IMPORTANCE OF SELF CARE IN THE WORK PLACE

In this topic we start by knowing what we mean by of self care at the work place. When you hear the words SELF CARE , the immediate thought that comes to your brain is how someone is supposed to look after him/her self at the the working environment. Practicing self-care at work is an important part of combating feelings of stress or burnout. When you find ways to manage your mental and physical health in the workplace, you can feel more relaxed and focused throughout the day. Self-care is also a way to remind yourself that you are a person before the employee.When it comes to your mental health, self-care can help you manage stress, lower your risk of illness, and increase your energy. Even small acts of self-care in your daily life can have a big impact.With the increase in mental health awareness days and discussions around mental health over the last few years, more people are starting to be conscious of their mental health. The effects of work stress, financial pressures and the recent pandemic have meant more people may feel stressed, anxious or depressed. Google Trends reports show that over the past 5 years, we’ve seen an increasing trend for self-care-related searches in Australia. Both the organisation and employees can benefit from self-care.

#Types of Self-Care

Although everyone is different and what may help one individual may not necessarily help another, there are three common categories that we can divide self-care into - physical, emotional and spiritual self-care.

1.Physical Self-Care

Looking after yourself physically means you feel stronger, healthier and have more energy. By prioritising enough sleep, maintaining regular exercise and eating a healthy diet you’re engaging in physical self-care.

2.Emotional Self-Care

Emotional self-care could be catching up with friends, taking time to read a book or have a bath, doing a hobby you enjoy or just saying ‘no’ to activities that cause you to stress.

3.Spiritual Self-Care

Spiritual self-care for some is attending church, praying, meditating, keeping a journal or paying forward acts of kindness.

You don’t need to engage in all three kinds of self-care. It’s important to choose self-care activities that you enjoy and help reduce your stress levels.

- Why Self-Care is Important in the Workplace

Most people will tell you that one of their main sources of stress is work. Whether it’s a conflict with co-workers, long hours, deadlines or a heavy workload, work-related stress is a big problem in all sectors of the workforce. Embracing self-care activities can help reduce some of the stress for workers. To manage work-related stress, you can try self-care activities such as meditation or mindfulness, taking time away from work, or pulling back on extra workload.

# Employee-Led Self-Care Activities

Self-care should be incorporated into every workday. At lunchtime, get out of the office for some light exercise if possible. If there is a peaceful spot close by, take some time to clear your mind and become more aware of your surroundings. Feel the breeze, listen to the sounds and take note of the smells around you. Take some time out and have a coffee break with a work friend. Or, on your commute, choose to ride a bike or walk part of the way to work to fit in more physical exercise.

- Employer-Organised Self-Care Activities

Employers can encourage employees to engage in self-care by offering a range of activities. Lunchtime yoga or meditation can encourage staff to step away from their desks and engage in a physical self-care activity. A walking group or even encouraging walking meetings to get people up and outside can be beneficial for both personal self-care and boosting team culture. A workplace well-being program and access to healthy lifestyle programs can also encourage staff to up their self-care game.

Support R U OK? Day with a lunch to raise awareness or organise a guest speaker to talk to employees about healthy living. It may be necessary to educate employees about what self-care is and how they can increase the opportunities to practise self-care in their day-to-day. Include information on the internet, and email regular communication about what’s on offer at work and what staff can do at home to engage in positive self-care.

- Benefits of Employee Self-Care

Employees who engage in self-care activities are more likely to be productive and motivated at work. With exercise and a healthy diet, they’re likely to be healthier with a strong immune system, which in turn leads to fewer sick days.

When an organisation offers self-care activities, employees feel like the employer cares about their health and well-being. Employees are more likely to speak positively to their friends and family about their workplace and are more likely to stay with an organisation, reducing frequent turnover rates.

before (which studies show they already were), the events of 2020 and 2021 pushed many near their breaking point. Mental health conditions like anxiety, depression, and burnout are on the rise, and many employees feel overwhelmed. It’s not only affecting people’s wellbeing, but also their ability to do their jobs.

The Mind Share Partners’ 2021 Mental Health at Work Report found that 76% of people have experienced at least one symptom associated with a mental health condition in the past year and 77% experienced a decline in productivity due to mental health. And according to SHRM, employee stress alone results in $809,475 in lost productivity for an average mid-sized company every year.

Study after study proves that employees are more likely to deliver optimal performance at work when they’re more mentally and emotionally healthy.