

The Change Bulletin

M A Y 2 0 2 1 E D I T I O N

Hi ,



The Connection Between Nature, Mental Health & Productivity is Evident

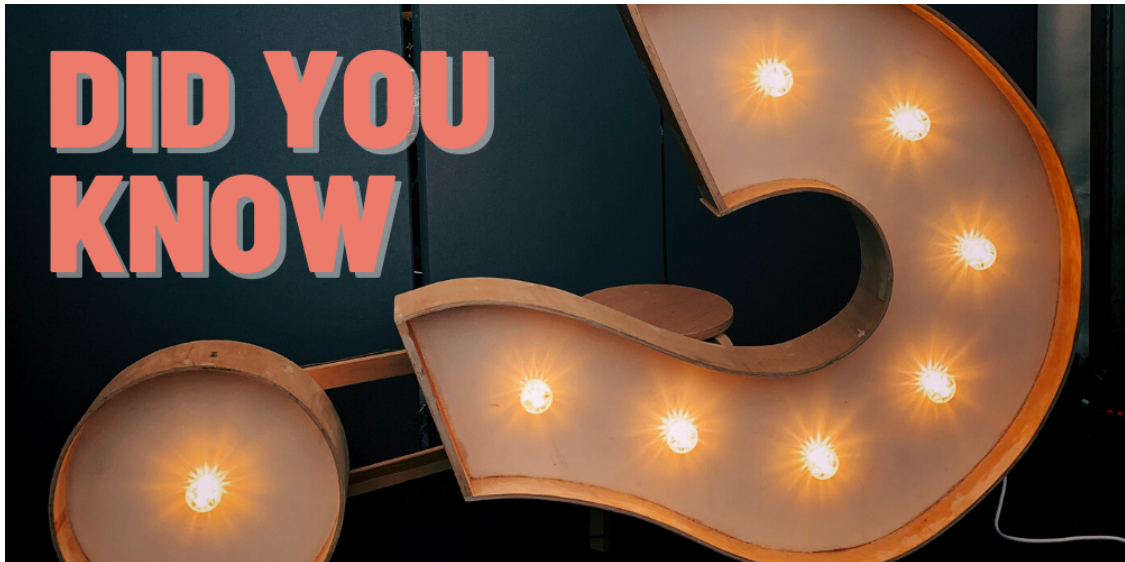
Mental Health awareness week has been and gone. Some people will sigh a breath of relief that the focus is over for another year. For all the people finally 'getting' the need to prioritise mental health, there are definitely those with a sense of fatigue or apathy towards the whole subject.

But those individuals fail to realise the correlation between mental health, **engagement, performance** and **productivity**. So whether you're an advocate for good mental wellbeing because you care about people, or you simply care about your company profits, putting people first drives success.

Nature is good for mental health and productivity and [**here**](#) I outline why working outdoors is good for business.

I also list some of the **best spaces to work outside**. It might be a wet month, but I urge you to take the plunge, get outdoors and notice the difference.

Lisa 



Recent research shows that microbreaks, lasting from just a few seconds up to 5 minutes, promotes higher work engagement and better ability to meet work demands.

Micro-breaks, lunchtime breaks and longer breaks, have **repeatedly shown** to have a positive relationship with **wellbeing, energy levels, productivity and performance**.

But The Journal of Applied Psychology researchers also found that people are less likely to take microbreaks when they don't feel their employers prioritise it. Again, employee behaviour comes back to **company culture**.



The benefits of taking microbreaks



Share this [infographic](#) about the need for regular breaks, and the positive impact, to your team. Ask them what resonates. Ask for action.



Micro Breaks

Offered by: Kris Zima

This [Google extension](#) reminds you to take breaks, so no excuses!

If you're short of ideas about what to do in your breaks, check out 51 ideas [here!](#)



Following our [sell-out 'How managers and leaders can promote psychological safety in the workplace'](#) webinar, [Roy Magara](#) and I are back! We will be facilitating a conversation for you to **reflect, explore challenges, share practice**

and identify next steps. We will be joined by the talented Alice Lundsten, Senior Improvement Manager at the NHS, who will share her successful experience.

Book your space to **Developing a Psychologically Safe Workplace Culture** 📌

[Book Here](#)

I have launched a survey **Can a working mum achieve career success?**, in conjunction with Yellow Eve, to uncover the reality of gender on the experience of working parents. Can women have it all; a successful career alongside a parental role, without the risk of burnout? Whether you're a working parent or a manager, **have your say.**



Research concludes that just 29 minutes spend outdoors results in a **45% increase in productivity**. And it boosts wellbeing, with 63% of the 2000 employees and 1000 managers surveyed saying they felt much better in themselves after getting fresh air. One benefit of the pandemic is the amount of time people spend outdoors.

Psychologist Honey Langcaster-James has constructed a '**Recommended Daily Nature Allowance**' (RDNA) that suggests 20 active, 40 mindful or 60 working minutes outside have wellbeing benefits.

56% of employees say that spending some time outside every day is a newfound priority for them. That means 44% still need to realise the potential of stepping out.

THE CHANGE CLUB ROUND UP...



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

- The [Bluelight Cycling Club](#) is for all Emergency Services. It provides a safe, supportive environment with like-minded people for anyone with a bike, regardless of how elite or rusty you (or your bike) are.
- [Super Humans Burnout Too](#) is featured in [Wake Up With Zest](#) this month, a workplace wellbeing platform for forward-thinking companies.
- [This Is Me](#) is committed to changing attitudes towards mental health in the workplace via conversations to improve employee wellbeing for good. [Jodie Hill](#) knows her stuff! And you don't have to be northern to join!
- For active solutions to prevent suicide, [Steve Phillip](#) is your man. He set up [The Jordan Legacy](#) after receiving a call that changed his life. Check out the practical help to reduce suicide statistics – we ALL have a role to play.
- The [Thames Valley Chamber of Commerce](#) have been raising awareness of mental health with daily posts with the likes of [The RT Hon Theresa May](#) and [Karl Simons](#). Sign up to their [Mental Wellbeing Charter](#) if you're committed to supporting the mental health of your employees.

My Monthly Indulgence is having flowers on my desk. [Research](#) suggests it reduces stress, increases health and happiness and increase productivity and creativity. And they look and smell good! I love [Twigs & Twine](#).

The winner for the fabulous prize from the April Bulletin is [Lorna Moles](#). Welcome to The Change Club! Don't forget to invite someone to sign up and [spread the love!](#)

Sign me up



"I organised the session with Lisa for my group of Government apprentices and the session was wonderful - I enjoyed it a great deal and have had fantastic feedback from those that joined . I would definitely recommend to others and I will certainly do so at my cross-government meetings & group events. Lisa's approach was friendly yet informative, and gave attendees the opportunity to feel comfortable to voice opinions. Even after having attended lots of well-being and mental health workshops, one apprentice felt that Lisa described key topics differently, that really resonated with them."

Emma Capone ACIPD

Department for Business, Energy & Industrial Strategy



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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