

# 7

## Leader Tips & Strategies Supporting yourself and others

1

**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.

2

**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?

3

**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.

4

**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.

5

**Reality check** – take some time to take a step back so you can think objectively about your experiences over the past few months. Make some time to think about what your people and teams have been experiencing and how they have responded. It can be really tough to pay attention to what’s happening right in front of us when we’ve been juggling so many demands on our time and attention.



**6 Tune in** – mental health awareness asks us to tune in and *really* pay attention to what we're thinking and feeling. It also asks of us as people leaders, when we take on board the responsibility of leading others, to support their mental health and wellbeing and create teams that work well together. Last year, one of the themes for Mental Health Awareness was this: Tune in to yourself. Tune in to others. Tune in to your communities. Tune in to stigma. We'd like to go one step further - tune into how we can support other people's mental health and their wellbeing.

**7 Look out for yourself and others** – as the general sense of getting through things in the pandemic, let's continue the good things we've done such as coming together to support each other through challenging times. What we've done is remarkable, and can be a great stepping stone to grow our organisation's responses and culture.

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**.

