

The Change Bulletin

APRIL 2021 EDITION

Hi ,

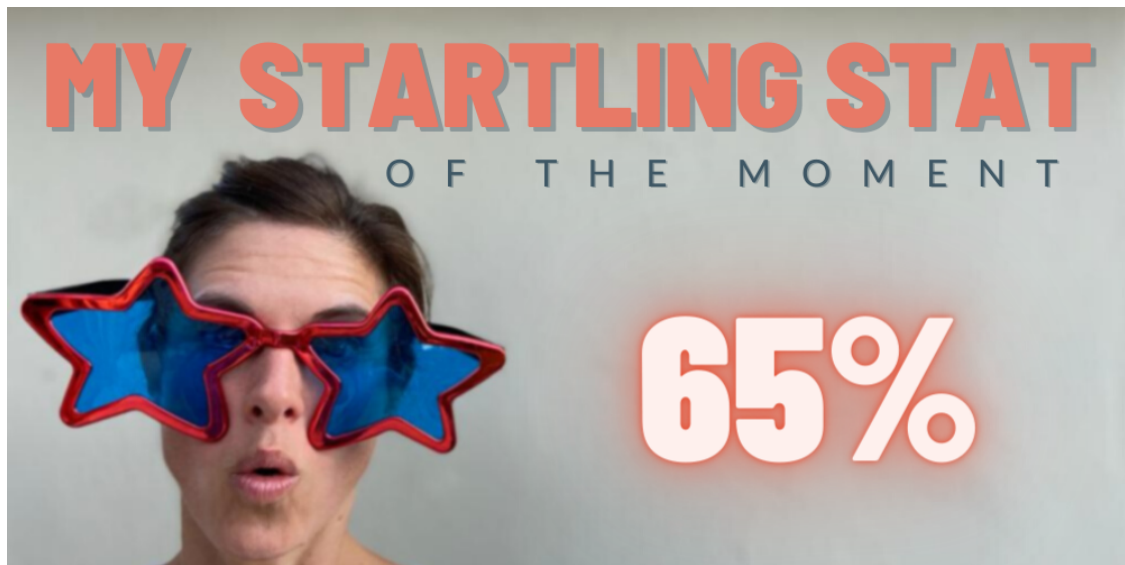


Recharge Before You're Empty

I've taken the opportunity to escape work and tech and recharge on the Norfolk coast in the sunshine and I'm feeling re-energized.

In a recent [LinkedIn post](#) about achievement, I commented on the equation that suggests $\text{Focus} \times \text{Competence} \times \text{Passion} = \text{Adherence}$. But we need energy too. I have a busy month ahead so I consciously parked email and clients to get myself into the right space. How are you making sure you're maximising achievement that does not rely on the burnout territory of pushing yourself continuously?

Lisa 



Research recently identified that two thirds of people in the UK have felt **more** stressed, 53% more anxious and 44% more depressed since the COVID-19 restrictions began in March 2020. The three key causes for concern are:

1. feelings of disconnection
2. uncertainty
3. loss of control

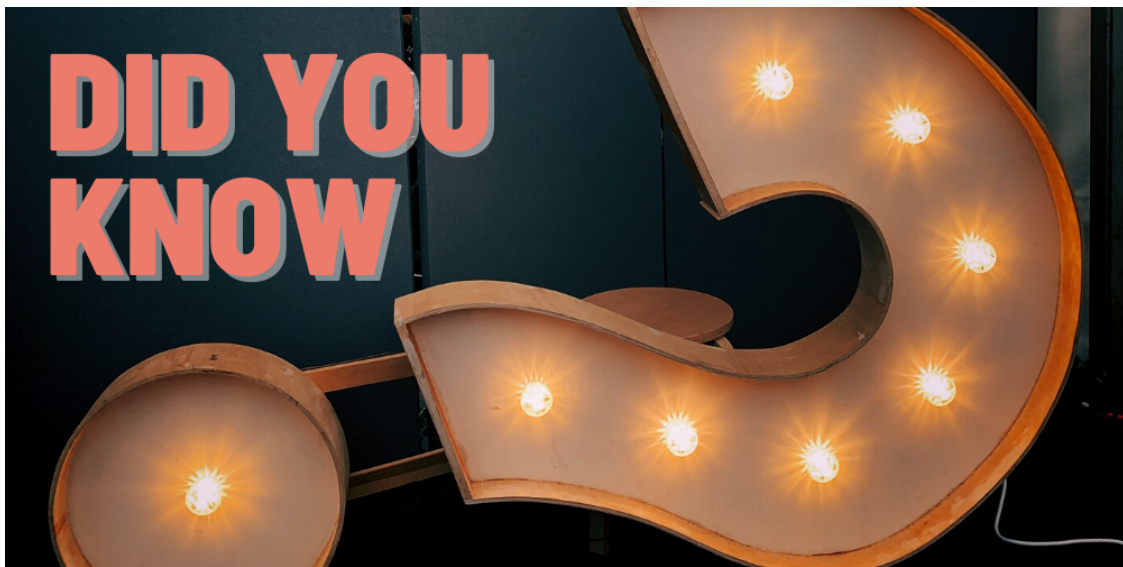
Your company needs to be consciously addressing them. Avoid assuming that simply emerging from lockdown will resolve these concerns.

Do you know how?

Unless your workforce are feeling connected, have a sense of certainty and reassurance, and experience a level of control, their wellbeing and performance are going to be impaired. This requires a different approach to the old norm. Covid-19 and remote working is not an excuse for failing to meet these fundamental human needs.

[Get in touch](#) and I'll help you navigate your way.

Source: [A Study on the Impact of Stress and Mental Health as a Result of the Pandemic - International Wellbeing Insights](#)



April is Stress Awareness Month.

This [Talking Toolkit](#) is a practical guide for managers for starting conversations with their team, to prevent stress. The six conversation templates focus on different aspects known to make a difference to reducing stress, including the need for connection, certainty and control highlighted above.



- ? What is psychological safety?
- ? What makes a psychologically safe culture?
- ? How do you cultivate such a culture?

These are just a few of the questions that [Roy Magara](#) and I will be answering in our free webinar on 22nd of April. The event was **SOLD OUT** but we extended it and are pleased to tell you that there are now spaces available...

Please email us if you'd like to attend a future event or receive the recording.

HOW MANAGERS AND LEADERS CAN PROMOTE PSYCHOLOGICAL SAFETY IN THE WORKPLACE



with

it's time for
Change

&



MAGARA LAW
ON YOUR SIDE

Click [HERE](#) to book: 22 April Webinar

Email: if you'd like to attend a future event or receive the recording.

THE CHANGE CLUB ROUND UP...



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

- Find out about ['My Work With Companies'](#) on my new webpage where you WHAT I actually do, WHY you'd get me in and SEE some of my workshops.
- I'm part of the [Healthy Minds Club!](#) that enables employers to promote wellbeing and optimum performance by empowering positive mental health and preventing mental health issues, all via a **simple gift card**.
- [Wake up with Zest](#) is a brilliant [Workplace Wellbeing Hub](#) for forward thinking companies and I'm proud to be working with them. They have a special offer to sign up!
- [Long Covid](#): Need advice and guidance on how to manage symptoms and return to work? Check out [this course](#) by the brilliant [Anna Harrington](#).
- Michael Mosley's [Just One Thing](#), brought to you by BBC Sounds, are bitesize, scientifically proven tips, to [improve your health and wellbeing](#).



Feast your eyes on this beauty... **Organic** Booja-Booja truffles in a handmade wooden egg (rrp £24.99) kindly donated by [Planet Health & Organics](#). The dairy, gluten and soya free, organic **chocolate** was '**Overall Winner**' of Good Housekeeping's 2018 taste comparison. Better still, Booja-Booja works with Kashmiri artists and are a Living Wage Employer. Planet Health's owner, [Peter Dewdney](#), is a font of knowledge and advises on most things, including brain health.

Every one who signposts (don't forget to ask them to mention you!) or signs up to **The Change Bulletin** will be entered into a draw to **win** the egg!

You've got to be in it to win it 🍫 (or I'll eat it!).

Sign me up



"We asked Lisa to do a talk for our agency just before Christmas 2020, in the midst of lockdown and a year that had taken its toll on everyone. Lisa delivered a brilliant and motivating talk that focused on mental resilience in times of uncertainty. Lisa managed to equip our teams with some coping strategies and techniques that will ensure that they can go into 2021 feeling prepared and optimistic about managing their own mental health. The talk was interesting and engaging, with a few surprises added in (!) and I would highly recommend Lisa to you."

Vicki Wilkinson, Founder at Summit & Talent Director at KHWS



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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