

Business Wellness Tips & Resources:

**Creating a high-performing,
thriving & resilient workforce**



**MICHELLE
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Business Wellness Tips & Resources:

Brain video https://www.youtube.com/watch?v=5_vT_mnKomY

Hand model of the brain video https://www.youtube.com/watch?v=LdaUZ_wbD1c&t=2s

Kristin Neff website <https://self-compassion.org/> and self-compassion test

<https://self-compassion.org/self-compassion-test/>

Psychological Safety <https://www.youtube.com/watch?v=Nen4x6A0sil>

Michelle's website and resources <https://www.michellebihary.com/>

Risk factors
(Liabilities)

Protective factors
(Assets)



Mental health



What are the
protective factors and risk factors
for good mental health?



Risk factors
(Liabilities)

Protective factors
(Assets)

What is your
mental health
balance sheet?



Tips for investing in good mental health and wellbeing:

- Breathing practices
- Mindfulness & Meditation
- Flow activities
- Physical activity – yoga, qi gong, tai chi
- Healthy lifestyle habits – sleep, exercise, hydration and unprocessed foods
- Gratitude practices
- Self-compassion
- Friendships and Personal supports
- Meaning and Contribution
- Growth, mastery and learning
- Activities that cultivate fun and joy

Navigating our triggers



1 PLAN

Have a plan or tool kit for when triggered.

List of what works for you – shifts you from triggered state without internalising or externalising - Keep that list handy

2 REDUCE TRIGGERS LONG TERM

Do things on a regular basis that helps reduce the frequency of your triggers.

What steps can we take when we experience triggers?

1 Be aware of it – monitor yourself for signs

2 What do I need for myself? How can I support myself?

3 What supports do I need from others?

4 Who can provide me with the support I need?

5 Have a conversation with that person to let them know what you might need and discuss how you can make it happen.



Feed the executive brain

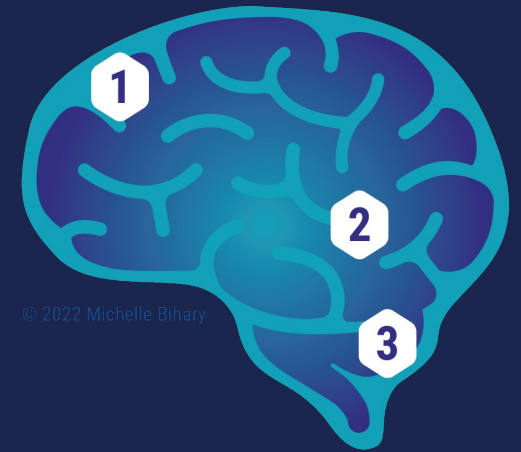
- ✓ Look after your body, mind, heart and soul
- ✓ Get enough sleep, rest, eat well and exercise
- ✓ Mindfulness, meditation, relaxation
- ✓ Self-leadership
- ✓ Value your strengths and skills
- ✓ Focus on what can influence, not what you can't
- ✓ Absorb the good
- ✓ **Do an audit of where you invest your time and energy**
- ✓ **Core human needs: Love and belonging, safety, valued, meaning, mastery and fun**



Don't feed the reptile brain

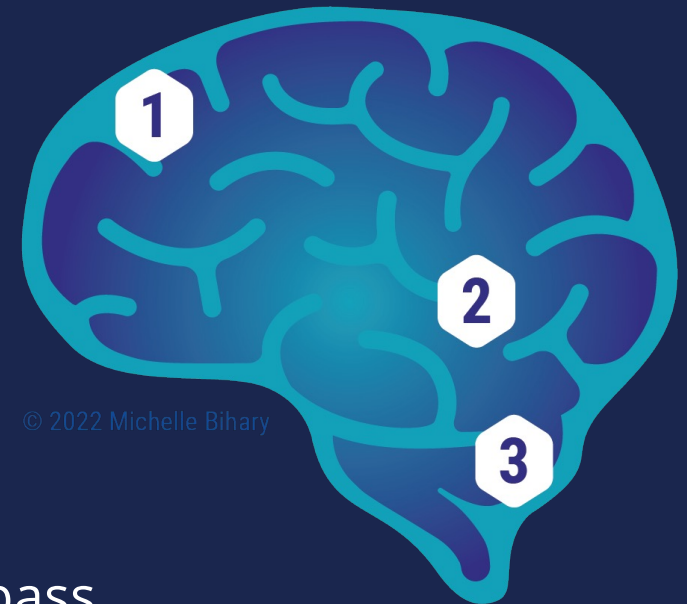
Less:

- ✓ Unnecessary self criticism
- ✓ Focussing on weaknesses or negatives -> shift to learning
- ✓ Less assuming the worst
- ✓ Focus on what we can't control
- ✓ Absorb the bad
- ✓ Overly driven by expectations



Strategies for when you are triggered:

- ✓ Something that makes you laugh
- ✓ Music that you find uplifting or relaxing
- ✓ Move your body
- ✓ 10 deep breaths
- ✓ Go outside or into nature
- ✓ Note to self – everything will be OK, this too will pass....
- ✓ Perspective: will this matter in a day, a week, a month, a year?
- ✓ Connection to self and/or others



TED**x**HGSE

x = independently organized TED event

Above-the-line relationship strategies

More

- ✓ Model above-the-line behaviours
- ✓ Appreciation and recognition
- ✓ Feedback of strengths
- ✓ Respect and kindness
- ✓ Collaboration and connection
- ✓ Role to role, human to human

Above-the-line relationship strategies

Less

- Unnecessary criticism or put downs
- Shaming, dismissive, ignoring, avoiding, sarcasm, belittling
- Gossiping or bitching
- Competitive, win/lose, ego games
- Brilliant jerks

Workplace culture strategies

More

- Respect and kindness
- Collaboration and connection
- Build goodwill
- Positive feedback
- Recognise strengths, skills, what we can learn from others
- Appreciating diversity
- Build a learning culture, safe to learn, safe to be open

Workplace culture strategies

Less

- Below the line behaviours
- Shaming or dismissive
- Unnecessary criticism or put downs
- Gossiping or bitching
- Competitiveness
- Isolating others

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