

# The Change Bulletin

NOVEMBER 2021 EDITION



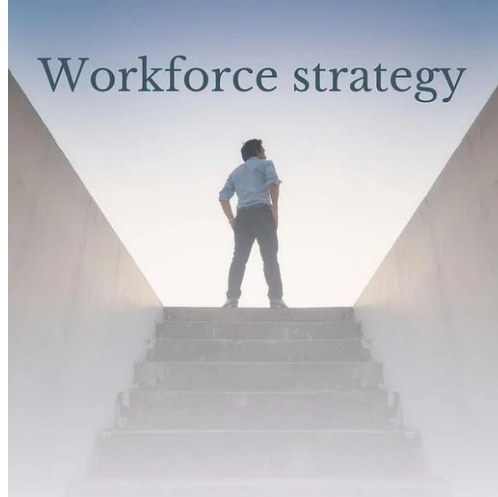
Is your hold secure & your reach wide enough, or is your intention to do the right thing failing?

Hey ,

Recently I looked at a list of national and international days that occurred this month: listening, tolerance, kindness, stress and communication, to name a few. What strikes me is the need to label such days to highlight the importance of getting these basic principles of good relationships right. You know I don't like boxes and I worry that some people pay lip-service to these crucial aspects at a designated time, before reverting to normal practice. Surely the need to draw attention to these at a single point in the year strengthens the perception that these behaviours are optional, a bolt on? When we really look out for each other (and ourselves) in a way that is meaningful and authentic, we drive mental wellbeing and great places to work. As the fabulous [Dave Greenway](#) says, it's about having each others' back.

How do you show people around you that you have their back, that you look for behaviours that fulfil your values everyday and that you genuinely care about their experience?

  
Lisa



## ...joining the dots on employee experience, wellbeing and performance

We are inviting leaders to join a Thought Leadership Group to explore your strategy with a non-judgemental peer group. This will strengthen your knowledge about research, how plans interplay and your identification of the benefits, strengths and challenges of your current approach.

Request your place [here](#).



## Thanks has to go to you...

I am so excited... I have a name!! **'Beyond the Water Cooler'** was a clear winner. Thank you to everyone who took time to vote.

Your comments helped me shape my introduction too - take a peak [here](#) to see what all the fuss is about.

Now I'd love your help identifying some challenging topics and inspirational guests. Make your suggestions [here](#).

Episode #61  
**Imagination**  
with Lisa LLOYD



## Misuse of Imagination

Most of us get caught out mis-using our imagination; it's our default setting when emotional arousal is high.

In this podcast I explain the impact on mindset, problem-solving, stress and anxiety. And I share practical strategies to better manage our most mis-used resource in the workplace.

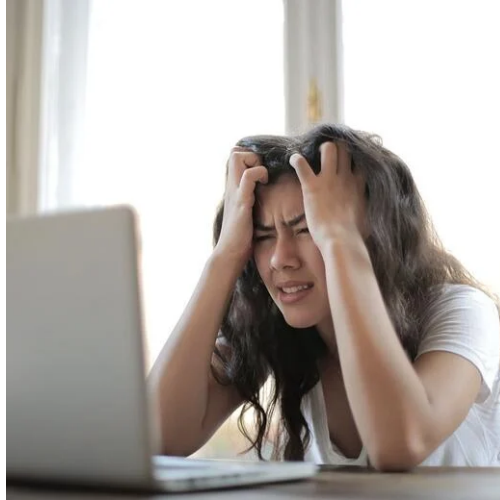
Thank you [Susan](#), for another great conversation! Check it out for yourself by listening [here](#).



## Poor Financial Wellbeing

This month has seen Talk Money Week, which reminded me of this blog about the impact of money worries at work, the reality of its prevalence, the need to challenge the taboo, and practical advice and resources to support money matters.

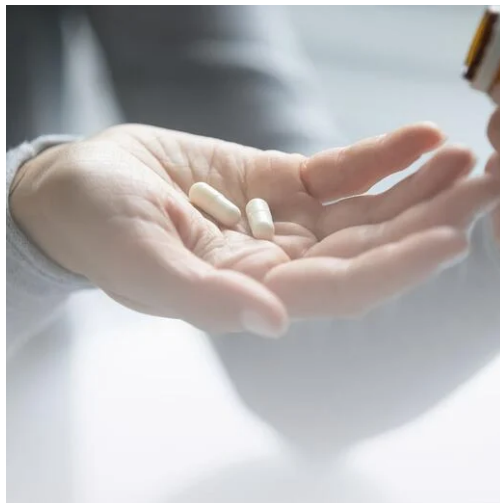
Click [here](#) to read. It *will* affect someone you know.



## Stress and burnout

November has also been about **Stress Awareness**. When stress levels are high, our thinking becomes increasingly black and white. [Here](#), I outline the need to recognise our damaging spotlight on the negatives, and strategies to tackle thoughts that otherwise undermine our sense of control and resilience.

You might also want to check out this video about how to [Banish Burnout](#).



## Therapy, exercise, mindfulness and meditation trump medication, under new NICE guidelines.

The use of anti-depressants has increased with 1 in 7 people taking them, so a new approach is needed. Many employers now fund therapy with people like [myself](#) while [Remploy](#) provide a free service, funded by the DWP.

Find out about the changes [here](#).



**Businesses struggle to adapt employee experience to meet new work demands, confirms new research.**

96% of HR leaders state that employee experience has become a more important priority yet 76% say that they are struggling to adapt to the needs of a hybrid workforce.

[Here](#) is an outline of the challenges many companies face, spotlighting a real issue that leaders must address.

Is your company really connecting the dots for employee experience and wellbeing to avoid the disjointed approach that many companies are now experiencing?

Ready to start the conversation, share your challenges and explore a way forward?

Drop me a line

Connect with me on LinkedIn

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