

Connecting Wellness and Success



Until recently, it was widely accepted that employee's personal problems were not for the workplace. Personal problems were to be sorted out in personal time.

However, employers rarely consider the ramifications of workplace problems at home, or in most instances over the last 20 years, the expectations of taking work home to complete.

As much as society would like to separate work from the personal and the personal from work, this is not the human condition, and eventually it unravels.

A theory of the 'harmony triangle' is something we have been working with over the years.

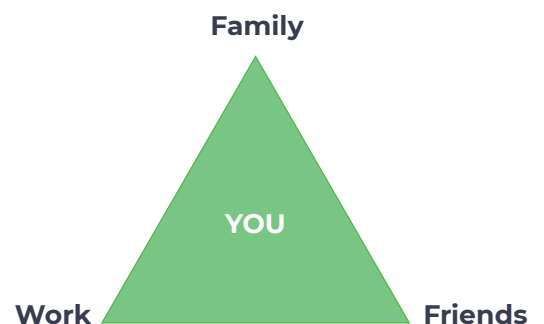
Consider each point of the triangle a pillar of life (in simplistic terms) that can affect, or influence, our quality of life and happiness.

More often than not, if a person has 3 of 3 pillars in harmony, it is easier to manage the everyday afflictions and negative incidences that occur.

If 2 of the 3 pillars are in harmony, it is a challenge to overcome but manageable with the support of the 2 harmonious pillars.

If there is only 1 of 3 pillars in harmony, the everyday challenges seem significantly difficult to handle, emotions are high, and the smallest of afflictions or negative incidences can set you on a path of negative emotional responses. Even for the 'strongest' of people.

The Harmony Triangle



“If an organisation wants the best of their team, they need to provide them with the tools to be the best.”

No person can be their best in isolation, it takes all pillars of one's life to support the wellbeing of each individual.”

Taking what could be deemed as 'simple' measures can make all the difference in the short, middle and long-term effect for your teams.

This worksheet will give you some ways to work with your team so their 'work' pillar can be one of the 3 pillars to bring harmony into their life



CHATS

Interactions with others is important no matter who you are. Feeling part of a herd can help with our everyday feeling of belonging, or a feeling of individually and collectively contributing to the greater goals and objectives of the organisation.

How frequently do you reach out and chat with the team as a whole?

Do you contact individual members of the team? Yes No

How Often? **Daily** Weekly Fortnightly Monthly Bi Monthly

Do you encourage the team to share stories about their personal lives? Yes No

How Often? **Daily** Weekly Fortnightly Monthly Bi Monthly

Do you provide an open forum for individuals to discuss their needs? Yes No

How can you expand this area of engagement?

There are other ways to help teams and colleagues connect with leaders and each other. For example;



One on one mentoring sessions



Continuous feedback



Various methods of communicating

CHECK IN WITH THEM... AND YOU

Consider how your previous employment culture and management has affected you in the past, and how it might impact how you react to situations now. Using this method can assist in recognising a team member's possible mindset with dealing with a challenging situation or being emotionally 'triggered'.

What do you believe might be the main reason for disrupted behavior within a team?

What might influence an individual to react poorly and without judgment to a given situation?

Do you note when behavior starts to change for team members? Yes No

How can you start doing this?

Do you frequently conduct your own 'wellness check' of team members? Yes No

What are some steps you can put in place to remember 'check-ins' and tools to support all parties?

There are a number of ways to provide mental health support to employees, for example;

Encourage time off / taking leave

Flexible hours to assist with pressures (like family obligations)

Open conversations on mental health within the workplace environment

There are a number of self-managed ways an organisation can offer support to employees.
For example, services like;



*Mental health and
resource services*



*Online mental
health services*



*Wellbeing and
mental health app*

Just to name a few, but there are many more available.

SEEKING PURPOSE AND PLACE

Providing guidance and understanding the broader objectives of the organisation in relation to an employee's role is important. It offers them the autonomy to understand their purpose and place within the organisation; why they matter and how they can contribute. It also allows the employee to manage expectations the organisation has relating to their role, especially when working remotely.

Does each team member know how they contribute to the organisation? **Yes** **No**

How?

Do you know how you contribute to the organisation? **Yes** **No**

How?

Do you allow team members the freedom to manage your expectations? **Yes** **No**

What can you do to further encourage open communication?

Do you provide an open forum for individuals to discuss their needs? **Yes** **No**

What can you do to further engage with individuals, especially in a remote environment?

The wellbeing of a team is the difference between success or a toxic workplace.

Empathy and understanding with your team, whether you are a leader, executive, manager or colleague is imperative to encourage a positive working environment for each individual.

If you are wondering how you can do this effectively, go to our resources page on our website [HERE](#) we can help you.



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