical workspace as they have throughout the entire pandemic, some will be embracing the freedom technology offers their daily schedule while others still turn pale at the thought of hosting their own Zoom meeting. Uncertainty and rapid change are stretching us all in different ways. Here are some things we can do to help your people and teams come together.

- 1 **Practice gratitude.** Considering what we have to be grateful for has proven mental health benefits. When we are more specific about what it is about a certain person in your organisation and the special something they bring to the table, it can be very powerful. Using an exercise called GLAD does just this, it brings teams together by recognising individual strengths and characteristics. Learn more [here](#).
- 2 **Create new traditions.** As wonderful as some of our old traditions are dwelling on them and lamenting their loss will not help us now. It is natural for organisations to have celebrations around the end of the year and the festive season. At AccessEAP, a different team takes on the challenge to organise an end of year celebration that everyone comes together to attend. This is a serious business and teams do their best to organise a great venue, food and entertainment while building a sense of excitement and anticipation. For many organisations, this year there may not be the funds available or the right climate in the organisation to host such a celebration not to mention that border closures may still restrict travel. We need to reimagine how we mark these important events and proceed in a way less bound by the past.
- 3 **Nudge the narrative.** Your people need to feel heard and use the language they know to best express themselves. However, some language and expression can fuel negativity and build on people's fears and anxieties. Modelling a narrative which nudges your people away from this type of talk can help to rephrase their account of a situation. "It just won't be the same this year" could become "Every year it is different depending on the team driving the event, this year we are going to need some lateral thinkers on the team!".
- 4 **Balancing perspectives.** As leaders, we constantly challenge ourselves to take the perspective of others, seek out different perspectives and then balance out the information to take and apply. It often helps to recognise when your people may need reminding about the bigger picture to develop a wider view of what is going on within their team or with others outside the organisation.
- 5 **Tune in this Mental Health Month.** As leaders, we learn to practice active listening and appreciative enquiry to ensure that we understand our customer's needs as well as those of our people. Really listening could mean that you are not thinking of the next thing you will say in response to what you think the other person is saying. This year's [Mental Health Month Theme is Tune in](#). Tuning In means being present. It means being aware of what's happening within you, and in the world around you.

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Acknowledge – balance comes from acknowledging that there are at least two sides to everything. As humans, our attention naturally focuses on one thing at a time, and this is how our minds are wired. This can be a challenge when we are faced with conversations where we are trying to support someone who is having a difficult time or is stuck in a negative mindset. The best thing you can do is actively listen to what they are sharing with you and acknowledge what they say. Sometimes, they just need to be heard and not have their problems solved.

We are here to support you so that you can better support your people. If you have any further questions or would like to discuss a specific concern contact our Manager Support Hotline or your Relationship Manager. As always, as your EAP we are here to support your people whatever the nature of their concerns, please contact **AccessEAP** on **1800 818 728**.

