

JULY 2021

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Happy Wednesday!

In today's newsletter you can check out these articles and information:

- how to have a good day at work
- step into STEPtember and sign up now
- 'lunch and learn' sessions
- move more, sit less
- VicSuper wellbeing webinars
- the benefits of gratitude

We encourage you to continue taking the time to identify ways you can support your ongoing self-care and wellbeing.

Stay well and have a great Wednesday.

How to have a good day at work

'A good day at work' is more than just a catchy soundbite. Extensive data analysis has helped us to understand exactly what it means to have a good day at work, how more good days contribute to business performance, and how we go about creating more of them.

Everyone wants and should expect a good day at work, and good days at work benefit everyone. It's a win-win. They allow people to nurture their psychological and physical wellbeing so that you perform and feel at your best. They create thriving working cultures filled with happier, more productive people.

This week, as part of the University's health and wellbeing initiatives, Catherine Twiss, a registered psychologist trained in organisational psychology, was invited to present a personal development session to provide staff with evidence-based tools and strategies that can help you to build more good days into your work and private life.

Catherine outlined these four vital ingredients to achieve good days:

1. **Experiencing positive emotions.** Confident, curious, amazed, excited, inspired, satisfied, engaged – whatever positive emotions you can create in a working day, even momentarily, will contribute to a good day at work.

2. **Feeling connected.** When people develop meaningful connection with their team, leaders, or managers – they are more likely to experience more good days at work.
3. **Achieving tasks.** Almost everyone has a desire to achieve goals: from big goals to simply ticking off tasks on their to-do-list. We have had a good day at work when we are productive and can motor through our tasks.
4. **Performing meaningful work.** When at least some of the tasks that people perform clearly and positively contribute to something bigger, then they will be heading for more good days at work.

Research shows that by increasing your average number of good days at work by just one day, you get:

- a 9% increase in **productivity**
- a 10% increase in **advocacy** for your organisation
- an 11% increase in **job satisfaction**.

Wellbeing and good days at work involve everyone. Every leader, team and employee have a stake. The best approaches always include stakeholders from across the business and a good day may look different depending on the area in which we work.

We all need to consider what is the optimal strategy for our own circumstances.

[Watch the personal development session 'How to have a good day – the vital ingredients' with Catherine Twiss.](#)



Get ready for STEPtember!

We are excited to announce that this year, right across Federation University, we are stepping up for STEPtember, which runs from 1 to 31 September 2021.

STEPtember is a major event to raise awareness and funds for research and support those who live with cerebral palsy, such as Charli (pictured below) [whose story you can watch here](#).

The aim is to get active, be connected and support a worthy cause. We are encouraging everyone to take 10,000 steps each day – with more than 40 exercise activities also counting towards your steps.

This year the activity is free (normally \$25 per person) and we invite you to pay it forward by still donating the amount to this important cause. The impact of cerebral palsy is reflected in these statistics:

- 1 in 700 Australian babies is diagnosed with cerebral palsy
- 1 in 2 is in chronic pain
- 1 in 2 has an intellectual impairment
- 1 in 3 cannot walk
- Approximately 34,000 people are living with cerebral palsy in Australia.

By registering and participating in STEPtember you can make a real difference through raising funds for:

- research into early diagnosis of cerebral palsy, so babies can begin with life-changing treatment immediately after brain injury
- telepractice providing children with disabilities access to vital therapy
- equip state of the art therapy centres to support families in rural and regional areas
- accelerate breakthroughs in research into genetic causes and prevention of viruses that can cause cerebral palsy in some babies.

It is now time to set up your teams and register with these easy steps:

- Create your team of up to four people, nominate a Team Captain and create a unique team name
- The Team Captain [registers your team here](#) (this automatically links your team to Federation University), enters details of their team members, and selects 'Pay for team' using the promo code **FEDUNI2021** at the checkout for free registration
- Once registered, each team member will receive an emailed invitation link to complete their own registration.

Happy stepping!



Lunch and learn sessions

The 'lunch and learn' sessions are designed to provide staff with information and assistance in a range of areas that support their personal and professional needs and interests.

We encourage you to check out and register for the upcoming sessions below.

[Register here for any 'lunch and learn' session](#). A Microsoft Teams link will be sent following registration.

Upcoming sessions include:

29 July 2021 12:30pm – 1:15pm	Your online experience - how it is constructed and understanding ways to master it <i>Dr Evita March, Senior Lecturer, Psychology, School of Science, Psychology and Sport</i>
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6 September 2021 12:30pm – 1:15pm	Managing the psychosocial symptoms of menopause at work <i>Professor Catherine Hungerford, School of Health</i>
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Remember, if you miss a 'lunch and learn' session you can access recordings and resources from the [Health and wellbeing web page](#). These are generally made available within a few days of the session.



Move more, sit less

It is recommended that we do at least 30 minutes of exercise a day – or 150 minutes a week – to stay healthy. But 30 minutes accounts for just 2% of our day. And many of us can spend a lot of time each day sitting – which can adversely impact on our health. A study revealed that 30 minutes of daily exercise is not enough to overcome the health risks of sitting too much, but also revealed that with the right balance of time spent exercising and moving, it may be possible to counteract the negatives of too much sitting.

Research indicates that by doing 30 minutes of daily exercise can decrease the risk of early death by up to 80% for those who sit for less than seven hours per day.

Ultimately, the findings show a healthy, active lifestyle is more than just exercising for 30 minutes, and that different combinations of exercise and movement can be used to offset the harms of sitting. People can adopt a mixture of activity that works for them which is good news for people who may not have the time, ability or desire to exercise.

Try these practical strategies for incorporating more movement and less sitting into your day:

Ideas for moving more

- schedule in exercise or a workout into your day (even if it is quick walk)
- opt to hold meetings on the phone and walk and talk
- create a daily or weekly movement challenge with your colleagues
- drink water from a smaller cup so that you need to refill your glass more often and take more bathroom breaks.

Ideas for standing more

- stand up when the phone rings and/or when talking on the phone
- stand while you watch work virtual presentations, or are engaging in online tutorials or webinars
- schedule standing breaks into virtual work meetings
- stand up after you send a long email

Take a few minutes to plan what you can do in the coming days to move more and sit less. You can also check out these great resources to support your plans.

- Read the original article '[30 minutes' exercise won't counteract sitting all day, but adding light movement can help – new research](#)' from The Conversation website.
- [Tips and tools to sit less throughout the day while at home from BeUpstanding](#)



Image: The Conversation website / [BAZA Production/ Shutterstock](#)

VicSuper wellbeing webinars

VicSuper's 'Workplace Wellbeing Series' is a semi-annual program created to empower you to reach for a better future. Every aspect of life influences our state of wellbeing, including financial security.

Open to all staff, the series includes a range of 45-minute webinars that include topics for **personal and professional development** to help you realise your full potential inside and outside of work.

Upcoming sessions include:

- Working from home effectively (10 August)
- Empathy in the workplace (18 August)
- Building resilience (2 and 19 August)
- Emotional intelligence (6 and 11 August)

[Check out session details and register via VicSuper's Workplace Wellbeing Series web page.](#)



Image: [VicSuper](#)

The benefits of gratitude

While 'gratitude' may not be the most-used word in your vocabulary at work, it definitely should not be forgotten. From enhanced mood, improved productivity, stronger relationships and a happier workforce, gratitude plays an important role in organisational success.

The benefits of expressing gratitude are well-documented. Making a regular and deliberate effort to praise someone's efforts improves a range of outcomes related to mental health and overall wellbeing.

Yet for a variety of reasons, we are hesitant to show gratitude in our professional lives. We need to identify and get past whatever is holding us back from giving thanks in the workplace.

Ultimately, gratitude in the workplace can lead to deeper connections to not only each other, but to the work you are doing each and every day. So, take a moment to stop and say '**thank you**'.

Here are five key benefits of gratitude in the workplace:

- acknowledges people, not talents
- creates better leaders
- has something for everyone
- builds relationships
- has a positive impact on culture.

Read the article '[5 benefits of gratitude in the workplace \(and how to show it!\)](#)' and identify ways you can show gratitude in your personal and professional lives.

Another great resource for leaders is the Harvard Business Review article '[How to cultivate gratitude, compassion, and pride on your team](#)'.



Quick Links

[Flourish - health and wellbeing e-magazine - July 2021](#)

[Mental health and wellbeing information guide](#)

[Health and wellbeing resources](#)

[COVID-19 support for staff](#)



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