

OCTOBER 2020

[View this email in your browser](#)

Happy Wednesday!

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

- healthy habits to hold on to post-pandemic
- get active, stay healthy with daily exercise and meditation
- intersex awareness day
- three new 'lunch and learn sessions' in the next three weeks!
- when the road gets rocky, what do you do?
- tip for managing back-to-back meetings.

Stay well and have a great Wednesday.

Healthy habits to hold on to post-pandemic

It is easy to feel like COVID-19 has crashed the 2020 party. But with the changes we have encountered this year, we have discovered more time for things we might never have had the opportunity to do before.

There has been a silver lining to the pandemic. Have you noticed you have developed healthier habits this year? Spent more time outside? Connected more with your partner, or re-connected with old friends? You are not the only one.

With restrictions starting to ease, it is important to maintain your favourite healthy habits.

Here are six quick tips to help you keep up the good work.

- **Appreciate nature.** Connecting with nature is one of the key pillars to supporting your mental health. Why not try and start a new habit of walking through a park at

new healthy habit. Check out our exercise sessions below if you are looking for something new!

- **Make time for 'you'**. People have taken this opportunity to learn new skills or refresh old ones. If you've found something you enjoy doing during the pandemic, try keeping it up.
- **Be kind**. Performing an act of kindness triggers the release of a chemical called oxytocin. This stimulates the area of your brain associated with social connection and trust, which makes you feel good.
- **Connect more**. Continue to build and maintain positive relationships with friends, family and colleagues. Regularly express your gratitude to these people over regular video calls.
- **Be adaptable**. While change can be uncertain, chaotic and challenging - it does have a silver lining. **It helps build resilience**.

You can also check out the [Mental health and wellbeing - information guide](#) for more tips and strategies on maintaining your self-care.

Get active, stay healthy

Congratulations to everyone who attended our daily meditation and exercise sessions. Even with the recent easing of restrictions and a return to some normal activities, it is important you continue to maintain the healthy self-care routines you have developed in recent months.

If you haven't participated in a session, or have missed one in the last few days or weeks, now is a great time to get on board. With daily sessions including ZUMBA, Pilates, yoga, meditation, body stretch, and HIIT, **all you need is between 15-30 minutes** to add these activities into your daily routine.

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

If you have any pre-existing conditions or are new to exercising, please follow the advice of your health professional. It is vital that we prioritise the health and safety of ourselves, family, friends and the community.



Intersex awareness day

Intersex people are born with physical or biological sex characteristics that are more diverse than stereotypical definitions for male or female bodies. Around 1.7% of the population is estimated to be intersex, around the same percentage of people that have naturally red hair.

Intersex Awareness Day is an internationally observed awareness day on 26 October, designed to celebrate the diversity of intersex people and to affirm their human rights to bodily integrity, physical autonomy and self-determination. These are issues of critical importance, as intersex people are subjected to medical interventions as infants and children to alter their sex characteristics without personal consent, and for social rather than medical reasons.

Use the following resources to build your knowledge about intersex identity and being an intersex ally.

- [How to be an intersex ally \(pdf, 129 kb\)](#)
- [Let's talk about intersex \(YouTube video, 3 minutes 32 seconds\)](#)

You can also [register for the upcoming 'lunch and learn' session 'Building your LGBTIQ+ capacity and confidence'](#) being presented by Andrew Georgiou, Senior Relationship Manager, Pride in Diversity on Thursday, 12 November.



When the road gets rocky, what do you do?

Even for the relatively self-aware and emotionally adept, challenges can take us by surprise. Learning healthy ways to move through adversity - **a collection of skills called resilience** - can help us cope better and recover more quickly.

Stress and challenges come in many forms in life: adversity and trauma, fear and shame, betrayals of trust. Berkeley University's 'Greater Good Science Centre' has collated resilience practices into the five key categories below. These strategies can help you cope with challenges when they arise, but also prepare you for the future.

With enough practice, you will have a toolbox of techniques that come naturally and will help when times get challenging. Just knowing that you've built up your skills of resilience can be a great comfort, and even a happiness booster.

- **Change the narrative.** When something adverse happens, we often relive the event over and over in our heads, rehashing the pain. The practice of *Expressive Writing* can move us forward by helping us gain new insights on the challenges in our lives.
- **Face your fears.** The *Overcoming a Fear* practice is designed to help with everyday fears that get in the way of life, such as the fear of public speaking, heights, or flying. We can't talk ourselves out of fears; instead, we have to tackle the emotions directly.
- **Practice self-compassion.** This involves offering compassion to ourselves: confronting our own suffering with an attitude of warmth and kindness, without judgment.
- **Meditate.** Practicing mindfulness brings us more and more into the present, and it offers techniques for dealing with negative emotions when they arise.
- **Cultivate forgiveness.** If holding a grudge is holding you back, research suggests that cultivating forgiveness could be beneficial to your mental and physical health. If you feel ready to begin, it can be a powerful practice.

Read the original article '[Five Science-Backed Strategies to Build Resilience](#)' to get more detail about each of these key resilience building categories.

You can also access the '[Building resilience - skills to thrive at work](#)' online module via



Lunch and learn sessions

Three new 'lunch and learn' sessions have now been added to the series for the coming weeks! Make sure you check out the upcoming session and register below.

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

Upcoming sessions include:

5 November 12:30pm - 1:30pm *NEW*	How to boost productivity and manage disruptions while working from home <i>Tina Paterson, Working from home productivity expert</i>
11 November 12:00pm - 12:45pm *NEW*	Feedback - why we need it, and why we need to give it <i>Wendy Hall, Organisational Development Consultant specialising in the neuroscience of leadership</i>
12 November 12:30pm - 1:15pm	Building your LGBTIQ+ capacity and confidence <i>Andrew Georgiou, Senior Relationship Manager, Pride in Diversity</i>
18 November 12:30pm - 1:15pm *NEW*	Optimising your LinkedIn profile for success <i>John Wenborne, Senior Account Director, LinkedIn and Erica Fitch, Lead Customer Success manager (ANZ), LinkedIn</i>
2 December	Disability Awareness and the Disability and Learning Access Unit

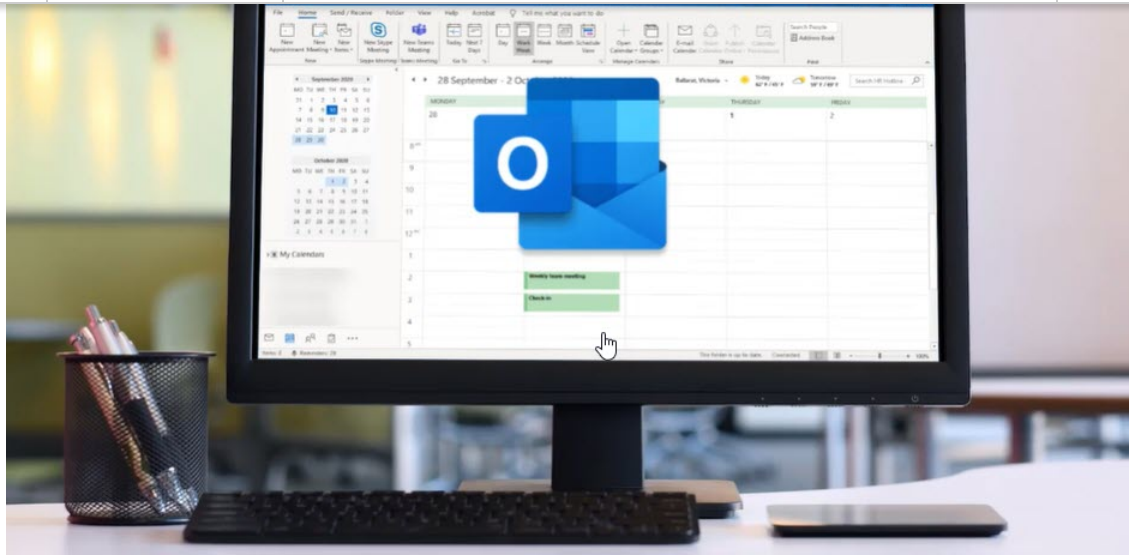


Tip for managing back-to-back meetings

Having trouble managing those back-to-back meetings? It is important that you plan and get time between meetings to take a break, stand up and move, or to get prepared for your next meeting.

Human Resources are developing a series of micro-learning on-demand videos which support your health and wellbeing as you continue to develop new routines. The first of these is focused on time management, with a practical tip to assist with the challenges of 'back-to-back' meetings.

[Click here to watch the video and consider how this can give you time between meetings 'to take a break, get moving and get prepared'.](#)



Quick Links

[COVID-19 support for staff](#)

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

[Health and wellbeing resources](#)



CRICOS 00103D | RTO 4909



Copyright © 2020 Federation University Australia, All rights reserved.

Our mailing address is:

hr@federation.edu.au