

The Change Bulletin

DECEMBER 2021 EDITION

Hey ,

How are you feeling? Maybe a little excited about Christmas nearly being upon us? Or possibly exhausted and welcoming the idea of some downtime? But making a break become a reality takes considerable effort... to **down tools** and ask others to do the same. Keeping the laptop closed, your out-of-office on, your phone off (and voice mail notifying callers of your return-to-work date) are all straight forward steps. Yet so many of us struggle to do that. We often experience '**the niggle**'...

What if?

Whether you're bordering on addictive behaviour, having become programmed to 'be on', or you feel that you should 'just check', remember that you're not invincible. Some will believe that being 'on' is necessary... but continue pushing yourself to the point where exhaustion turns into absence, and you'll notice that the **business has to continue to function without you**. If it doesn't, you have a major flaw in your company structure. And if you're a sole trader, then you will learn the hard way about the importance of breaks.



Digital exhaustion is a reality. We have to take responsibility for ourselves and each other... even those who appear to be coping. **Productivity does a great job of masking a workforce** that is pushing through the current challenges at an intensity that is not sustainable. People have struggled through 2021 and it's important that **leaders recognise their own experience may well be different to their employees**. [One study](#) showed that leaders are more likely to take all or more of their allotted vacation days (+12% points), and one fifth of respondents said their

employer doesn't care about their work-life balance. **What would your colleagues say?**

So, if you want 2022 to be a year to remember for the right reasons, where you have demonstrated that you prioritise **self-care**, where **employee experience** is top of your agenda and your **reputation** goes before you, then set the record straight about what is expected and what isn't and explore barriers to people switching off. Show your team how it's done by downing tools and making sure they do the same, even if it means finding an alternative distraction when the in-laws are visiting!

Most of all, enjoy your break and connecting with people who matter.

See you in the new year!!



PS If you're really serious about strengthening **mental wellbeing** in your company, you'll want to avoid being one of the staggering 79% of companies who fail to incorporate this critical aspect into their on-boarding process. Join [Anna Harrington](#) and I in January to explore how you can set your new-hire up for success.

I want to be there!



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