

AUGUST 2020

[View this email in your browser](#)Health and
Wellbeing

Wellness Wednesdays

Happy Wednesday!

Many people perform their best work on Wednesdays. Some may find their decision-making skills are at optimum levels, while others find that Wednesday is the best day for creative thinking. **Take advantage of your Wednesday and decide on your wellness activities for this week!**

In today's newsletter, we are pleased to announce the availability of 'lunch and learn' and exercise session recordings in addition to great articles which will explore ways you can 'ride the second wave' of restrictions, use 'walking meetings' to get moving and to increase your happiness through 'gratitude'.

Don't forget that our **meditation and yoga programs** have been extended for a further two weeks until 18 September 2020! Make sure you update your calendar and keep up the great work in attending these session.

We encourage you to keep taking the time to identify ways you can support your ongoing self-care and wellbeing. **If you haven't already, why not try something new this week?**

Session recordings now available

We are pleased to advise that recordings of the **'lunch and learn'** and **daily exercise sessions** are now available via the Human Resources website.

These sessions are available via the Human Resources website under the '[COVID-19 support for staff](#)' page in '[Health and wellbeing](#)'. You will find the recordings under the following titles:

- Lunch and learn sessions; and
- Exercise and movement.

'lunch and learn' and daily meditation and exercise sessions from the articles below.

Future session recordings will continue to be added and made available on the Human Resources website for staff access.



Riding the second wave - helpful tips

The reality of the pandemic has meant we have all had to change and adapt to strange and unfamiliar circumstances. Although we are experiencing a 'second wave', the positive news is that as a community we have responded to the advice and restrictions and are now seeing a significant reduction in daily COVID cases.

There is no doubt that from these circumstances we have all been challenged and have learnt, and continue to learn, about ourselves and others. Understanding why we act the way we do can help us gain control in uncertain times, also providing comfort, and perhaps even meaning.

The tips below may assist in identifying areas to assist with coping and responding to the 'second wave'.

- **Adaptability is your best friend.** Cultivate adaptability through routine, but don't plan too far ahead.
- **Grow, grow, grow.** Our resilience is heavily dependent on our mindset about choice and control. We can choose to be stuck in the situation (a fixed mindset) or we can choose to feel it, grow from it and bounce forward (growth mindset).
- **Take the pressure down.** People may be struggling right now, but are also doing their best. Be kind to yourself and others by assessing and easing expectations.
- **Write a 'more vs less' list.** Create a list of actions that made you feel good or worked for you in the first lockdown (more) and those that did not serve you well and

- **Keep an eye on your pride.** Put your hand up in the moments where you are not doing too well. You do not need to have all the answers or have everything together constantly. No one does! Reach out for help when you need.

These tips are an excerpt from the Superfriend article '[8 tips for riding the second wave](#)' and are not just relevant during the current pandemic, they may be the catalyst in assisting to cope with the present, but also in growing for the future. Take some time to read the detailed tips in the full article.



Walking meetings

Looking to increase your energy, enhance your concentration and creativity, enjoy more time outside, and increase your daily steps - all without adding anything extra to your calendar? **A walking meeting might be the solution!**

For most of us, working from home will remain a reality for the near future. This means we may continue to miss the health benefits of the incidental movement and exercise that comes with the daily routine of commuting to campus environment.

Research shows that walking increases our creativity and that exposure to direct sunlight and natural elements relates positively to job satisfaction and organisational commitment. Whether you are working from home or on campus, a walking meeting may provide you with these benefits.

How to take part in walking meetings

- an intention to walk is set up ahead of time;

- time parameters of the meeting are defined.

Walking meetings might not suit everyone and do not suit meetings with larger groups or where audio-visual materials are required. However, if you are meeting with one or two people and the objective of the meeting is to connect, collaborate and/or brainstorm, then walking and talking is ideal.

What could walking meetings do for your productivity, energy and engagement?

Read the original article '[The benefit of walking meetings](#)' or the Harvard Business Review article '[How to do walking meetings right](#)' for more tips on walking meetings.



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 record one's blessings improves a range of outcomes related to mental health and overall well-being.

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're doing each and every day. So, take a moment to stop and say 'thank you'. Here are 5 key benefits of gratitude in the workplace.

- acknowledges people, not talents;
- creates better leaders;
- has something for everyone;

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](#)'.



Lunch and learn sessions

With some great 'lunch and learn' sessions coming in the next two weeks, take some time to review the schedule below and register now.

We will be announcing new additions to the series next week, so stay tuned to the newsletters!

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.

[Click here to register](#) for your preferred session(s). A Microsoft Teams link will be sent following registration.

Upcoming sessions include:

1 September 2020 12:30pm - 1:15pm	'The shaka project' - uniting men to start conversations about mental wellbeing, encouraging connection, mateship and brotherhood <i>Mr Sean Weir, Owner SWF Gym, founder of 'the shaka project'</i>
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12:00pm - 1:10pm *Kelley Weight, Dietitian and Course Coordinator, School of Science, Psychology and Sport*

9 September 2020

12:30pm - 1:15pm

Sleep - how it supports our health and strategies for sleeping well

Professor Gerard Kennedy, School of Science, Psychology and Sport



Get active, stay healthy

Do not forget that our meditation and yoga programs have been extended for a further two weeks until 18 September 2020! Make sure you update your calendar and keep up the great work in attending these sessions.

We continue to receive fantastic feedback and support for these programs and thank **Fernwood Ballarat** and our very own **UniSports** team who continue to deliver these valuable programs for our staff.

Looking for some daily movement ideas? Why not join a short session to complement your daily routine! Meditation runs for 15 minutes, all other sessions run for 30 minutes.

Email Human Resources at hr@federation.edu.au with your preferred session(s) and we will forward you the relevant Zoom link(s).

- Mondays - 12:00pm - **Body Stretch** | 4:45pm - **Meditation**
- Tuesdays - 9:30am - **Meditation**
- Wednesdays - 9:15am - **Meditation** | 12:00pm - **HIIT** | 12:30pm - **Yoga**
- Thursdays - 9:15am - **Meditation** | 4:45pm - **Meditation**
- Fridays - 9:15am - **Yoga** | 12:00pm - **Pilates** | 12:30pm - **Meditation**

family, friends and the community.



Quick Links

[COVID-19 support for staff](#)

[Mental health and wellbeing - information guide](#)

[Health and wellbeing resources](#)



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