

The Change Bulletin

APRIL 2022 EDITION



Mistaking success for happiness? They are not synonymous. The illusion can mask stress.

Hey ,

I fear we are becoming indifferent to the stats around stress in the workplace.

This bulletin is all about **practical tools and resources** for you to use on your own and with your teams. Build knowledge, confidence and skills in order to focus on stats that highlight the ability of your employees to thrive, perform and remain loyal. And make the most of the Happiness Advantage.

So that 'stress' doesn't become a nominalisation to skim over, we must tackle it with intention. That means actively engaging with a range of **strategies** that start with our mental wellbeing as a whole.

Changes in the way we work has upped pressure on our mental capacity, requiring a different approach to keep stress levels in check. That's more strain on managers

left to identify individuals struggling, to provide support, and to reduce stressors... a tall order when rarely invested in enough. The guides below will help.

Make Stress Awareness Month in April count.

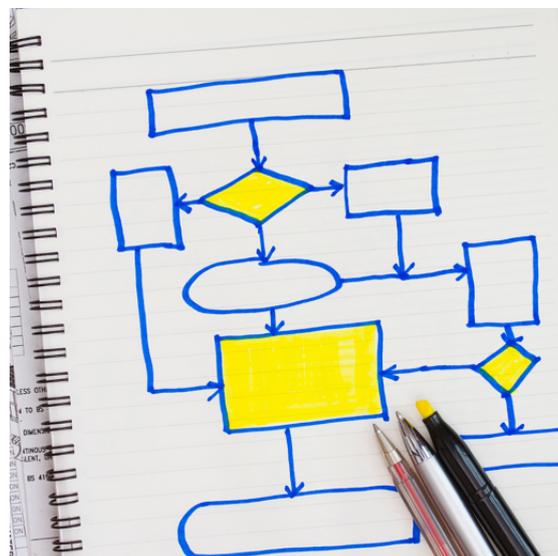
Lisa 



Too Passive to de-stress?

This [team-discussion framework](#) provides a structure to actively reduce stress. It contains **8 cognitive approaches**, discussion points & prompts to do things differently. It can be used by individuals too. Take control; being passive is a choice.

[Read more here](#)



Stress Mapping

Use this visual technique to examine causes of stress and to inform a plan to actively reduce it. This [step-by-step process](#) will help you shape a conversation that drives real change. Thank you [Zoe Lidster](#) of [Harwood HR](#) for your help with the accompanying case study.

[Find the technique here](#)



Stress Check-In

Half of companies are failing to check-in with employees. [This guide](#) provides simple tools and resources to give your managers confidence to have the conversations they need, with individuals. This does not suggest you you're not already making a difference, but it can help you do it better. Show you care.

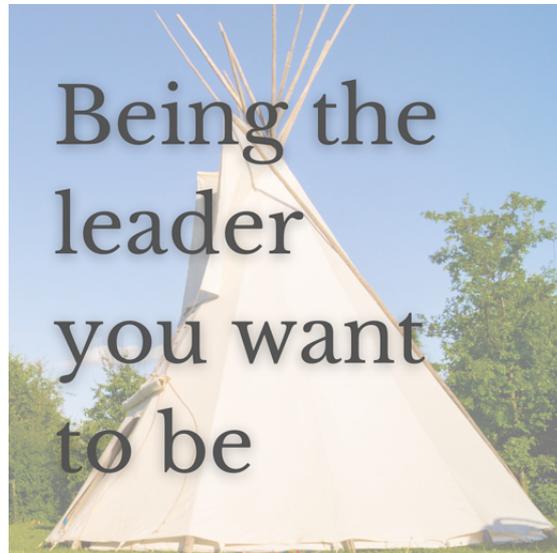
[See the guide here](#)



A chance to shine

April is an opportunity for your **Mental Health First Aiders** to shift from a first-aid to prevention approach. Workshops / Lunch and Learns for Stress Awareness Month are a great way to increase impact to flatten the stress curve. [Find out more](#) about supporting *your MHFAs* to roll out a programme in-house.

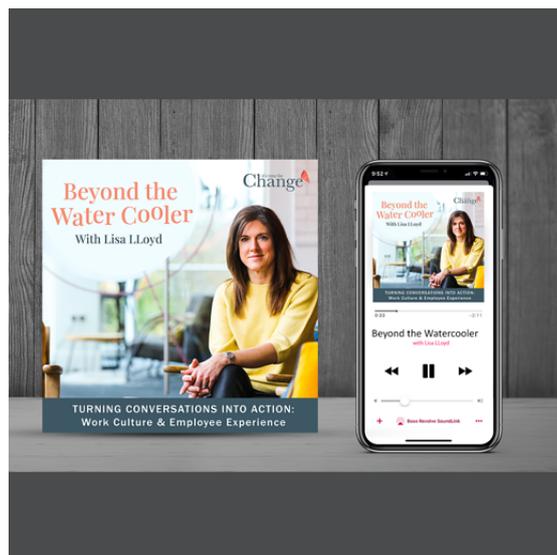
[Contact me](#)



Book Your Place

This week I was joined by [David Savage](#), with [Bluestream Recruitment](#), to facilitate **Being the Leader You Want to Be**. We are back on 24 May for a one-day event to develop this leadership theme, in the Tipi at Harwell Campus. [Contact me](#) for more info. Use the code Earlybird2022 for a discount!

[Book your place here](#)



Beyond the Water Cooler

[Jim Liptrot](#) talks *business success* via people. [Sally Naunton](#) describes the *impact* of psychological safety. My final episode in this series, The Good, The Bad and The

Ugly, hears advice my guests would have given themselves 10 years ago, what they will take forward and leave behind, and what all leaders should be doing.

[Take me to ALL PODCASTS](#)

A Final Thought From Me...

Whether you have not yet appreciated *the need* to set about reducing stress, you have not yet *made time*, or you *lack confidence*, time has run out for excuses.

The support is here; what is stopping you?

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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