







i. Overworking comes in the form of:

- » to emails/calls out of work hours
- » Not taking breaks during the day
- » Continuously working on something because

Labour Organization (ILO) in 1984 as the “interactions between and among work environment, job content, organizational conditions and workers’ capacities, needs, culture, personal extra-job considerations that may, performance and job satisfaction” .

TABLE OF PSYCHOSOCIAL HAZARDS

<p>1. Job Content</p> <ul style="list-style-type: none"> • Lack of variety or short work cycles • Fragmented or meaningless work • Under use of skills • High uncertainty 	<ul style="list-style-type: none"> • Workload or work underload • High levels of time pressure • Continuity subject to deadlines 	<ul style="list-style-type: none"> • Involvement in decision-making relative to their job role
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**AS PART OF THE UN LEADERSHIP FRAMEWORK,
TRANSFORMATION AND COACHING STYLES OF
MANAGEMENT AND LEADERSHIP INCLUDE:**

- » Prioritising good communication, engagement, and building trust
- » Zero tolerance to stigma, discrimination, or bullying in the workplace

If you lead, you have a duty to ensure that you do



3. LOOKING AFTER YOURSELF

IN THIS SECTION, WE WILL START WITH THREE MAIN
FOCUS AREAS:



Work, friends and family are all important elements of

manageable balance life may feel like it is getting out of control. When there is not enough of a rest period to rejuvenate and spend time to nourish other parts of our lives and when we are in a state of fatigue, our resilience and well-being can be very adversely impacted, thus, compromising our mental health.

If you have experienced traumatic stress, and may be experiencing Post Traumatic Stress Disorder, we advise you have a conversation with the Staff Counsellor in your organisation to see how they can support you.

What you can do to reduce stress and fatigue:

- » **Investing energy, focus, and time to nurture your well-being and practice healthy habits.** This is a vital foundation. Well-being is a protective factor
- » **Getting the right amount of sleep** (7-9 hrs) is critical for preventing and managing symptoms of stress.
- » **Checking-in on what you described works best for your well-being.** Do more of this — especially during anticipated or actual time of increased exposure or experience of stress.
- » **Engaging in activities** such as exercise, mindfulness meditation, breathing techniques, and adopting an overall healthier lifestyle. Find what works for you.
- » **Learning mindfulness** develop your “immune system” to withstand the impacts of stress. Mindfulness helps to recognise your early warning signs of experiencing stress so you can learn to self-regulate in healthy ways.
- » **Being aware of your coping strategies that could have a negative impact on your health** e.g., decreased sleep, increased alcohol intake, smoking or other behaviours that could negatively impact your overall health and well-being.
- » **Enrolling in a stress management course.** There are many practical actions that you can learn to help

manage your body/mind response to stress and to attend to sources of stress.

» **Identifying the areas you can actively change** that within the situation itself or your attitude towards it?

» **Developing your knowledge about different**

» There are several webinars/videos of personal useful to listen to and pick up some tips.

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ii. Self-management of your own well-being

“Well-being is about people and creating the conditions for us all to thrive. It’s quality of life and prosperity, positive physical and mental health, sustainable thriving communities.”

Well-being can be described as a state of mind and a state

most to people in their life; it is unique to you.

Dimensions of well-being can include:

- » **Personal well-being and health:** having good physical and mental health, the energy we need to meet our daily needs and get things done, of purpose and meaning, and our day-to-day emotional experiences. Spiritual well-being could also be included in here, whether that be related bigger, or values and purpose in life.
- » **Cultural well-being:** Culture can include customs and traditional values and certain ways of doing things in some populations. In many indigenous cultures, well-being comes from a very strong connection with the collective group and is not based in individual values and norms, and there can be strong ancestral connections and spiritual beliefs.
- » **Social well-being:** strong healthy connections with human need.
- » **Community well-being /Where we live:** linked to our human need for connection, having a sense of engagement and belonging within our community, and the area where we live and feel safe.

- » **Natural Environment:** present and future conditions of the environment and ease of access to natural environment.
- » **Financial and Economic well-being:** having economic prosperity of the wider systems we live in.
- » **Career well-being:** how we occupy our time and liking what we do every day. Having sense of purpose and meaning in what we do as work or in our career.

Knowing yourself is considered an important part of

purpose, having positive relationships, and a degree of self-acceptance.

It is important you consider what is unique to you:

- your strengths



despite challenges they may face. They may still have days or moments they do not feel like that, but their resilience is strong,

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- [Lucy Hone — The three secrets of resilient people](#) — personal and professional perspective
- [Raphael Rose — From stress to resilience](#)
- [Sule Kutlay Gandur — The Superpower of Resilience](#)
- [Susan David — Emotional Agility](#)

PRACTICAL TIPS TO RE-BOOT YOUR RESILIENCE

Try some of these strategies the next time you feel your resilience needs a boost:

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- Allow yourself to express and feel your emotions. Sometimes having a good cry can be emotionally cleansing.
- Take a walk and get moving. Exercise and movement can help increase your energy level and release endorphins into your system.
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- Talk with someone you love and trust. Have a meaningful and honest conversation.
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- Think of someone who exudes resiliency and model their behaviour.
- Write it down. Writing down your thoughts and feelings can help you feel better about where you are on this journey.
- Reconnect with others and help build their resiliency.
- Be kind to yourself. Have some compassion and ease up on your expectations.
- Listen to empowering music.
- Take some deep breaths. Breathing deeply is very healing and cleansing.
- Take some inspired action. When you're feeling overwhelmed, doing one small thing can help you move forward.
- Practice mindfulness in your day-to-day life. The more you practice being in the moment the happier and more joyful you will feel.
- The moment you start believing that you can bounce back is the same moment things will start going your way. Your belief is everything. You can learn to be more resilient.

IF YOU WANT TO LEARN MORE, FIND A COURSE OR PROGRAMME:

- Visit at the _____ to see if there is a programme on resilience building.
- Check your organisation's learning resources, or LinkedIn learning. Here is an initial suggestion: [Sheryl Sandberg and Adam Grant on Option B: Building Resilience](#).
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- courses.



Additional Resources on Well-being:

- [Martin Seligman “Flourishing – a new understanding of well-being” at Happiness & Its Causes 2012](#)
- [Martin Seligman: PERMA](#)
- [Risks](#)

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