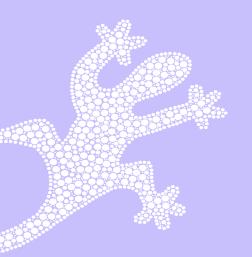


## Maintaining Your Wellbeing Mel Brown











# Creating a positive workplace Culture





 Why is a positive workplace important for our wellbeing?



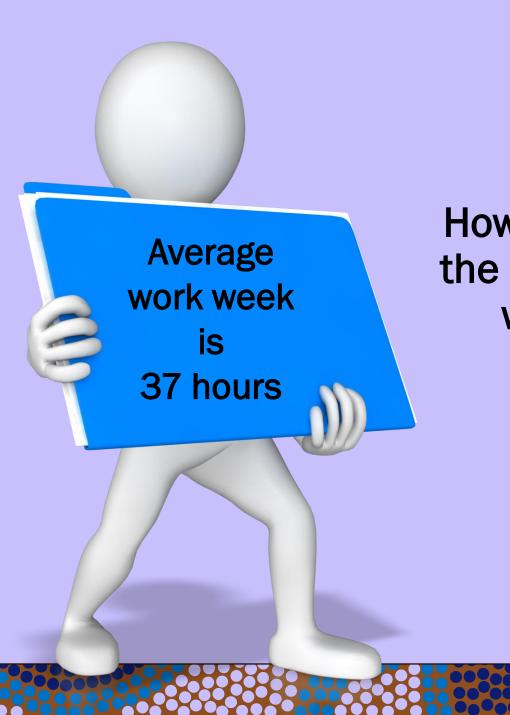
Meeting the needs of staff to bring about change and build trust in the workplace





Creating a positive workplace fulfils basic human needs.





How many hours does the average Australian work per week?

However ...



More than 1/3 of Australians work in-excess of

48hrs
per week





#### What are the benefits of creating a positive workplace culture?



1.

Improves Worker's productivity, rather than focusing on what's wrong within the organisation

2.

Workers are proud to work for positive organisations and share their experience with their social networks, enhancing your organisations reputation



3.

Workers go home happier and more satisfied, and this directly impacts on their families and friends and has a positive impact on society.

4.

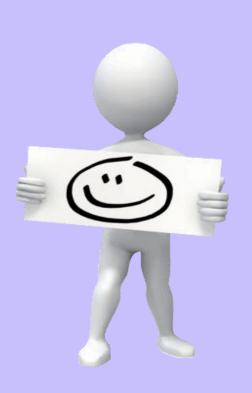
Knowledge and experience is shared between workers which improves efficiency, productivity, and performance

5.

People enjoy going to work and are more committed to their organisation, reducing the huge costs of turnover

Average .. \$5,500 to replace a Worker

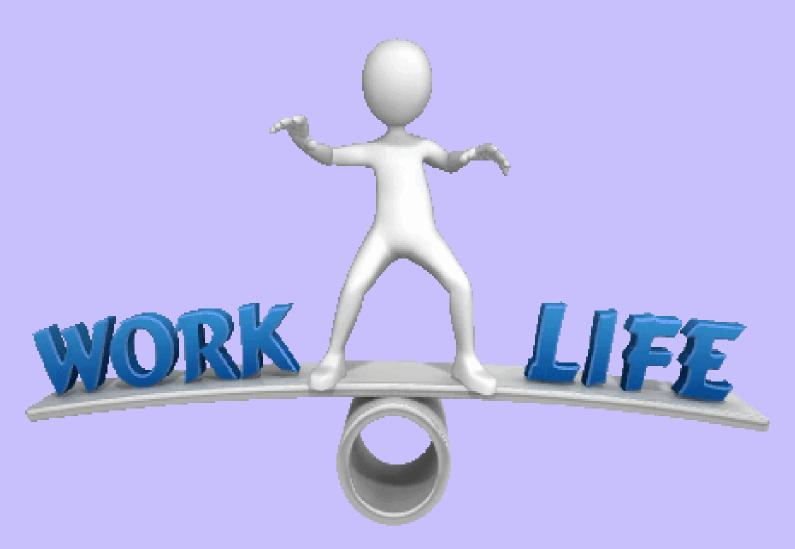
#### Like any relationship ...



When our needs are met by those around us we feel comfortable, confident, and motivated to stay in the relationship, and do what we can for other people we share that relationship with.









A good work-life balance means you have harmony between different aspects of your life, where benefits gained from each area can support and strengthen the others



### Lateral Violence





#### bitching

#### BULLYING

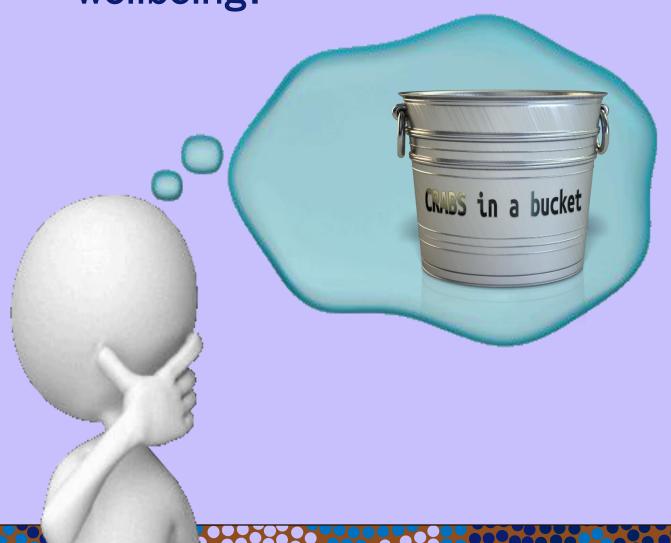
Gossip

**Back-stabbing** 





Why does lateral violence effect our wellbeing?







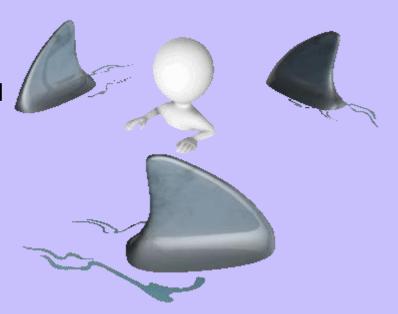
#### **Stress**

... is a natural human response to challenging or dangerous situations.

A small amount of stress, such as working to a deadline, can actually be helpful and allow increased alertness, energy and productivity.

#### **Burnout**

... is a state of emotional and physical exhaustion that can occur after a long period of excessive or stressful work.



#### **Key features of Burnout**



**Emotional exhaustion** 



A feeling of detachment from work or becoming cynical



Reduced efficiency or lacking a sense of achievement.



Burnout also includes the concept of 'compassion fatigue'

where one loses the emotional capacity to care about others.

This can lead to simply

'going through the motions'

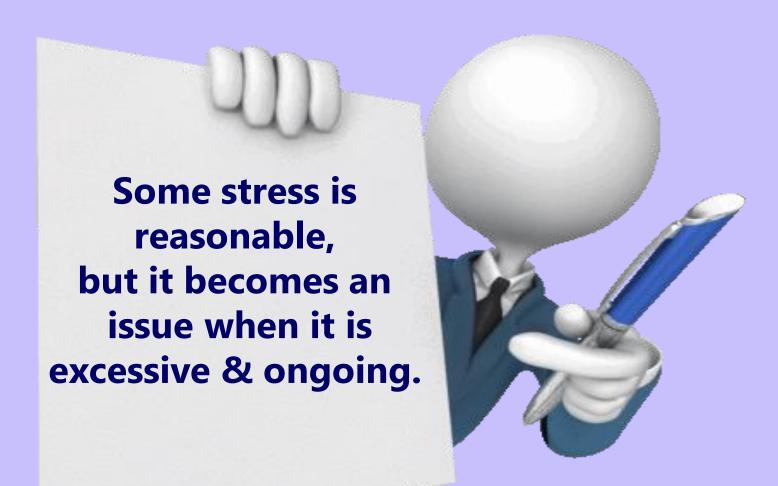
and can be a problem for those in health or

caring professions where compassion is

integral to their work.







#### **Key Risk Factors for Stress**

- 1. Work demands
- 2. Low levels of control
- 3. Poor support from supervisors and/ or co-workers
- 4. Lack of role clarity
- 5. Poorly managed relationships
- 6. Low levels of recognition and reward
- 7. Poorly managed change





Stress is a normal response to the demands of work and life.

It can be beneficial in short bursts, helping you stay alert and perform at your best







However, prolonged or excessive job stress can be damaging to your mental health.

Stress can contribute to the development of anxiety and/or depression, and may cause an existing condition to worsen.

As well as affecting your relationships and life - stress can increase your risk of injury, fatigue and burnout.



#### Reducing Stress





Identify warning signs



Identify triggers



Spend time with people who care



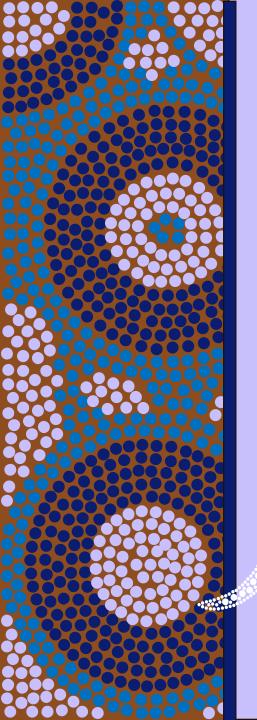
Look after your health



Notice your 'self-talk'



Practise relaxation



#### THANK YOU

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