

## *Leader Tool – Supporting yourself and others*

As a people leader, one of our many responsibilities is to ensure that we model the behaviours that exemplify who we can be when we are at our best. By extension, we can help our people be their best by creating an environment where people can bring the best out of themselves in life and work. More than six months into the pandemic, we thought it timely to take stock of just how far we've come and take a moment to reset before moving into the future. Now is the time to identify and invest in our mental health and wellbeing, by taking stock of what's worked and what we need to change to improve our mental health moving forward.

Mental Health Awareness Month continues to keep mental health and wellbeing front and centre for many of us, continuing the conversations from R U OK? Day and beyond. Now is a great time to rebuild and cultivate your mental health and wellbeing– as we continue to progress through the pandemic, and circumstances continue to evolve and improve. As a leader, you have a very influential dual purpose to invest in your own mental health and support that of your people and teams. Now is a great time during Mental Health Awareness Month to refresh, repair and strengthen our mental health.

Here are some tips to help you take stock, identify strengths and support yourself and others:

**Check-in on yourself** – how is your mental health right now? How is your wellbeing? Asking yourself some basic questions such as 'am I ok?' helps you pay attention to your thoughts and feelings. Your internal conversation can help you identify the strengths that have helped you cope through previous months. It can also help clarify those areas where you would like to invest more energy to grow beyond today's pressures.

**Strength identification** – it's really easy as humans to focus on the negatives. We can be our own worst critics and think more often than not about what we did wrong. That's perfectly ok! However, while it can take a little extra effort, look at the same thing from a different perspective. Did you use a strength to get through a challenging situation? How can you build upon that strength? Which of your coping behaviours can be a positive benefit for you moving forward?

**Lessons learned** – as a people leader, you've probably asked this question of your people and teams. What worked well in terms of dealing with a challenging situation? Take some time to ask the question of yourself and how you have personally managed your own thoughts and emotions through the pandemic. Reflect on those leadership behaviours that have helped your people and teams and how you can learn from those to help model your future leadership behaviours and style.

**Fatigue check** – fatigue is one of the highest reported issues throughout the pandemic, as we have found ourselves responding to change at a more rapid pace requiring more demands from us. If you find that the feelings of fatigue have accumulated, identify three simple ways to manage your personal feelings of fatigue. This can be taking some personal leave (if appropriate) to rest and recuperate. It could be about making sure that you maintain your work routine and have a clear start and end of each day. Take time to do the things you enjoy or something new that gets the creative juices flowing.





Now is a great time to start thinking about and planning for the future to put in place better thoughts and behaviours as we continue to get through the pandemic. 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**.

