

chnnl

Why Sustainability should be our approach to Wellbeing

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About Me

Angela Simmons
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Helping people and organisations to work better



Currently

chnnl, wellbeing advisor, implementation specialist, and consultant on psychosocial risk

- chnnl is an award winning digital solution helping individuals, people leaders, and organisations to work better

Before chnnl

Vodafone NZ, Award winning Manaaki Support network

- Design, implementation and support of a peer-to-peer support network for employees in distress including issues of family violence and mental health

ACC and Specialised Case Management Consultancy

- Bringing people with Severe Injury, Mental Health or other medical conditions together with their employers and medical professionals. Navigating often complex paths of rehabilitation and return to independence.

Credentials:

BSc from Otago University (Physiology)

Diploma for Graduates

Overview

What will we cover today?

Resilience - what it is and what it means for us

What if Resilience is a dynamic system rather than a trait?

A sustainable approach to wellbeing

Purposeful planning

Day to day habits for sustainable living

Resources and Q&A

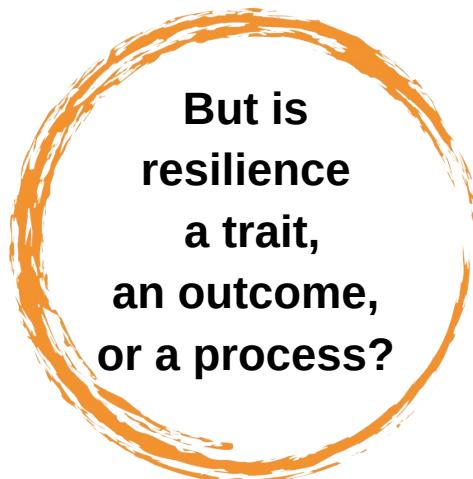


Resilience

What is Resilience and what it means for us

Resilience Definition

The American Psychological Association (2014) defines resilience as “the process of adapting well in the face of adversity, trauma, tragedy, threats or even significant sources of stress (para. 4).”



Is Resilience a Trait?

Do you consider Resilience to be a Trait? Do you have it or not?

If we think of resilience purely as a trait:

- We believe we are to blame if we cannot cope
- We believe the employee is the problem if they aren't coping with a situation
- We focus the solution on helping the individual to cope



Our ability to cope with stress or trauma often relates to the context it occurs in.

To be clear, there are definitely approaches and characteristics that help us to be more or less resilient in different situations.

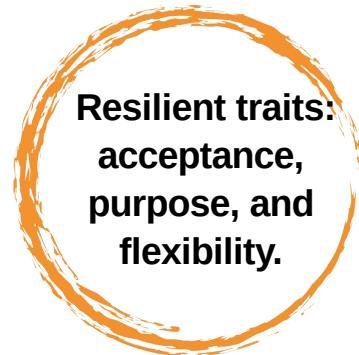
Is Resilience an Outcome?

If Resilience is an outcome then the focus is on our achievements

As a culture we place value on resilience and we admire people who seem to cope with high levels of stress and pressure.

We admire people who are:

- always busy
- great at multi-tasking
- higher achievers
- wealth and all the markers of wealth



When trauma, grief and disasters hit us acceptance is important.

But how much of our day-to-day stress do we have to accept?

Is Resilience a Dynamic System?

Another definition of resilience refers to:

the capacity of a dynamic system

to adapt successfully to disturbances that threaten

the viability, the function, or the development of that system (Masten 2014a, 2014b).

Do you have the right system in place to thrive?



Our ability to thrive or return to thriving is about
The systems we have in place that support our wellbeing so that
We can be resilient when challenges arise

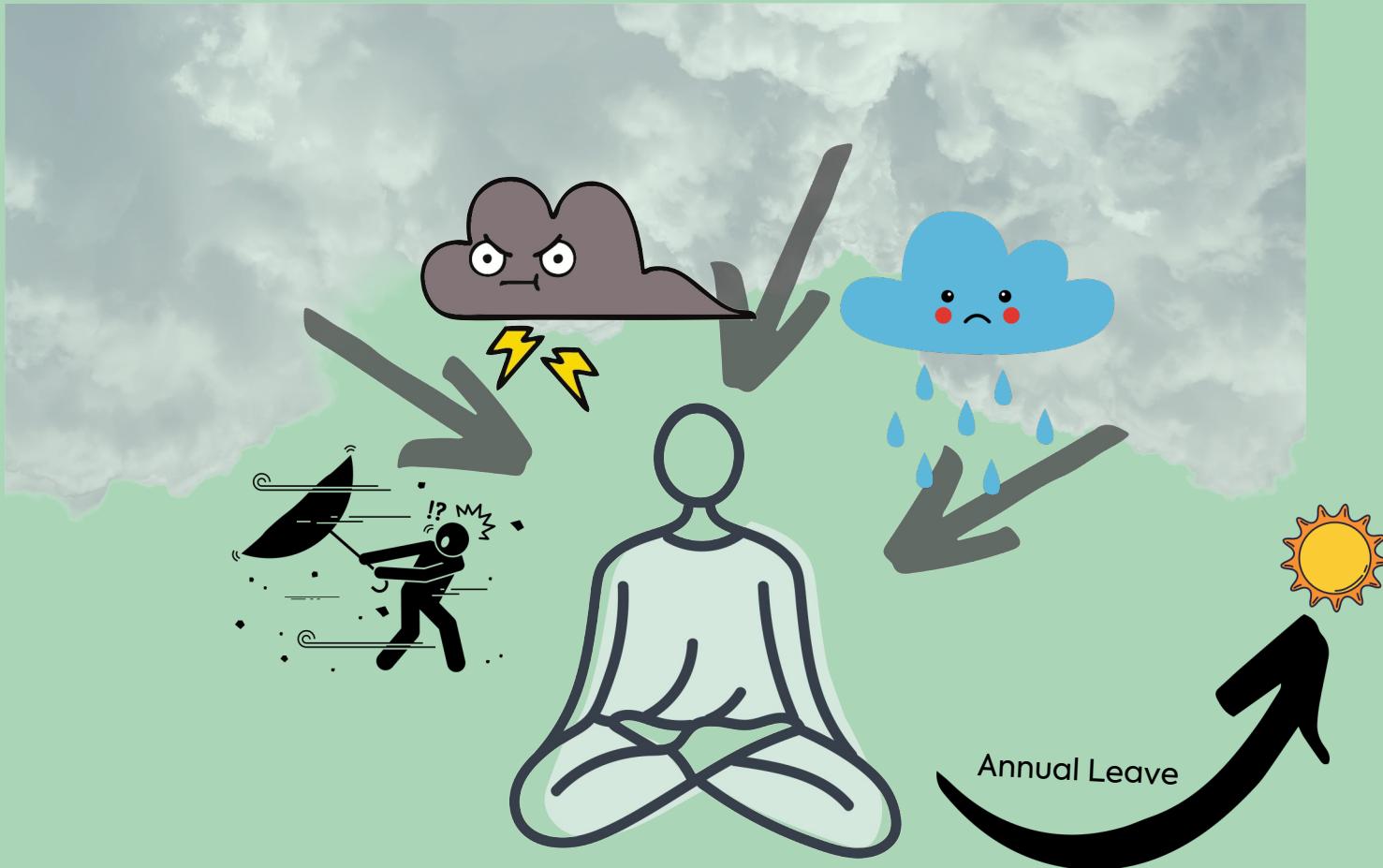
What systems do you have to support your Individual Wellbeing
Or are you just doing it all and hoping you don't break?

A sustainable approach to wellbeing

How do we create a system or way of life that enables us to thrive.
A system that is resilient, so that when challenges, stressors, or trauma
arise, we have the necessary resources to help us get through.



Do you relate to this?



We are resilient to a fault. And when we can't cope anymore we think that we are to blame.

It's not you that needs to change.

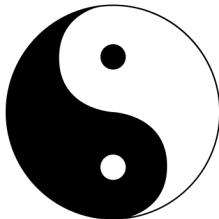
But we may need to purposefully create a systems that helps us thrive

Let's make
Sustainability
your
system for
wellbeing
and
resilience



Changing How We Live and Work

For Women - Having it all means doing it all



Ebb and Flow

Just as the seasons ebb and flow so do our bodies, our moods and our lives. The yin-yang philosophy says that the universe is composed of competing and complementary forces of dark and light, sun and moon, male and female.

Maramataka

Maramataka calendars highlight the connection between the moon and our wellbeing.

Restoration

Purposefully planning and valuing the different aspects of our wellbeing

- social connection,
- working commitments
- family
- exercise
- fun
- and also our intentional restoration

on a day-to-day, week-to-week, month-to-month basis

Are you affected by chronic stress

How often does your body detect some level of threat - real or believed?



Threat Detection

Fear, frustration, anxiety, anger, overwhelmed, grief and loss
(big or small, people or pets, goals or ambitions)

Adrenaline Coritisol levels rise

Emotions on, Logic off (fight, flight or freeze)

Physical Response

Heart rate increase, Breathing shallow and rapid, muscles tense, pupils dilated

Emotional Response - what is this for you?

anger, tears, win at all cost, run away, withdraw, freeze

Recover How often do you experience this?

breathing slows, body relaxes, frontal cortex back on line,

How you recover from stress matters

Short Term Stress Alleviators

We often fall back on various habits when we are stressed.

How many of these things do you fall back on when you are stressed or have they just become your "normal"?

Poor Diet	Drinking too much alcohol	Poor Sleep
No quiet time/ staying busy	Putting stuff off	Overwork
No exercise	Too much screen time/social media as a distraction	Avoidance

All of these things increase your stress hormone levels and make it more difficult for many systems in your body to function at their best. This includes:

- emotional regulation
- immunity, physical and mental health
- cognition (innovation, productivity, thought clarity)
- energy

Building a great system for wellbeing

Long Term Stress Alleviators

These are the habits that most people know make us feel better. But they are also the things that we often struggle to prioritise when we get busy.

Meditation	Hobby	Gardening
Quiet time	Time with friends	A quiet walk
Finishing a task	Exercising	Reading

The reason that it's so easy to drop these activities, is that we don't understand their true value in enabling us to cope, rebuild and thrive.

When we build restorative time into our days and weeks what we are doing is:

- supporting our immune system
- helping us to regulate our emotions and maintain perspective
- keep our brains working so that they can problem solve and innovate more effectively
- supporting a sustainable approach to wellbeing that enables us to be resilient in tough times

Purposeful Leisure

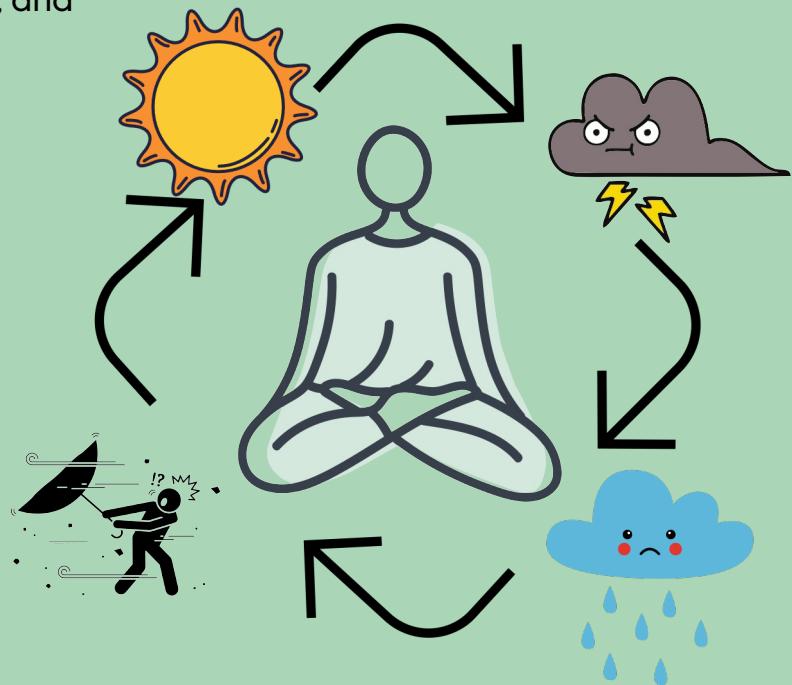
Yes, some stress is good!

We need to extend ourselves, learn new things, challenge ourselves physically and mentally. Stepping out of our comfort zone is good for us.

How do we monitor our leisure and what is good for us?

Write down how you feel before and after your leisure activity.

- take a note of your mood, sense of calmness, thought clarity, and energy

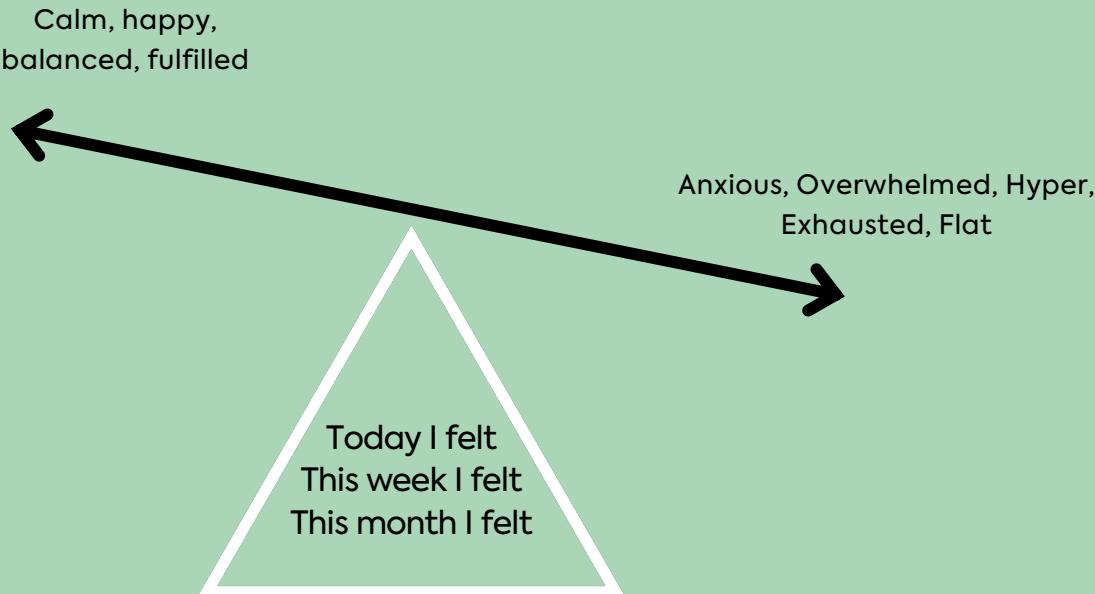


How Good Stress becomes bad

Good stress can become bad for you if you experience too much of it.
(Adrenaline junkies know this firsthand.)

This is because your stress response is triggered either way and if you're adding that to chronic stress, or several other stressors, there is a cumulative effect.

The aim is NOT to remove stress. The aim is to purposefully support sustainability and balance.



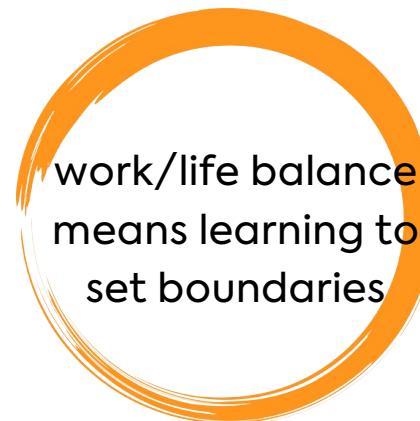
Gentle observation will help you
know where to focus your
attention

Some Daily Habits

Try different things to see what works for you



James Clear - Atomic Habits



Do your own analysis and plan small but meaningful actions:

- what should I keep doing
- what should I stop doing (or reduce)
- what is one thing that I should learn/improve/start

Set your intention:
When?
What will I do instead?
How?
Time and Place?
e.g set a calendar meeting, find a reward, commit with a friend

Some Daily Habits

Try different things to see what works for you

Example:

- Purposefully make a plan
- I choose to ...
 - (kids activity, care for elders, volunteer, study, bake)...
- because it aligns with my values.
- When I feel ...
 - (tired, annoyed, frustrated)
- I will breathe deeply, acknowledge my emotions and be grateful for this choice.

Example:

- Purposefully make a plan
- I choose not to
 - (meet someone for coffee, kids activity, care for elders, volunteer, study, bake)...
- because I purposefully value restoration and let go of a need to be all things to all people, all of the time.
- When I feel
 - (guilty, imperfect, FOMO)
- I will breathe deeply, acknowledge my emotions and be grateful for this choice.

Questions for each day



What Can I Do To Connect?

What Can I Do To Be Purposeful?

What Can I Do To Be Healthy?

Set your intention:
When?
How?
Time and Place?
e.g put a notebook by your bed and
write 3 things before you get up
set a calendar meeting with yourself
at the beginning of each day.

Notice and Adjust

Be purposeful with your approach to work and leisure time for 4 weeks and see what difference it makes:



- How do I feel before?
- How do I feel after?
- How do I feel this week compared to last week?

Train your mind: Try and find the positive.

Make your habits: Purposefully plan time for things that reduce your stress.

See if changing how you think about something, changes your mood.

Value restoration

Set your intention:
When?
How?
Time and Place?
e.g put a notebook by your bed and track your mood, energy and wellbeing at the end of each day

Summary

Resilience – as a system or process rather than a trait

Look at your Individual, Family, and Organisation habits or systems that support your long term sustainable mental fitness and wellbeing.

Today's focus has been your personal habits and systems for sustainable wellbeing:

- Align the things you do in your life with your values
- There's no wrong answer – there's also no perfect
- Prioritise and habituate the things that support sustainable wellbeing
- Reduce your reliance on short-term fixes of stress
- Create space for restoration
- Remember to practice positive thinking as well as positive action



Be awkward,
courageous and
kind – especially
to yourself

Resources and Q&A

What What
MASTERS of SCALE
RAPID RESPONSE

PODCAST EPISODE
Putting an end to hustle culture w/Reshma Saujani,
author of Pay Up

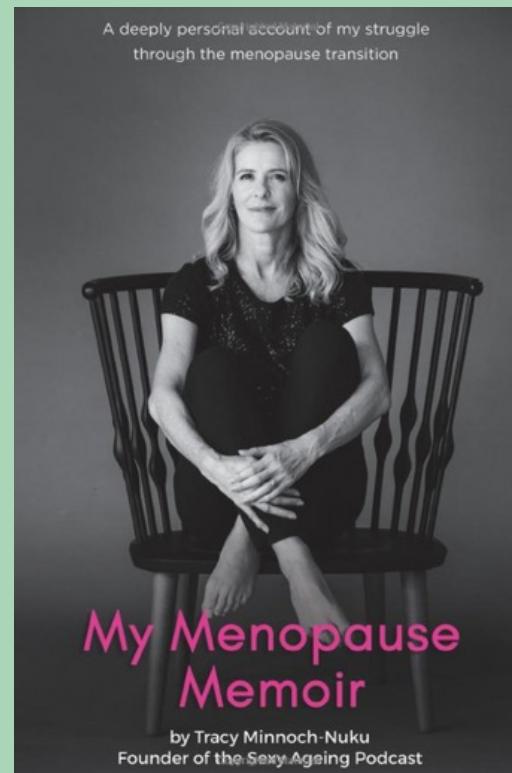
Masters of Scale: Rapid Response

Mar 24 · 38 min 23 sec

Episode Description

"It's not about fixing women. It's about fixing the system," says Reshma Saujani, the founder of Girls Who Code and Marshall Plan for Moms. As the author of the new book Pay Up: The Future of Women and Work, Reshma calls out corporate feminism and society's assumption that women have to solve the problems of workplace achievement... [see more](#)

It's not about fixing women, it's about fixing the system



A SPOTIFY ORIGINAL
Unlocking Us
with BRENÉ BROWN
PARCAST

PODCAST EPISODE
Brené with Karen Walrond on
The Lightmaker's Manifesto,
Part 1 of 2

Unlocking Us with Brené Brown

Even if what you're doing something is, is stepping back a bit and taking a break and gathering that energy, because now it feels thoughtful and intentional, and you'll cut yourself some slack when you do that.

PODCAST
SEXY AGEING
WITH TRACY MINNOCH-NUKU

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