

PROSPERITYMATTERS

YOUR GUIDE TO A BETTER BUSINESS AND A FULLER LIFE

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WELCOME!

The more you work, the easier it is to get caught up in the stress of business and forget what goals you had that pushed you to start in the first place. Prosperity Matters is designed to help you reconnect and focus on your personal wellbeing.

In this issue, we will cover reframing your perspective on failures, importance of taking a mental health break, and mental health and wellbeing support for small businesses.



You Don't Have To Be Great To Start,
But You Have To Start To Be Great.

- Zig Ziglar

Settling into a new job

Starting a new job is as nerve-racking as it is exciting. You might find yourself stressing out about navigating the company processes and meeting new people.

The important thing to remember is that integrating into a new company is difficult and taking time for this process is normal.

Stay positive

Transitioning into a new position is likely to come with its own, unique obstacles. You might not fit in immediately or find that completing certain tasks is more difficult than it is for others. Regardless, keeping a positive attitude will make the transition easier. Remind yourself that this is only the starting period, and stay enthusiastic about what you need to learn and improve.

Find your routine

Attempt to build and maintain a routine that balances your new role and your personal life. This will allow you to increase your efficiency and effectiveness. Having a routine also establishes a sense of stability and normality, which are difficult to come by in the current climate.

Set goals

Once you understand your role and the

responsibilities you have, set practical goals for yourself and what you want to achieve from the role. These will allow you keep a check on your progress and accomplishments. However, they will only be effective if they are realistic.

Immerse yourself in company culture

Transitioning into a new job means you have to observe and adapt to the culture of your new company. One of the goals of the hiring process is to determine whether your values will fit into those of the company, which means the company already believes that you share their views. The only thing you should focus on is embracing company norms and social practices.

Form relationships

Forging relationships with fellow colleagues can help you transition smoothly by creating a work environment you enjoy working in. Although this may require stepping out of your comfort zone, it will be beneficial not only in the short term, but also form lifelong networks and relationships.

Although this process will take some time, remember that the transition period is only temporary. The more effort you put into building strong relationships with your peers and aim to be the best you can at your role, the easier and faster this process will be.

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Reframing your perspective on failures

Starting and running a business is a lot of work. There are a lot of times when you need to try different things, some work and others don't. When you're putting so much time, effort and money into a business, failing to make a profit or lack of growth can be heartbreaking.

BUT, allowing this to influence the way you work is even more detrimental. Don't let failure run your business. Here's why:

First of all, your wellbeing and business outlook takes a hit. If you keep focussing on the failures, working on your business passionately becomes even harder. Often as entrepreneurs, you have to do multiple tasks all by yourself so being motivated is really important. Focussing on failure could reduce this motivation and mean that you don't get the work ahead of you done. Instead, it's

better to learn and move on to remain productive.

Secondly, you will stop taking risks. If you expect failure, your willingness to try different approaches and take risks will be lower. Experimenting with different tools and strategies is essential to understand what works best for your company. Not just that, taking risks and thinking beyond your status quo is important for growth. Continue trial and error rather than focussing on failure.

Thirdly, failure can be a blessing in disguise. It lets you know if something isn't working and will help in understanding how to run your business in the long run. Making mistakes earlier rather than later means that you're making appropriate changes as you go. Make sure that you make the changes that need to be made, otherwise the learning curve is pointless.

Focusing on failure allows for a readily available excuse for any issues that might be going on.

Instead, reframing that mindset to increase motivation and focus will be much more beneficial.



Importance of taking a mental health break

People won't hesitate to take a break when their physical health is in bad shape but are reluctant to treat their mental health with the same importance.

Your mental wellbeing plays a huge role in your ability to work and maintain a healthy lifestyle, so taking some time off to focus on your mental health isn't something you should feel guilty about or ashamed of.

It can be difficult to know when you need to take a day off for your mental health. Here are some signs to look out for that might suggest you need to take a mental health break from work:

- Moods: constantly feeling angry, irritated, tearful, depressed or anxious.
- Behaviour: actively disconnecting from others, lashing out at people easily, decreasing work performance, not being as motivated, making more simple mistakes or accidents.
- Thoughts: having pessimistic and negative thoughts, feeling disillusioned, resentful or discontent.
- Physical: being constantly tired, body tension issues, adult acne, constant colds, headaches and migraines, sleeplessness, difficulty

focusing, significant weight loss or weight gain.

Everyone has their own way of taking care of their mental health, but if you're not sure where to start, consider the following tips.

Do emotional work

Consider the reasons why your mental health has been low. Ask yourself what changes you can make to your perspectives to address factors that cause you distress. Engage in some problem solving or reframing situations more positively and realistically. Consider whether going to therapy, talking to someone you trust, or taking an extended break will benefit you.

Socialise

Try to spend some time reconnecting with your friends and family. Human connections and socialising are linked to mental well-being and can help avoid social anxiety and loneliness.

Do activities you enjoy

Working full time or having other commitments can mean that your hobbies are deprioritised. You can spend some time in your break going back to activities you like, whether it be painting, reading, music or watching movies. This can help you relax and enjoy yourself.

Mental health and wellbeing support for small businesses

In response to COVID-19 and the impact it has had on the wellbeing of small business owners and their employees, the government has provided access to mental health support through various means.

These include access to:

- General practitioner or telehealth services
- Online and phone-based counselling services
- Chat and email based mental health services
- Online workshops and webinars

Employers have legal obligations to look after their employees mental health. More importantly, addressing mental health of employers and employees is important because it impacts attendance, focus and productivity at work.

Employers should have regular communication with employees to find out how they are and what the particular causes of stress in the workplace are so that they can be managed. At times, employers may have to keep a lookout for signs of stress in workers.

