

Mindset made all the difference. So often we feel stuck because of limiting beliefs and therefore we **sabotage our outcomes**. Yet we can change worrying or unfamiliar situations into opportunities for success by reframing our negative thinking. Replacing “I can’t do that” with an empowering belief such as “I can give it a go, what’s the worst that could happen?”, “It can only get better!” or “It might be good!” sets the focus for your brain. You’re more likely to get what you expect, so why not increase your likelihood of positive outcomes and create a growth mindset? When you set your sights high enough, you might just be surprised. Never is this more relevant than in the ever-**changing** world shaped by Covid-19.

“Challenges are what make life interesting. Overcoming them is what makes life meaningful.” JOSHUA J. MARINE

Thank you for signing up!!



P.S. Let me remind you why I’m so passionate about It’s Time for Change. If we all just started to do things a little bit differently, we’d achieve significant results in terms of people being their best. So, we need organisations to become cultures where people excel, are dynamic and happy. And then, guess what? Engagement goes up and voila, we’re onto something! My mantra is simple: When we get people right, we get business right.

You can see I like to keep-things-real and I like to challenge the common misconception about psychology on its’ head. Forget the clipboard and serious frown and welcome to the real me – feeling cold in this film!

If you’re new to my stuff, check out some of what I enable people and companies to think differently about and achieve, on my blog. From leadership skills to individual wellbeing, there’s plenty to have a gander at and learn something new.

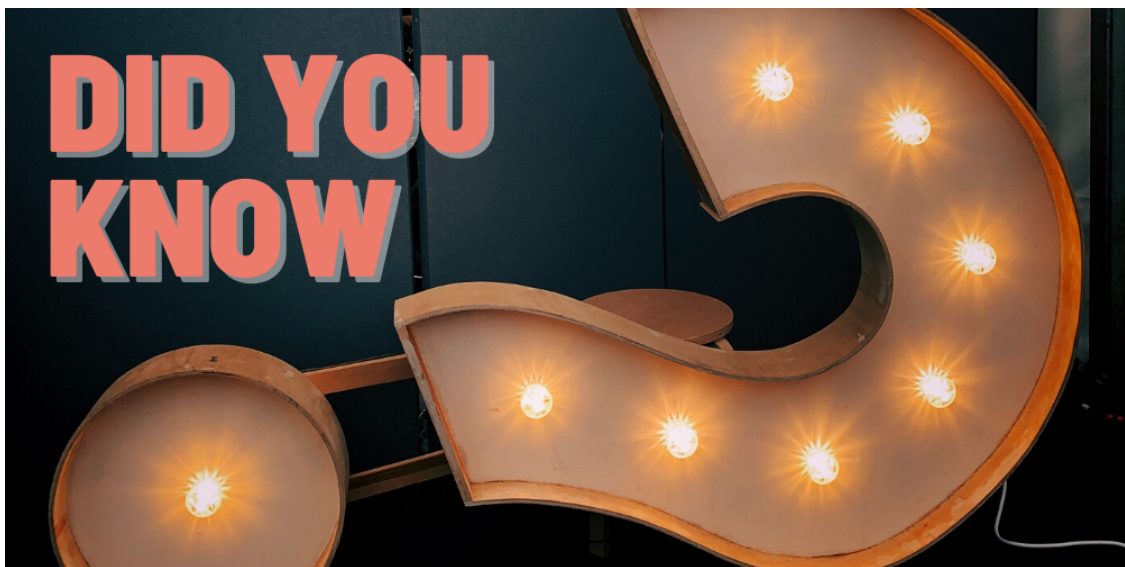


I picked this because the finding that nearly one in five adults in Britain reported symptoms of depression in June, twice the number since the same time last year, is alarming. It's not surprising due to the pandemic but we need to be more aware than ever about how to support people experiencing low mood, anxiety and poor wellbeing.

If you notice changes to your thoughts, feelings and behaviours that are affecting your daily life and last longer than two weeks or keep returning, talk to someone you trust, like your GP or a Mental Health First Aider.

Stat from Office for National Statistics August 2020

***Proof I don't take myself too seriously**



The 10th of September, as well as being the inaugural launch of *The Change Bulletin*, is **World Suicide Prevention Day** raising awareness, commitment and action to prevent suicides. Borrowing the words from Stop Suicide, you may be intelligent

BUT, if you were worried about someone, would you be smart enough to say the 'S*****' word?

Supporting someone who is suicidal can be distressing and you may be unsure about what to do, but there are lots of things that can help.

What matters most is showing you care. Encouraging them to talk, really listening and helping them identify the first steps to help themselves can make all the difference.



How to Inspire & Thrive During Change Workshop

Getting to grips with the changing world of work? I'm super excited to be facilitating a workshop with Amanda Page from Change Tempo to enable people to get to grips with the emotional side of change. Looking after your most precious resource, your people, has got to be your priority if you want them to join you on the change journey.

Sign me up!

Free Introduction to Leading Successful Change

Grab your lunch and join us on Thursday the 17th of September 1.30pm for 30 minutes. We will provide you with strategies to lead your employees along the change journey, addressing these key questions:

- Q.** How agile is your organisation to adapt following the COVID-19 Pandemic?
- Q.** What stage is your business at in the process in terms of planning & operating, however small the change?

- Q.** How confident are you that your workforce is fully on board, with a clear vision of the future and their part in it?
- Q.** How do you manage the emotional journey, resistance and push back from employees?
- Q.** Is your leadership equipped with the knowledge, strategies and confidence they need to accelerate change by creating buy-in, engagement and commitment from employees?

And you'll get a **FREE GIVE-AWAY** with tips to put you on the right track for achieving change success!

I want to be there!

THE CHANGE CLUB ROUND UP...



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

- Look out for **Yellow Eve**, a brand new, online subscription magazine for equality-driven career women. With expert (I'm shimmying with excitement – that includes me!) content and a Connections Hub, it supports ambitious women to excel in both their professional and personal lives.
- Just in case you missed some free resources, check out **The Employee Engagement Guide for Managers** and **Engagement Action Plans**
- If you want to hear a real-life story about the race to beat the quarantine deadline and what we learnt from it, **look no further!** By the way, that's not actually my motorhome in the picture!!
- Listen to the lessons that Sally Naunton, MD of Bray Healthcare has to share about **leading a company strengthened by Covid**
- Even though you may feel super human, recognise the signs of **burnout** and find out what to do.

- For those of you fed up with the advice for leadership and management, try **turning the tables and managing your boss!**

Indulge Yourself! This is my monthly guilty pleasure confession and I'd like to share the love! I've recently discovered Saltee Hands Sanitising Gel. It's got a delicious, delicate scent and includes natural essential oils including Neroli which really do hydrate and nourish the skin. So, why not indulge yourself and replace your bog-standard hand gel with something that makes you feel fabulous?



"The time we spent with Lisa was incredibly useful, insightful and empowering. We felt better equipped to support colleagues and enable managers, and it was really helpful to create training materials collaboratively. We have been using these materials regularly with groups of colleagues, individuals and also managers since we met with Lisa, and have made associated changes to our policies and practices."

JEN - Associate Director, People & Development - TRP Research



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](#)

Lisa LLoyd

Chartered Psychologist & Psychotherapist

www.itstimeforchange.co.uk

Tel: 07766 252574

 [lisapsychology](#)

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It's time for Change, The Green, Great Milton, Oxford OX44 7NT, United Kingdom, 07766 252574

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