



SUPER
WELLNESS

Managing Uncertainty

Understanding the effects of change
and practical tools to thrive





AGENDA

Why is change demanding physically & mentally?

Change exhaustion

Challenges in a hybrid world

Navigating change

Practical tips to support change

Q&A & Resources



Discussion

Worried

Happy

Stressed

Anxious

Hesitant

Relaxed



How does **change** make you feel?

Excited

Uncomfortable

Exhausted

Impatient

Insecure



Why is change so demanding?





The impact of change on mental health

- One of the biggest causes of stress
- Generates the 'freeze' response
- Feels difficult & uncomfortable
- Concerned we don't have the answers
- Often unclear about benefits





Psychology of change

- Changing many things at once is challenging
- One change usually involves another
- Feels uncomfortable
- We can lose our sense of control





Change exhaustion



Change fatigue or change exhaustion - negative reactions to change such as burnout, frustration or apathy.



Heightened uncertainty in both work and home lives can push us into change exhaustion.



Our ability to cope with change in 2020 was at 50% of pre-pandemic levels and resilience has not returned entirely to pre-pandemic levels.



Small scale personal changes can often bring about fatigue.



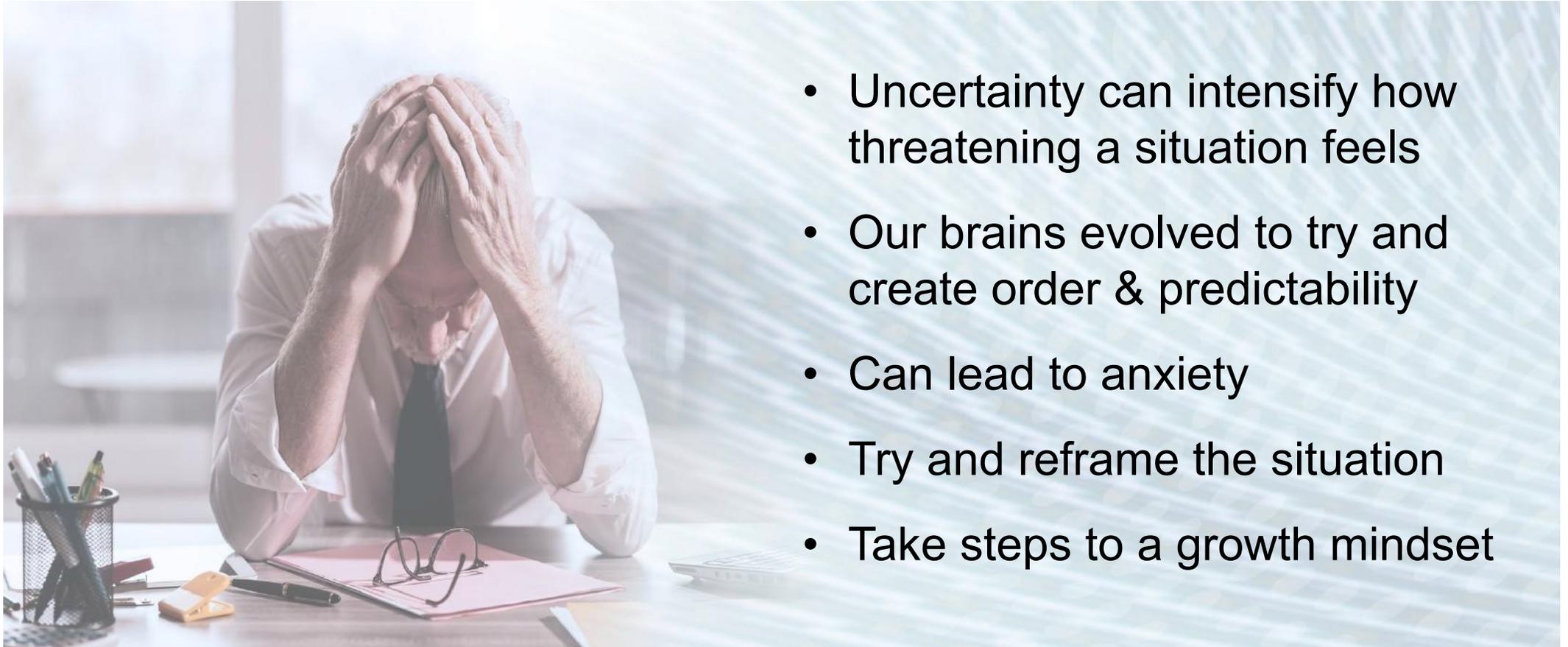
Challenges in the hybrid world



- Emotionally draining / difficult to create routine
- Communication / challenges of collaboration
- **'Always on'** thinking / hard to switch off
- Culture can feel diluted / miss out on watercooler conversations



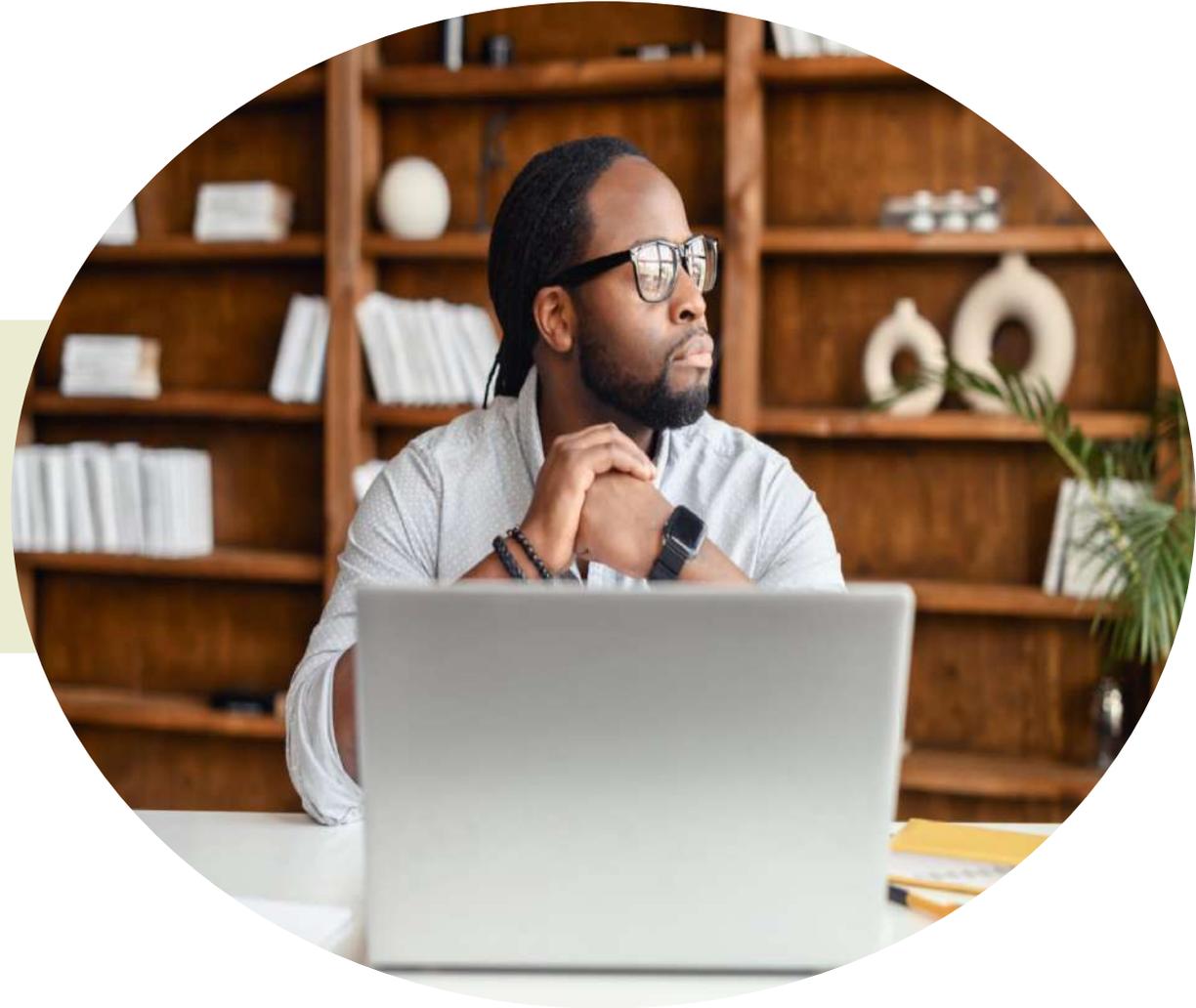
Uncertainty = Fear



- Uncertainty can intensify how threatening a situation feels
- Our brains evolved to try and create order & predictability
- Can lead to anxiety
- Try and reframe the situation
- Take steps to a growth mindset



Navigating Change





3 aspects of reality

1. Pain
2. Uncertainty
3. Constant work/effort



Understanding the 3 aspects
of reality & and embracing
the challenges

=

Acceptance!



Awareness

- Be Aware of our own signs & triggers
- Do we recognise our behaviour changes
- Can we recognise the impact on ourselves & others

Acknowledge

- Face the issue head on
- Think through what you can control
- Acknowledging what is going on helps to identify coping strategies

Act

- Identify small actions you can do to keep well
- Is it something you can do for yourself or do you need to ask for help?
- Take Action to make it happen



Make a plan from which you will deviate...



- **Brains hardwired** to recognise patterns
- **Plan** but don't see it as set in stone
- Adopt a **flexible or growth mindset**



Utilise Mindfulness





Take a moment to breathe...

Box breathing

1. **Focus** on your breath
2. **Inhale** for 4 counts
3. **Hold** for 4 counts
4. **Exhale** for 4 counts
5. **Pause** for 4 counts
6. **Repeat** for 5 cycles





Why kindness is a tool to support stress

What
techniques
help shift
your
mindset?

Kindness should never be mistaken for weakness.

Building a 'culture of kindness' requires leaders to model kind behaviour.

We all have a responsibility to **try** and adopt the **correct mindset** in all situations.

Kindness includes **being kind to ourselves** - self compassion reduces stress & supports resilience



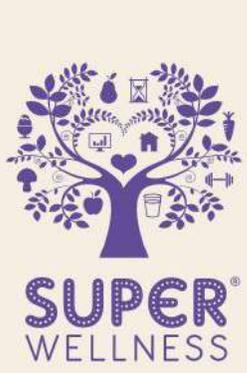
Kindness has wide physiological benefits

- Positive chemicals released in the body: Oxytocin, dopamine, serotonin and endorphins
- Lower's blood pressure
- Boosts mental & emotional health
- Links to reducing pain, depression & anxiety
- Makes you happy
- Reduces social anxiety



Gaining Perspective





Key Takeaways



- **Embrace uncertainty**
Recognise that change is a constant part of life.
- **Practice kindness**
Kindness fosters resilience and improves workplace relationships.
- **Acknowledge & accept**
Face challenges head-on, acknowledging pain and uncertainty.
- **Be mindful**
Stay present to manage stress and maintain focus.
- **Continuous growth**
Commit to constant effort and adaptability in your personal and professional life.
- **Self-compassion**
Treat yourself with the same kindness you extend to others.



Further Information

Breathwork / Meditation

- **The Breath Guy** (Richie Bostock)
- **The Breathing Tree** (Rebecca Dennis)
- **Reset & other audio bundles** (Nina Stephenson Camps)

Podcasts

- Huberman Lab
- Feel Better Live More - Dr Chatterjee
- On Purpose with Jay Shetty

Mindfulness Apps

- Calm
- Headspace
- Insight Timer

Breathing Techniques

- *Sleep support* - Abdominal breathing or diaphragmatic breathing
- *Calming / support anxiety* - Box breathing 4-7-8 breathing

BOOKS

- Happy Mind. Happy Life
- The Stress Solution | Dr Rangan Chatterjee
- Let it Go | Rebecca Dennis



References

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- *Mindfulness and the brain: what does neuroscience say?* (2019) Positive Psychology. Leslie Riopel <https://positivepsychology.com/mindfulness-brain-research-neuroscience/>
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