

The Change Bulletin

NOVEMBER 2020 EDITION

Hi ,

This month I feel a sense of trepidation!



So cute, but will I ever feel ready?!

With an endless flow of bad news and negativity on a daily basis*, I thought I'd share with you my exciting news... we're going to be the proud owners of this gorgeous puppy in December. Most of my friends will know this is a **MASSIVE** step

for me as I've been anti-getting-a-dog for years (I'm only just about ok with two kids and I gave up on house plants ages ago).

The word '**trepidation**' sums up a lot of what many of us are feeling right now. Whether that's about our different day-to-day existence, the uncertainty of what is to come or trying new ventures, we need to be able to take control of our anxiety state. I had to listen to my own advice when deliberating for the umpteenth time about getting a puppy.

“Trepidation is either the sign of great weakness or great wisdom”

LOU ARONICA

When you're feeling unsure, ask lots of questions of everyone who may have something constructive to offer, talk about your dilemma frequently and be open to new perspectives, acknowledge overwhelm and give yourself a break from thinking about it, avoid rushing decisions (unless you have to) and plan the practicalities so that you can envisage it being a reality. Then, have courage and make a decision to avoid being in the stuck-state of feeling paralysed by uncertainty.

“It is better to suffer once than to be in perpetual apprehension”

JULIUS CAESAR

I'll let you know how it's going in January!!

* I should mention the very positive break in the flow of misery, with the announcement of the covid vaccine, which is nearly as exciting as my puppy news!



PS Thanks for those of you who signed up in the last month. As promised, all names were put in a hat. You can see the grand draw [here](#) (thank you Morgan LLoyd for being so impressive!). A free sample of Saltee Hands is making its way to you, [Luci Martin from LCMR Associates!](#)

December will see new subscribers in the hat for 25% off my woolly monthly indulgence... read on!



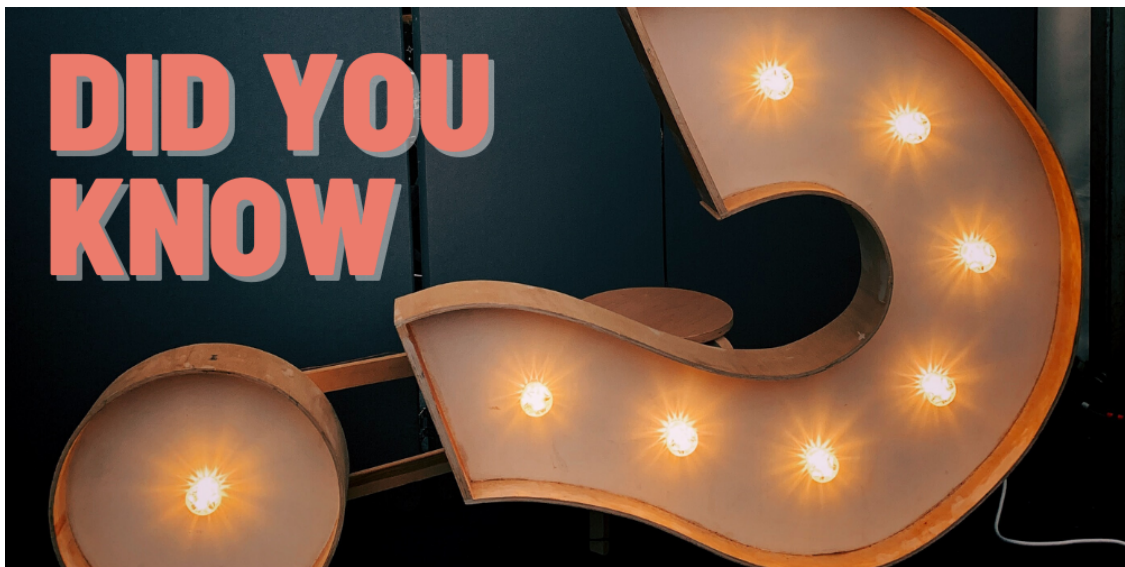
A new study shows that 20% of Covid-19 patients develop a first-time diagnosis of mental illness within 3 months of testing positive. Some of the most common mental health problems experienced by this group are anxiety, depression and insomnia.

The study also found that people with a pre-existing mental illness were 65% more likely to be diagnosed with Covid-19 than those without.

“This is likely due to a combination of the psychological stressors associated with this particular pandemic and the physical effects of the illness,” said Michael Bloomfield, a consultant psychiatrist at University College London.

What this means is that while medical attention is important and has clearly been the focus, a patient’s **mental health** should also be taken care of too. We need to support people with pre-existing mental illness and to raise awareness for people who test positive about how to reduce the likelihood of a decline in their mental wellbeing. How aware are you and your colleagues about noticing the signs and knowing how to deal with the effects of anxiety, depression and insomnia?

source: The Lancet Psychiatry journal 9 November 2020



It's Movember... Men's Mental Health Awareness Month!

I wrote about [Andy's Man Club](#) back in February for The Yorkshire Evening Post. Evidence shows that mental health has been on the decline since the pandemic and lockdown has prevented people from meeting their emotional needs and seeking support via their usual channels. We must continue to emphasise not only [#Itsokaytotalk](#) but that it's absolutely critical. How many men experiencing a negative impact on their mental health thought they would be affected? Few. Too many people continue to believe they're invincible. No one is immune.



If you know someone in need of mental health support or you are looking for a safe and confidential place to share and learn about mental health, check out one of these groups for men.

MENSGROUP





I've been delighted to get involved with the Thames Valley Chamber of Commerce who have brought the need for businesses to get mental health right to the top of the agenda and who recently saw the RT Hon Theresa May MP endorse their new [Mental Wellbeing Charter](#). I'm joining the panel at their next event on 9 December, "[The Bottom Line is Getting the Elephant out of the Room](#)".

[SIGN ME UP](#)

[Contact David Saab for more info](#)

THE CHANGE CLUB ROUND UP...



... some of the best bits to accelerate
wellbeing, engagement & leadership success

As we find ourselves in a second lockdown, it is time to take stock of where we're at mentally. Hitting the pause button is essential because without consciously reflecting on what we're doing to put ourselves into our best state, we're unlikely to be achieving it. So many conversations over the last two weeks have been reminding people about how to boost their wellbeing and how to look ahead with a sense of

feeling okay. In recognition of that, here are some links to articles that are particularly relevant right now:

- Unemployment: [The Mental Toll](#)
- [Invest in Yourself](#) to beat stress and overwhelm
- [Productivity at What Cost?](#) Challenging the notion to demand more.
- Coronavirus: [Psychological Insights for Managers](#)
- [Staying Mentally Well during the Coronavirus](#)
- [Challenging Stress Remotely](#)
- [Positive Psychology: A Vital Approach for Coping](#)

November's Indulgence is a double whammy of loveliness! I recently discovered The Body Shop's Hemp Hand Protection which is really moisturising minus any stickiness so ideal for computer users. Thank you Steph at [Riniel's Body and Beauty](#) for introducing me to it! And on the subject of hands, if you're anything like me and get cold sitting at a desk, my newly purchased, handmade, lambswool wrist warmers made by the talented [Kate Box](#) are beautiful and warm! P.S. Christmas is coming up!!



"It's great to work with a professional trainer who brings, in equal measure, a great knowledge of her subject and a passion for its application. You get a real sense working with Lisa that she wants to make a difference and truly does. Hence the name 'it's time for change' I guess."



I'm ready to hear from you at lisa@itstimeforchange.co.uk – let's start the conversation & I can let you know how I can help.

If you haven't already done so, don't forget to connect with me on [LinkedIn](#)

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