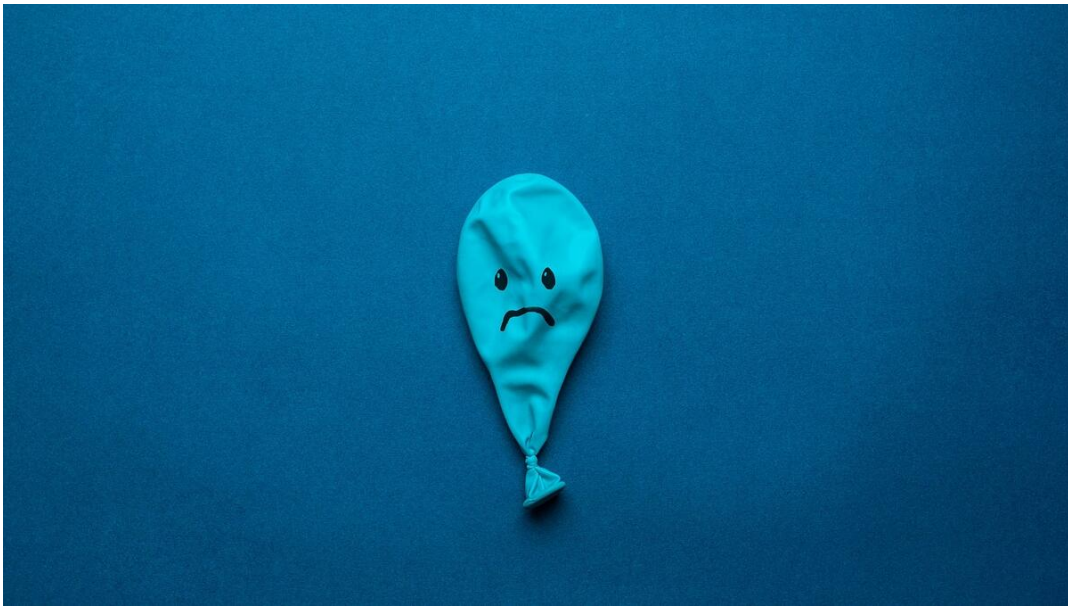


# The Change Bulletin

JANUARY 2022 EDITION



**Feeling a bit deflated?**

Hey ,

January is nearly done but for many I've spoken to, it's felt like a slog. It appears that Blue Monday has become a blue month, marking a feeling of lower mood compared to 'normal'. Pandemic fatigue, Christmas period activity and ongoing uncertainty culminate in exhaustion.

We're programmed to push forwards and achieve great things, particularly at the start of a year when the focus is on goal setting. But I think it's time we gave ourselves some slack. Too many of us still associate that word with being lazy and unambitious, but in my book it is far from that. Realistic time management, boundary setting and living a life attuned to personal values are skills that a significant chunk of the workforce appears to have lost their way with. Ultimately, mood, energy and performance dip.

It is time to reset by considering the journey to date, what you have learned to inform future practice, and recognising the value you provide when you are in a healthy state. Contrast that to being stretched too thin, lining up numerous goals and the relentless pressure of work dominating our day-to-day. I talk from experience.

Increasing self-awareness and developing positive intention to prioritise personal wellbeing and daily experience can reduce stress and ultimately improve performance. It's about what you want your future to look and feel like. Give yourself and your colleagues a break. New year, yes, but at an emotional level this does not equate to a 'fresh' start. Let 2022 be about kindness and empathy.

*Lisa* 



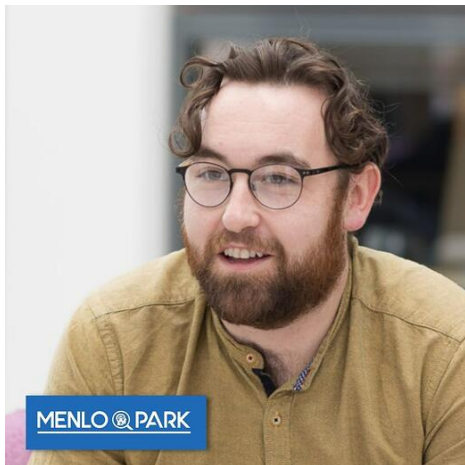
## Mental Health Onboarding

How do you rate your mental health onboarding process?

The majority of companies fail to have this covered. See what [Anna](#) and [I](#) are doing to make a difference for all new starters.

[Read all](#) about it ...

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## Wellbeing and Engagement in the Workplace

Back in December [Brodie Crighton](#) of [Menlo Park Recruitment](#) and I had a fabulous discussion covering the challenges faced when promoting wellbeing and engagement in the workplace. For those passionate about change, this is a must-listen.

[Click here](#) to hear the discussion

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## Just another Buzz Word?

Unpicking employee experience is a must for companies wanting to retain and attract top talent. Have you given it your true focus or are you paying lip service? Turn a 'fad' into a fundamental.

[Here](#) I give you a few pointers to help you on your way.



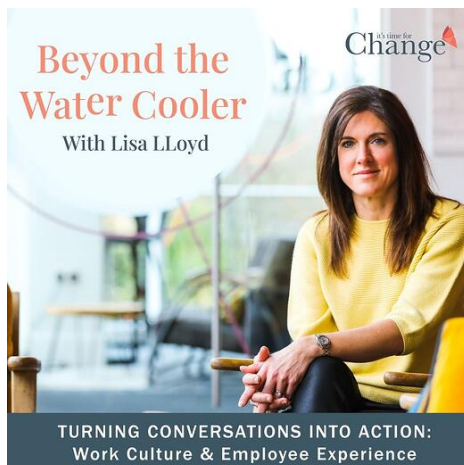
## The Business Spa

I feel proud to have been asked to become a [Mentor](#) for The Business Spa, and to be a speaker at their Future of Business event [The Future of Business 2022](#). Why not come along on 5th March and discover more about thriving in a world where businesses need to be agile, sustainable, intelligent and purpose driven?



## Thought Leadership

If you are a leader or senior manager and interested in joining a small group to explore the research, test ideas, consider your strategy and overcome some of your challenges, please [request a place](#). Never has there been a more important time to join the dots around employee experience, wellbeing, resilience and ED&I. [Find out more.](#)



## Beyond the Water Cooler

I am so excited to reveal my new podcast! Thank you to [Aurélien Langlais](#) for the photography and Jon Pyke [Jonathan Pyke](#) for the artwork. I've been busy recording with [Andrew Whiteaker](#), [Ali Hollest](#), [Mike Quinnell](#), [Stuart Neilson](#), [Jim Liptrot](#) and [Dave Greenaway](#).

They go live on your favorite podcast service in February!



## Building a Positive Mental Wellbeing Culture

The [Thames Valley Chamber of Commerce](#) have launched an amazing resource, '[Building a Positive Mental Wellbeing Culture](#)', which showcases companies achieving great things by focusing on their people.

I am proud to be part of the mental wellbeing steering group that pulled this report together.

"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

The 7th - 13th February is [National Apprenticeship Week](#). Do you ever wonder how holistic the training and experience is for apprentices learning a new role; does this extend to their mental strength and ability to stay well to engage and perform in their career? Don't forget to establish good knowledge, skills and practice from the outset. I can help, just as I did with the Department for Business, Energy and Industrial Strategy. 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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