

# » Take Time for Well-Being



As you continue to deal with the uncertainties of Covid, the economy, racial unrest and turmoil, how are you caring for yourself and others? There are 4 components of well-being\*:

- Resilience ■ Positivity ■ Attention/Awareness ■ Generosity

If we want to help ourselves and our teams recover from adversity quicker (Resilience) or savor the good (Positivity) or be more in the moment (Attention) or share our good fortune with others (Generosity), we can train our brains to do that. One of my go-to strategies to helping with mental resiliency is to reframe the situation. Create a new narrative of the situation, tell yourself a different version of what's going on for the person, come up with new options to address the situation.

As you assess your resiliency, consider your physical, spiritual, and emotional ability to recover from life's challenges. Keeping yourself and your team positive during these times can be a daunting task. During these uncertain times we have many questions. When will things go back to normal, can we get back to our offices (or maybe you want to stay offsite), what might happen to our jobs, how do I behave with my colleagues to be more understanding of their history and what they face which is different from me? Help your employees to see the positive in their situation. Encourage your employees to manage their moods. Paying attention to the moment helps your team address their challenges. Avoid being stuck in the past or obsessing about the future. What can you and your team do today to bolster their ability to weather an economic downturn, continue to adhere to Covid safety requirements and to address their differing teammates interests and concerns.

Start by talking with your team about their concerns and leverage their wisdom. And finally, how do you role-model a generous heart? How do you encourage your team to give to each other and their community? Studies regularly site giving to others returns personal benefits and feelings of well-being. Donate blood, help a coworker in need, or join with your team supporting a charity.

By improving your and your team's Resilience, Positivity, Awareness and Generosity you will manage these trying times together.

\*Richie Davidson, World Happiness Report, 2015

