

# PROSPERITYMATTERS

YOUR GUIDE TO A BETTER BUSINESS AND A FULLER LIFE

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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.

- Boost Your Mental Health With a Mental Break
- Reestablishing Work & Life Boundaries
- Redirecting Rejection Into Positive Outcome
- Employer Approaches to Better Mental Health in the Workplace



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## Boost Your Mental Health With a Mental Break

*Productivity has a direct link to how rested our minds are. A mind that is in turmoil, stressed or anxious can impact how we conduct our work, or even if it's being overworked in a general sense. Your brain requires downtime too. It is essential to consider how the brain, like a body performing manual labour, can take a mental break from work. These brief timeouts can help the brain reinforce long-term learning and productivity, allowing you to learn more and access that learning faster.*

The best way to approach a mental break, rather than forcing motivation to occur with mind-consuming tasks, is to do something mindless.

Here are our top five tips for giving yourself a mental break:

1. Perform a slow-down activity and allow yourself to enter a state of forced relaxation. Try taking a long shower or

staring out the window for some time.

2. Encourage your body's dopamine production with a game that doesn't need you to keep score - a simple puzzle game can reward without extra labour.
3. Cook a big meal to encourage a wandering mind with a simple recipe that requires slow preparation.
4. Take a walk, and enjoy nature's scenery for an hour or so. Being in nature has been linked to a number of physical and mental benefits.
5. Take a short nap if your sleeping pattern has been impacted, or close your eyes and breathe deeply for a while.

Above all, ensure that you take the time to think about how these mental breaks can best work for you. It might be that something entirely different works better. Experiment and find out what suits you best.



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# Redirecting Rejection Into Positive Outcomes

*Throughout your career, it wouldn't be uncommon for you to experience the painful process of rejection. Be it from a job interview, submitting a critical proposal or simply being denied a promotion - rejection can often occur in your day-to-day work life. It's essential to learn from these experiences and create positive outcomes for yourself and your career.*

Rejection can often be followed by harsh self-criticism, negative thinking and a generally poor outlook on how you can progress. It might seem like you're hitting a wall, particularly if you are being rejected for the same thing, over and over again.

It is important to understand that rejections happen for a reason, but not always the reason you might be thinking about. A proposal that you've spent time working and worrying about might be rejected because it requires a little more work to iron out some details, or a rejection from a job interview

might be because another candidate fit what they were looking for more. Rejection is not always about what you lack but more so about what you can improve upon for next time.

Here's a tip: turn that rejection into a positive outcome. Were you rejected in a job interview? Ask what you can do to improve your chances of getting a similar position or the reason for the rejection (and if you could improve on that reason).

Here's a couple of strategies on how to handle rejection and direct yourself towards more positive thinking.

1. Manifest positive outcomes with your positivity - approaching an opportunity with negative thoughts of failure before you've even tried could impact how you approach it overall.
2. Use rejection to get outside of your comfort zone and make changes, take risks and overall deal with the adversity you can face.

3. Don't take rejection personally - it's all too easy to assume from the rejection that it is you who is the failure, and not that you happen to have failed at that specific outcome.
4. Turn the rejection into a learning experience for self-growth and self-exploration.
5. Promote positive self talk when interpreting why you might have been rejected.

Rejection is something that everyone has at least once in their life experienced. As a not uncommon occurrence, rejection has a way of teaching, redirecting, and reflecting on improving and challenging ourselves to do better.

## Reestablishing Work & Life Boundaries

*Workplaces have seen dramatic remodelling in response to the changes brought about by employers trying to manage the altered conditions resulting from the pandemic and ensure that employees could continue to work as unhindered as possible. This response saw the introduction of improved flexible working conditions, adopting new technologies to provide smoother work premises and work-from-home options for employees.*

Though these flexible working conditions for employees enabled them to continue working during a tumultuous period of time, they've also introduced some troubling practices and work standards from employers.

How might this have impacted you as an employee?

An employee's work hours are contractually outlined and agreed upon prior to commencing work for an employer, but many employees may find themselves working beyond these hours to finish tasks. It's possible that in the process of working from home or remotely, you may have found yourself working longer than what you are obligated to. Stick to the work hours that you have agreed upon, and make sure that you are not providing your employer with unpaid labour.

There should be an understanding that employees are

not obligated to be available for their employers 24/7. The technological intrusion of work into their personal lives however can make it difficult for employees to "switch off" during downtime. Blurring the boundaries between work and personal, and heightening work output expectations beyond what can be produced in a workday can lead to increases in anxiety and stress, and decreases in overall productivity.

To ensure that you maintain your mental and physical wellbeing, boundaries may need to be enforced to your employer about what your work time should consist of and what your downtime should mean. Employers have a responsibility to understand when it is appropriate to contact you outside of work hours. A simple way to look at it is if no one will die from waiting on information, it can wait until the next workday.

As an employee, your focus should be on working smarter, not longer. Prioritise important, time-critical tasks over less-essential tasks, and ensure that your employer understands that any tasks left incomplete will be addressed during the next workday. Ensuring that information is available to complete tasks without your presence required will prevent unnecessary contact.

Our competitive job market can make it difficult to voice concerns about your employment situation. It's important to communicate with your employer any concerns you may have.

## Employer Approaches to Better Mental Health in the Workplace

*Communicating about mental health can be difficult for some in the workforce. Fears of being seen as needy, overdramatic or incapable may impact why an employee may not feel comfortable expressing their mental health needs.*

Employers need to be prepared to speak with their employees about how they can best assist them and provide them with the support they may require. In some cases, it can be worthwhile investing in creating a general plan to help employees deal with mental health concerns. An Employee Assistance Program may assist with this process.

Here are a few essential guidelines to consider when navigating through conversations about mental health:

- Talk to employees about how you may be able to support them.
- Make yourself available for them to seek out as needed.
- Check-in with employees about workloads and their support needs, and how they may be coping.
- Don't try to diagnose your employees - give them resources and time to seek professional help.
- Don't preach to them how to handle their mental health
- Don't assume that people want more or less work as a result of their mental health.

