

Well Being is simply the big picture. The view of our lives that includes all facets of our existence .

Our well being is directly affected by economic ups and downs. It illustrates the impact that shock on one area of our life, for the example loss of a job, can impact other areas such as our self esteem and relationships with those to whom we are closest.

WELL BEING

“In addition to the risks which were evident even in Ireland’s period of strong economic growth, further risks have become apparent as a result of the economic recession”.

“For many, these recessionary risks include: sharp and unexpected reductions in income, depletion of savings, having to manage on a lower income, finding it difficult to pay the rent or mortgage, and dealing with debt; job loss, fear of job loss, a deterioration in working conditions, or if unemployed limited opportunities for employment, or having redundant skills; the worry of unemployment and/or financial stress impacting on relationships with partners, family and friends, and curtailments in service provision making care arrangements more precarious; tensions emerging in communities with potential increases in crime and racism; the impact of these events on physical and mental health, along with a curtailment in some health and social services; a lack of confidence and trust in some national institutions, a perceived lack of fairness, and an erosion of the equality and rights infrastructure”.

NATIONAL ECONOMIC AND SOCIAL COUNCIL.
(2009)

Well-being matters: a social report for Ireland.

This paragraph is from the named NESC’s report, under heading “Relevance of Well Being in a Recession”. It highlights that our well being is directly affected by economic ups and downs. It demonstrates how a shock in one area of our lives, for example the loss of a job, can impact other areas such as our self esteem and relationships with those to whom we are closest.

No two people give the same reaction to a single event. However, in tough times or circumstances people are generally less resilient and struggle to cope with stress. The net result is that the little things, become big things and in a work context, this can lead to deterioration in working relationships, reduction in quality of output and a drop in morale.

Managing stress at work is a key factor in our well being. With fewer resources available in most organisations, there is a higher risk of longer working hours, less breaks, lack of support and unrealistic deadlines driving up your stress levels.

You might also without realising it be more inclined to engage in conflict with peers or managers.

WELL BEING

You might be the subject of, or perhaps worse the cause of, harassment or bullying. However, there are many things you can do to change this:

- i) When you feel overloaded at work, discuss it. Talk with your manager about what you can do to manage the level better. Speak up to make sure your manager knows you are having difficulty delivering to the standard in all areas that might be expected. If you manage people, ask them to tell you how they are coping, before they come to you. Make it a safe environment for them to speak up too.
- ii) Accept there is a time to say “No” to extra work.
- iv) Draw boundaries between your personal and work lives, avoiding cross over by not taking work home with you. This is easier said than done, but if you are feeling stress, creating separate silos for home and work life is essential.
- v) Make a point of staying connected with family and friends outside of work hours, avoid the temptation of isolating yourself as you “try to cope”.
- vi) Recognise when you are engaging in negative or irrational thoughts and learn to see them for what they are. Stress breeds paranoia and it is difficult to u-turn out of these counter-productive patterns.
- vii) Take regular breaks at work, to help your brain cope with the demand. Avoid irrational thoughts, challenge yourself to be more positive in outlook.

viii) Feeling a lack of control over your job and how you do it is a big stress factor in the workplace. A sense of not knowing what to do next, not getting tasks completed, not seeming to achieve anything can lead to a feeling of low self worth. The only way to deal with this is to get serious about getting organised.

- Create daily tasks lists and work through them. Prioritise the tasks and even if you only get three of ten tasks planned in a day, keep to the structure.
- Make sure you have absolutely everything on the one to-do task list, you can not serve two masters.
- Don't worry if an emergency crops up that you have to deal with, just get back to the plan, once you have done so.
- After a period of three weeks of daily planning, your personal productivity will improve greatly.
- Have the discipline to “stick with the plan” and to “stick with planning”. Plan your day for tomorrow before you go home. Writing it down, gets it off your mind allowing your brain to sign off for the day, which greatly improves vital sleep as a consequence.
- The following day look at your to-do list, start with the most important and urgent task, not the easiest to do.

Remember that no matter how under pressure or off form you feel, people feel just like you everywhere. But while those feelings are not unique to you, how prepared you are to help yourself, is.

