

QUESTION

Write on the importance of self-care at work place (5-7pages)

SELF-CARE IN THE WORK PLACE

INTRODUCTION

Stress at work affects the physical and mental health of the employees leading to decreased productivity, fatigue, poor decision making and increased absenteeism. Hence the employees need a better work-life balance.

Self-care is the things one do to restore and increase his or her physical, mental and emotional wellbeing.

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. These are: 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.

One must not need 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.

Ways of incorporating self care at work

Here are several different ways of incorporating self-care at work:

a) Incorporation of self-care of employees by organization (employer)

Offer a broad range of solutions that directly address employee wellbeing and make it easier for your staff to prioritise self-care by considering:

1. **Physical wellbeing ;** discounted gym memberships and cycle to work schemes, encouraging more exercise and a healthier lifestyle while saving the individual and the organisation money.

2. Mental wellbeing ; provide access to accredited counsellors that can provide support with any mental health issues employees might be facing. One of the best ways to promote workplace self-care is to educate employees on mental health and wellness as a whole.
3. Financial wellbeing ; offer a range of engaging financial benefits, incentives and rewards that help employees save money on everything from technology devices, cars and holidays.

(b) Incorporation of self-care at work place by individual employee

1. Drink more water; So as to feel more energized.
2. Set goals for yourself; Add some purpose to your workday by setting measurable, achievable and time bound personal and professional goals for yourself.
3. Create an ergonomic workspace; Since you spend a lot of your time at work, it's important to build a workspace that encourages comfort and good posture.
4. Put on your favorite clothing; In case your favorite outfit fits within your office's dress code, consider wearing it to work every so often. Even just incorporating a small accessory or fun color into your work attire can make the workday more enjoyable.
5. Limit your responsibilities; set boundaries for yourself at work by respecting your own capacity
6. to do work in order to meet your more important deadlines while having the ability to work at a more relaxed pace.
7. Socialize with coworkers; If socializing with others brings you joy, make an effort to connect with your colleagues and share a funny comment or joke to liven up the mood. Ask for feedback; Understanding how you are doing at work by asking your manager on his or her views on your efforts can help improve your awareness and emotional wellbeing. manager views your efforts, ask them to meet for a one-on-one to discuss your performance
8. Request some time off; If it's been a while since you took a day off, you may be due for a little vacation or simply a few days to relax at home in order to catch up on personal errands, appointments or chores.
9. Decorate your desk; Take some time to personalize your workspace with things that make you smile. Adding in a few trinkets or decorations is a simple way to customize your desk. Add some photographs or loved ones or beautiful places to bring some joy into your work area. You can even include some of your favorite art prints to showcase your personal taste and add visual interest to your desk.
10. Listen to your favorite music; When working on a task where you can listen to music, consider curating an uplifting playlist for yourself. Choose songs that help you feel upbeat and focused on what you're doing.
11. Accept your mistakes; Making mistakes is a normal part of the learning process. Rather than dwelling on an error that you made at work, reframe it as an opportunity to grow in your role and enjoy the solution you figure out rather than your initial mistake.

12. Learn to be present; While at work, try to keep your mind on the current task you are doing rather than your other responsibilities in order to do more intentional work and help you manage stress levels. If you feel like you have a lot going on at once, take a moment to do some deep breathing exercises or even set aside ten minutes for meditation to help yourself feel refocused on the present.
13. Pack a nutritious and delicious lunch; rather than grabbing from the cafeteria yet again, consider taking a few extra minutes each morning to pack yourself a lunch that you can look forward to. Choose ingredients that are going to make you feel energized. Of course, it's fun to add a little treat that you can savor at the end of your lunch hour.
14. Take your breaks outside; when you need a quick break from your work, consider going outside for some fresh air and light exercise. Going for a walk in nature or just around the block can help you clear your mind and rejuvenate your body. Even doing some light stretches outside your building can get your blood flowing and help you feel better.

DISCUSSION

The importance of practicing self care at work place

By fostering a culture of self-care in the organisation, the employer will reap all of the benefits that come with a workforce that's less stressed out ,which include:

1. A more productive workforce that makes smarter decisions and is more creative. According to Dr. Russell Thackeray, a clinical psychologist who specialises in the topic of productivity; workers who practice self-care have better cognitive ability ,focus and concentration.
2. The employer will be able to retain more of his or her best employees . A 2016 study found that 95% of HR leaders see burnout as one of the biggest challenges with employee retention.
3. The organization will be more competitive when it comes to hiring the brightest talent. A study conducted by Limeade found that, when an organisation makes an employee feel cared for, 91% will recommend that organisation to a friend.
4. Reduced staff absences due to sickness, particularly mental health-related illnesses.

To an individual employee, self care is important because of the following:

1. It helps in combating feelings of stress and burnout in the job place by finding ways of improving on mental and physical health in order to feel more relaxed and focused throughout the day.
2. It is also a way of reminding one's self that he or she is a person before being an employee hence feel more centered and satisfied with his or her workday.
3. It allows you to have healthy relationships with the workmates by responding to stress appropriately.

CONCLUSION

Self-care is taking care of yourself physically and emotionally, in the best way you can, to promote better health and general well-being. Self-care allows us to cope better, to keep up with a busy daily life and

aids our long-term health. The benefits of self-care can be improved mental, physical and emotional well-being.

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 an employee. By incorporating a self-care routine into your day, you can feel more centered and satisfied with your workday.

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.

Employee wellbeing programs are a great way to show your employees that your organisation values them, their lives and their health.

REFERENCES

1. Brown, M.E. (2019). Hazards of our helping profession: A practical self-care model for community practice. *Social Work*, 65(1), 38-44.
2. Butler, L.D., Mercer, K.A., McClain-Meeder, K., Horne, D.M., & Dudley, M. (2019). Six domains of self-care: Attending to the whole person. *Journal of Human Behavior in the Social Environment*, 29(1), 107-124.
3. Dalphon, H. (2019) Self-care techniques for social workers: Achieving an ethical harmony between work and well-being. *Journal of Human Behavior in the Social Environment*, 29(1), 85-95.
4. Dorociak, K. E., Rupert, P. A., & Zahniser, E. (2017). Work life, well-being, and self-care across the professional lifespan of psychologists. *Professional Psychology: Research and Practice*, 48(6), 429-437.
5. Hotchkiss, J.T. (2018). Mindful self-care and secondary traumatic stress mediate the relationship between compassion satisfaction and burnout risk among hospice care professionals. *American Journal of Hospice & Palliative Medicine*, 35(8), 1099-1108.
6. Miller, S., & Lee, J. (2013). A Self-Care Framework for Social Workers: Building a Strong Foundation for Practice. *Families in society: the journal of contemporary human services*, 94, 96-103.
7. Mott, J.L., Martin, L.A. (2019). Adverse childhood experiences, self-care, and compassion outcomes in mental health providers working with trauma. *Journal of Clinical Psychology*, 75, 1066-1083.
8. Owens-King, A.P. (2019). Secondary traumatic stress and self-care inextricably linked. *Journal of Human Behavior in the Social Environment*, 2(1), 37-47.