

MAKING SENSE OF WORKPLACE WELLNESS

SFPI Annual Conference 19th Sep 2019

Nollaig O Sullivan, Performance Psychologist





Zevo Health Programme – September 19th 2019

Activity / Workshop	
	Food for Thought
	Work / Life Balance
	Trigger Techniques

Food for thought

Nollaig O Sullivan, Performance Psychologist



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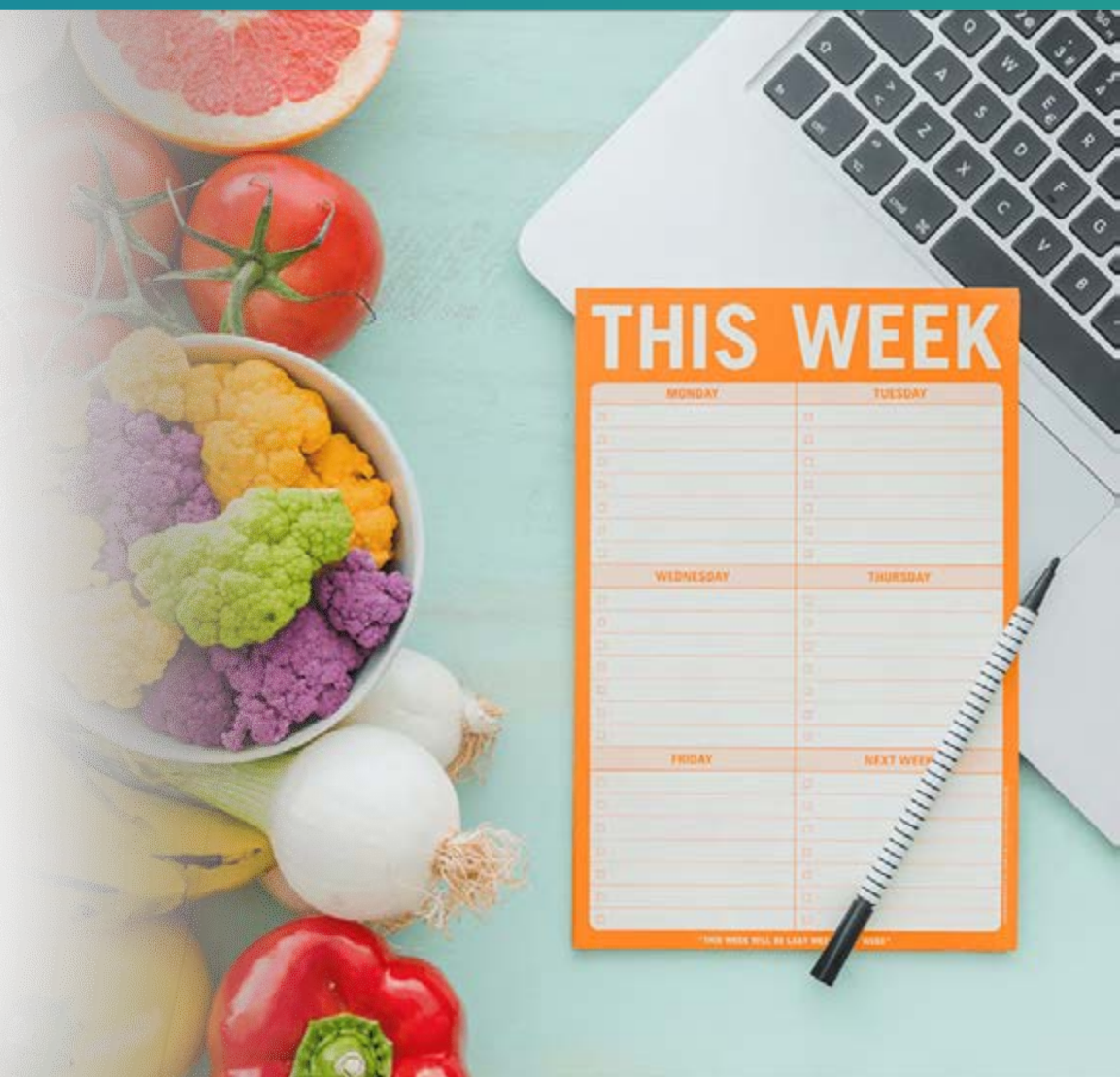
Eating healthily contributes to:

- Psychological well-being and general intelligence
- An increase in energy level and alertness
- A more positive relationship with food
- Improved health and wellbeing
- Easier movement
- Improved body image
- Employees who stick to healthy foods throughout the day are 25 percent more likely to have higher job performance.



Experts believe many factors can influence our feelings about food and our eating behaviours.

- ✓ Cultural
- ✓ Evolutionary
- ✓ Social
- ✓ Family
- ✓ Individual
- ✓ Economic status
- ✓ Psychological



The psychology of bad habits

1. Trigger
2. Routine
3. Reward

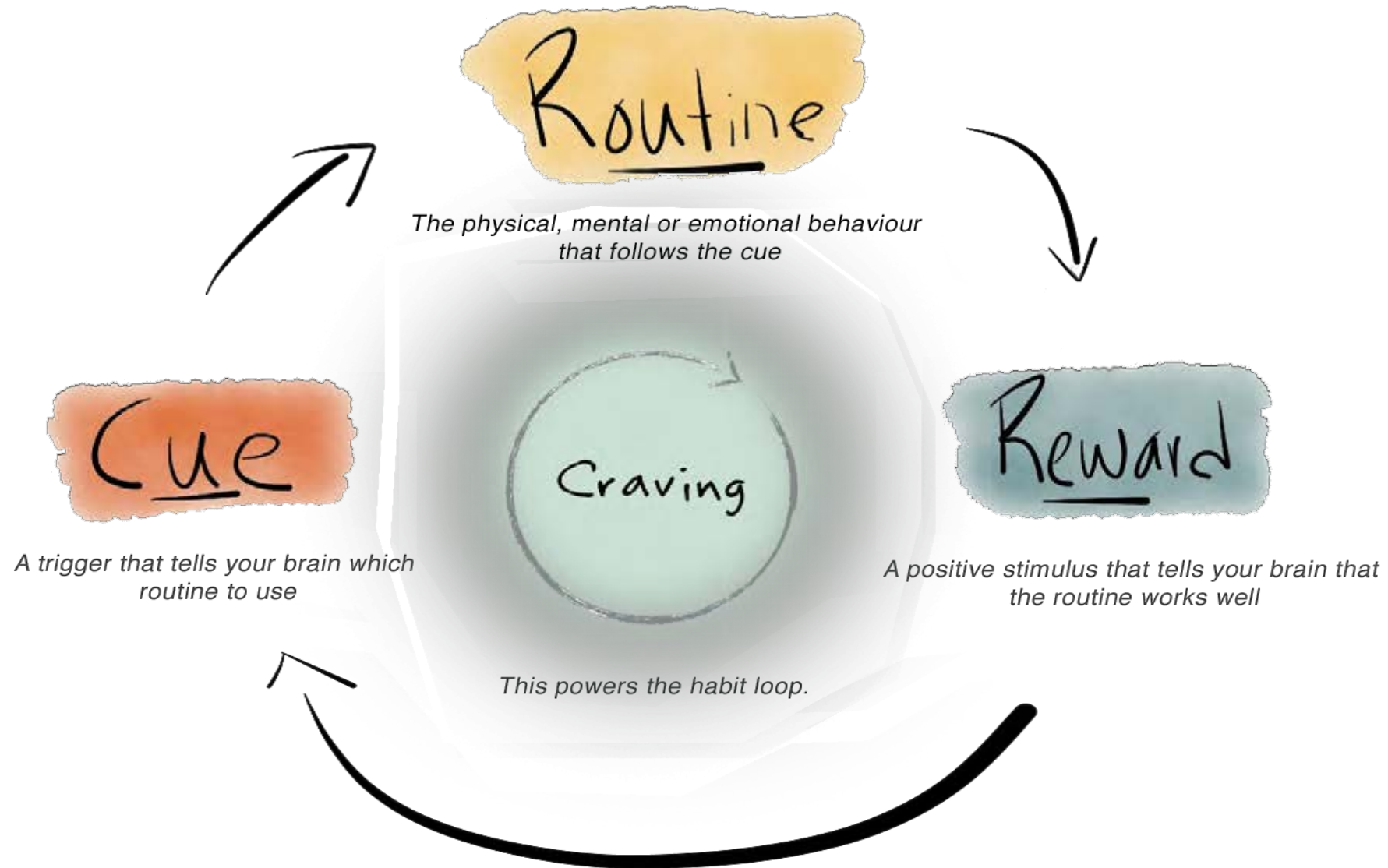
Example:

Driving all day for work meetings, the **trigger** is fatigue.

This triggers a **routine**: off to Supermacs.

The **reward?** Chicken fillet burger meal - a temporary energy boost.





Time to change old habits

Step 1: Identify the stages

Step 2: Explore alternatives

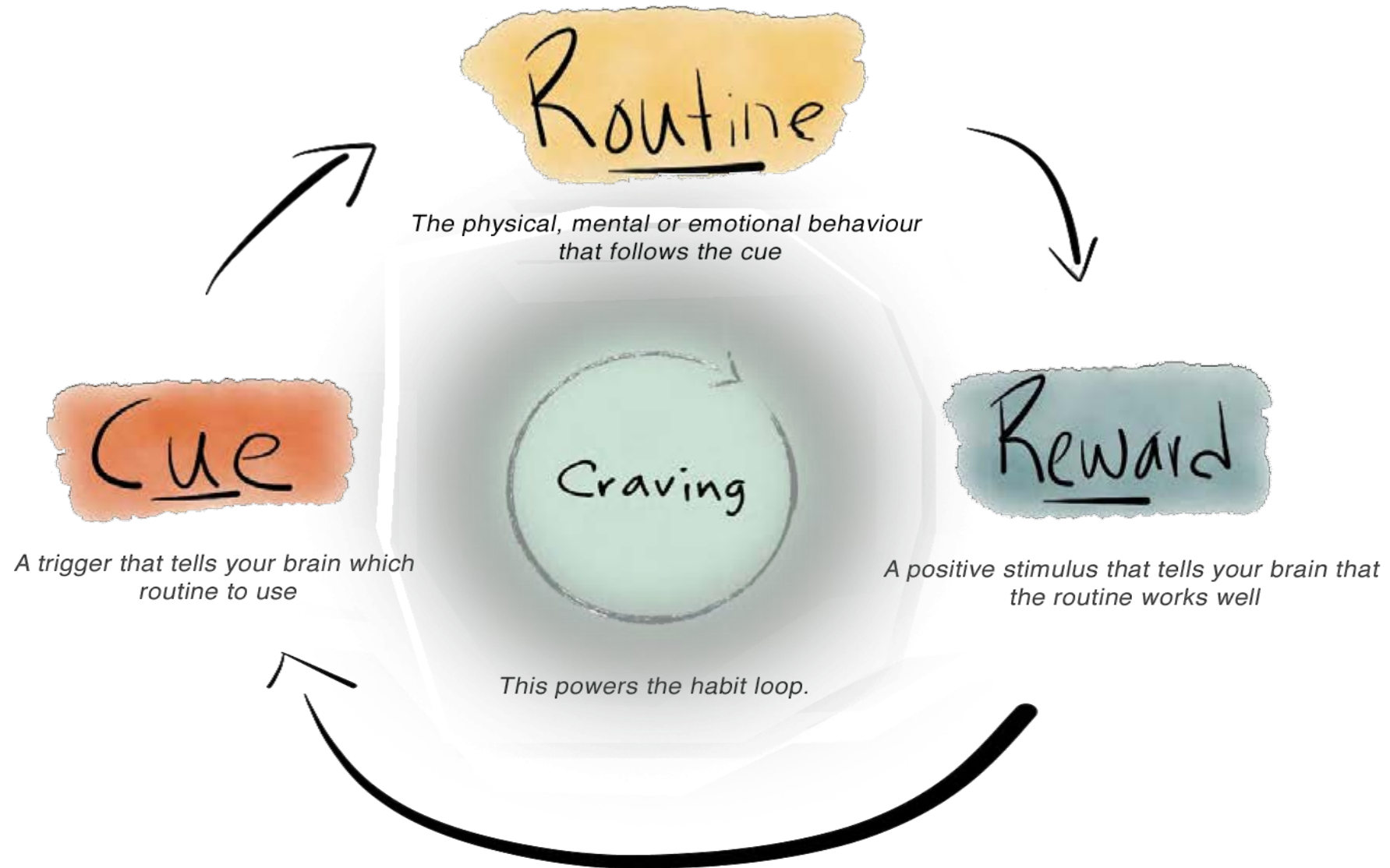
Step 3: Commit to change and tweak as you go

Step 4: Anticipate setbacks



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Mood Boosting Foods

1. Brazil nuts
2. Oily fish
3. Oats
4. Bananas
5. Chicken and Turkey
6. Dark chocolate
7. Hydration

Tips

- ✓ Eat often – every 4 hours
- ✓ Eat breakfast everyday
- ✓ Listen to your body's signals
- ✓ Slow down to eat
- ✓ Hydrate often – 1% dehydration leads to 10% lack of brain function
- ✓ Be gentle with yourself



THANK YOU

CONTACT US FOR MORE INFORMATION



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LIFE BALANCE

BOOST WELLBEING AND PRODUCTIVITY

Nollaig O Sullivan, Performance Psychologist



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LIFE BALANCE:

ONE WAY TO LOOK AT IT

Dividing up the day into equal hours for work, sleep and home does not equate to a balanced life.

Life balance means something different to everyone.

We are all unique and responsible for how we choose to shape our lives.

Finding a balance between what people need from you and what you need for yourself.



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Activity: Dimensions of your life that are important to you



- Quality time with family
- Relationships/partner
- House chores
- Work
- Physical Health
- Mental Health
- Wellbeing
- Social
- Community
- Education
- “Me” time
- Career
- Activities/hobbies
- Artistic talents
- Spirituality



- How much time and attention are you giving to each dimension? Mark from 0 to 10

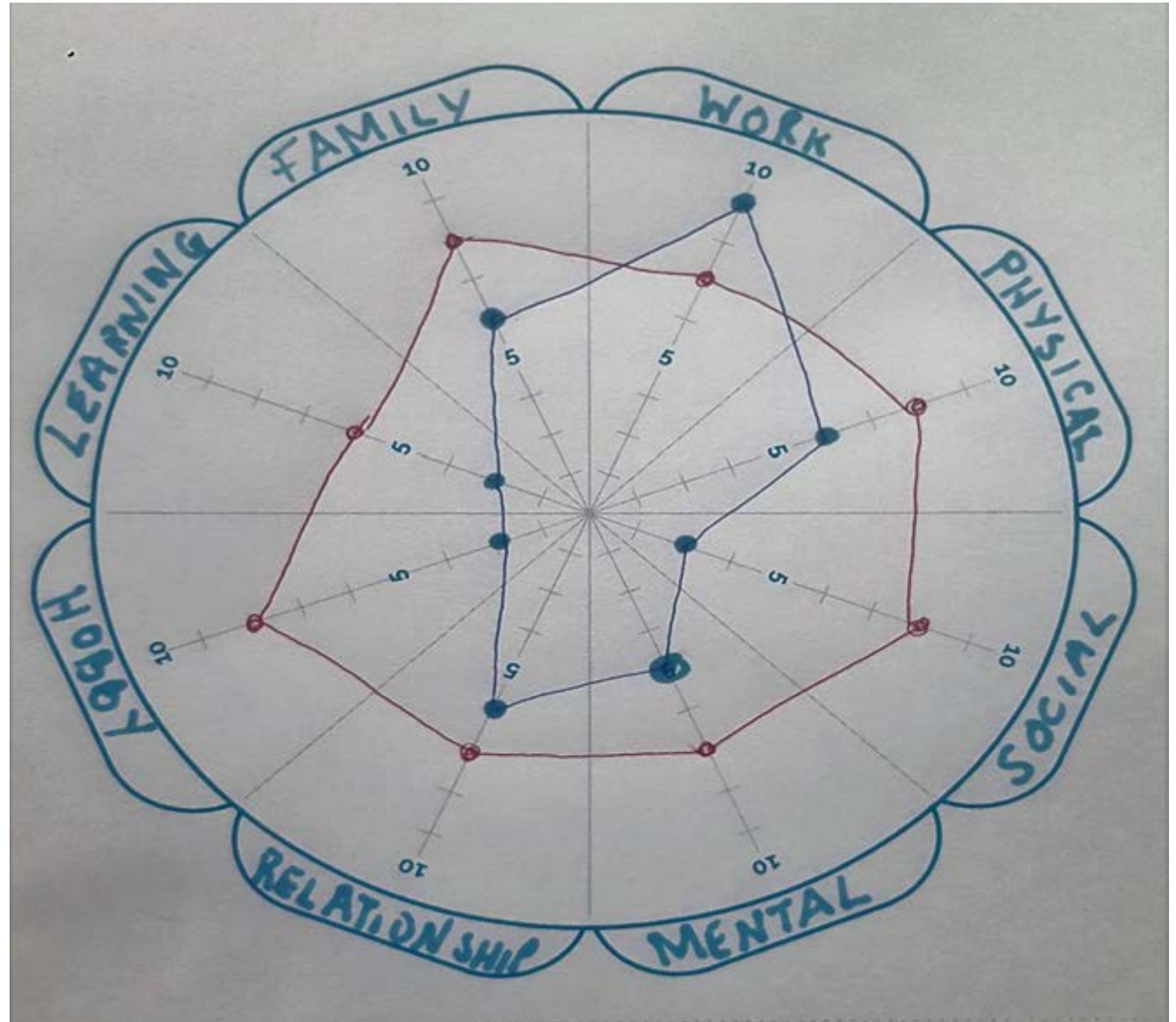
- 0- Ignoring it

- 10 – Dominates your life

- New pen

- What would the ideal level of attention be for you in each life area?

- Goal setting



Harvard Business School

• 1979

✓ 3% written goals/plans

✓ 13% had goals/none written

✓ 84% no goals

• 1989

✓ Earning *x10* times

✓ Earning *twice* as much



Stress and Work/life Balance

- *“...occurs when there are discrepancies between the physiological and the psychological demands within a workplace and the inability of employees to either manage or cope with such work demands”*



STRESS TRACKER

Rate your stress level regularly by choosing a number between 0-10, where 1 means not bothersome, 5 means somewhat bothersome, and 10 means extremely bothersome. Tracking your stress will help you identify patterns in your stress.

Stress RULER

"On a scale of 0 – 10, how bothersome has your stress been?"



When you notice your stress rising, you should practice your favorite stress management techniques before your stress levels get too high.

Date & Time	Stress Level (0-10)	What was I doing?	What was I thinking?

- **External Stressors**
 - Major life changes
 - Environment
 - Unpredictable events
 - Workplace
- **Internal Stressors**
 - Our thoughts
 - Negative thinking



“The brain is like Velcro for negativity and
Teflon for positivity”

Rick Hanson



CONTROL THE CONTROLLABLES

Within My Control/Outside of my Control

- **Outside of my Control**
- Winning
- Traffic jams
- Other people's opinions, actions, behaviours
- Weather

✓ **Let go**



CONTROL THE CONTROLLABLE



- **Within my Control**
 - My health and wellbeing
 - My attitude
 - My actions
 - My behaviour
- **Set or review goals**



Thought Awareness

1. **Become aware of our negative thoughts**
2. Stopping negative thoughts and Visualise
3. Within/outside of your control
4. Learn your triggers
5. Reframe and affirmations “I am.....”



ACHIEVING BALANCE

There are steps we can take as individuals to get back more balance and control in our lives.

What could I change in some of the areas of my life to achieve more balance?

This might involve doing something new, slightly different, or consciously not doing something.

Do 5 minutes of deep breathing before I get out of bed.

Get off the bus one stop earlier to walk some of the way to work.

Block out times in my diary for fun, friends or family.

Say 'no' to going out with friends if I need that time to recharge by myself.





Thank You



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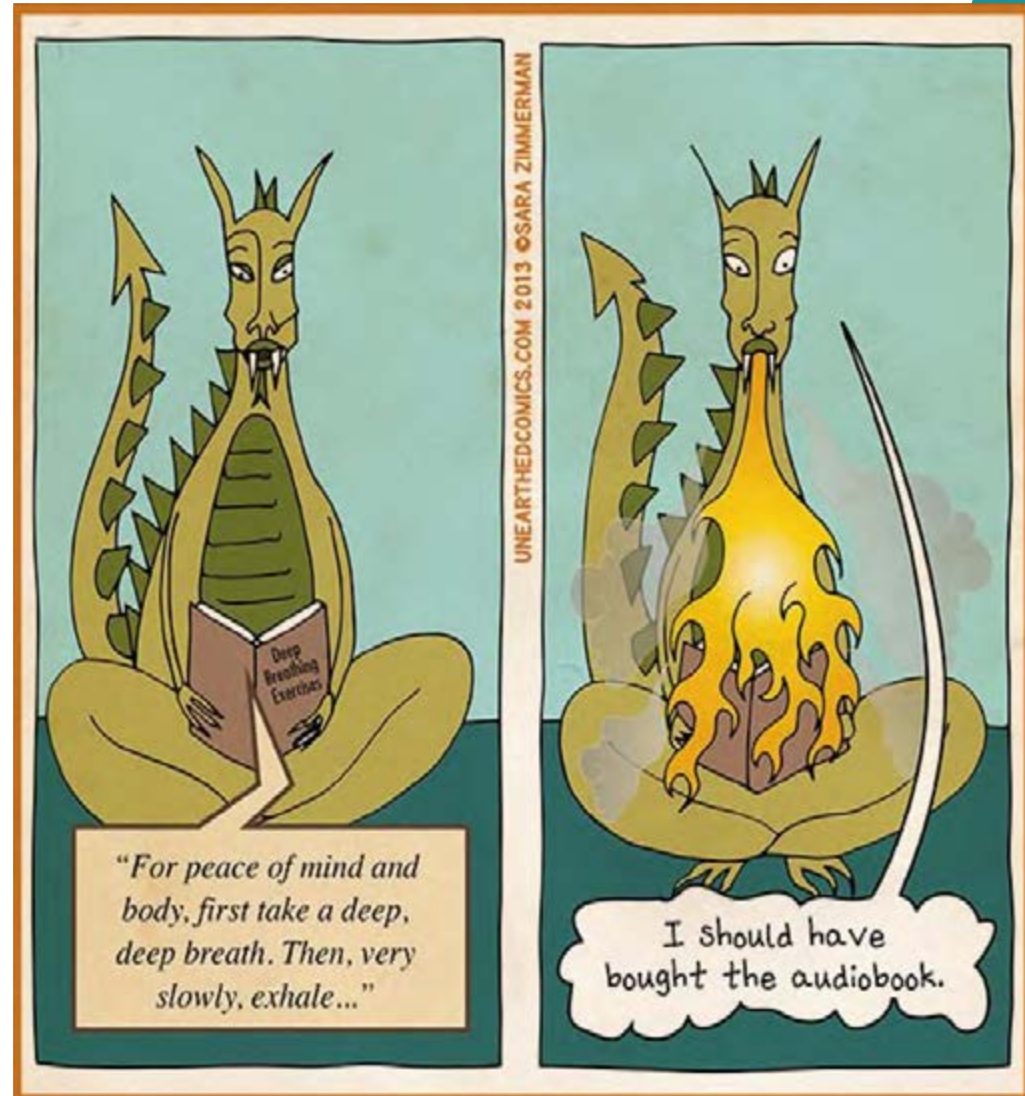
Trigger Techniques

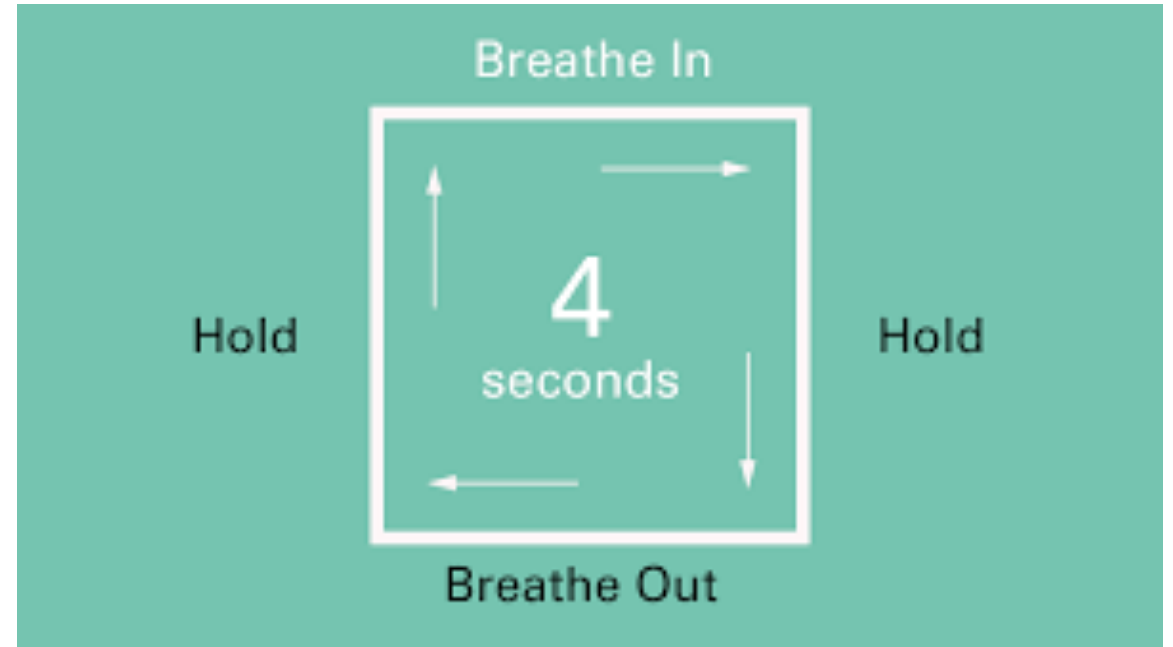
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DEEP BREATHING





4 Breath Technique

Relieve your Stress



Progressive Muscle Relaxation

What is Gratitude?

When

Gratitude is often provided:

- when we feel **indebted**
- when we have **benefited** from other's actions
- when we want to **make appreciation known**

More than just a thank you

Freely giving and accepting praise and appreciation



What is Gratitude?

Benefits at a Glance

Study	Results	Date
Counting Blessings Versus Burdens	Keeping a gratitude journal caused participants to report 16% fewer physical symptoms, 19% more exercise, 10% less physical pain, 8% more sleep, and 25% increased sleep quality.	2003
Positive Psychology Progress	A gratitude visit reduced depressive symptoms by 35% for several weeks; a gratitude journal lowered depressive symptoms by a similar amount for as long as the practice was continued.	2005
Gratitude: Effects on Perspectives and Blood Pressure	Patients with hypertension were instructed to count their blessings once a week. There was a significant decrease in their systolic blood pressure.	2007
Gratitude Influences Sleep Through the Mechanism of Pre-Sleep Cognitions	Gratitude correlated with improved sleep quality ($r = .29$), less time required to fall asleep ($r = .20$), and increased sleep duration ($r = .14$).	2009
Multiple Studies	Level of gratitude significantly correlated with vitality and energy.	Many

Exercise #2

Close your eyes, breath slowly for 5 minutes in silence

With each exhale, envision the **face of someone you are truly grateful** to have in your life

Notice all of the details:
What are the color of their eyes?

How do they look?

Does their smile bring lightness and positivity to your day?

How Do You Feel?

- Acknowledgement
- Appreciation
- Grace
- Gratefulness
- Praise
- Recognition
- Thankfulness

- **HAVE YOU TOLD THEM?**



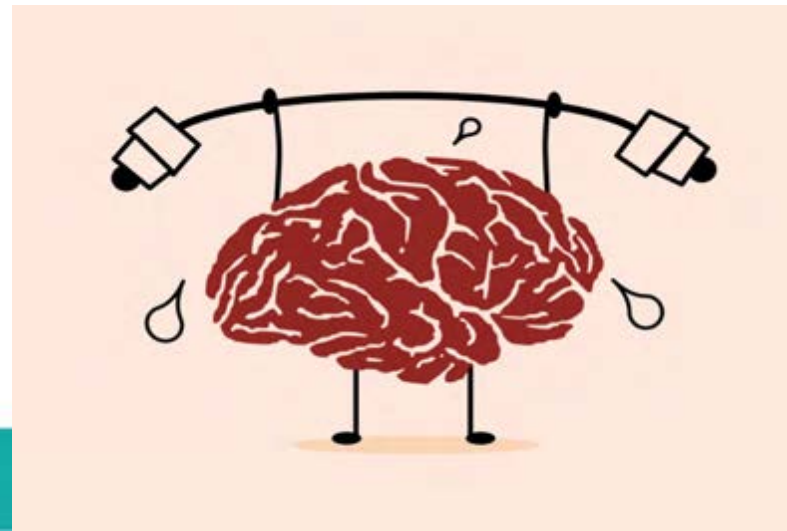


1. Food for thought

- What are my bad food habits?
- Cue, reward, routine.
- Change the pattern
- Mind boosting food

2. Life Balance

- What does your lifecycle wheel say?
- Awareness is key
- Control the Controllable



3. Trigger techniques

- Deep Breathing
- 4 Breath technique
- Progressive muscle relaxation
- Gratitude



Thank You



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