

Workforce Wellbeing – A Joint Effort!

The most important and the most difficult relationship you will ever have in your entire life, is the relationship with yourself.

We live in a “relative world” and you relate to everything you see, hear smell touch and taste in some way, which means everything in your private and working lives.

When you were very young, life was filled with exciting and sometimes painful learnings as you sorted out what you were allowed to do or not do, what you liked and didn't like and how to live with the latter.



As adults we have choice on our side because we have become self-determined and can choose our own direction. However, we are not always able to choose our direction when we want to, due to something called “Responsibility”, and as adults we each have certain responsibilities both at home and at work.

Having worked with thousands of individuals over the last 25+ years conducting training workshops on organisational behaviours, around the world in the industrial and corporate sectors, there's one common thread I have seen time and time again - No matter what your age, religion, background or occupation, if your personal values & standards are not being fulfilled in a relationship or with the things you interact with, you will be unhappy and that unhappiness will ‘bug’ you until its resolved.

The personal standards and values that you set for yourself, are what define who you are and how you wish to live your life.

This applies to the personal (loving) relationships as well as relationships at work, meaning - people, job, duties and the systems you must use. You and your Body Systems will be evaluating and measuring all the personal standards and values (Value Systems) you have set for yourself with every interaction until you sleep – every day.



Our value systems are far more integral to our everyday life than you may realize. For example:

- They drive your decision making.
- They determine how your brain will trigger ‘emotional molecules’ to create feelings when interacting with another.
- They determine whether you move towards or away from something and with an appropriate level of motivational intensity.
- They can instantly turn Love on or off, trust to suspicion, support to rejection.
- and that's just for starters!

Personal wellbeing starts with you. You don't ‘Do Happy’, you can only ‘Be Happy’; however, what you Do can create the experience of Being happy, as long as it is providing you with certain things that satisfy your inner desires.

These inner desires are the standards and values you have determined as important to you. In addition, your natural personality preferences will adjust the focus of what you determine as

important and non-negotiable. This is why what you enjoy or are prepared to put up with, another may not and resist with intensity.

We are all the same in some aspects, but different in others.

Another 'little' complexity is that we have this thing called "Health", which relates to the condition in which your mind and body work together in unison (similar to an orchestra) the way they are designed to, as you interact in this world,

The quickest way to disrupt this incredible 'orchestra' and create poor health (or the way your mind/body functions), is to have on going situations where your own standards and values are being contravened.

Exposure to other peoples' personal standards En masse, in the majority of cases eventuates at work where many people can come together, to work together and in the process enjoy or annoy each other, just by 'being themselves'. The catalyst for disruption though, is that work has to be accomplished in certain ways to achieve organisational goals.



This invariably results in people having the responsibility to ensure things are done, in a timely manner to a standard of quality that satisfies management and the client/customer.

Although sounding straight forward, there are a vast number of reasons why this doesn't happen, resulting in significant pressures and stresses being physically experienced (Personal Wellbeing), in numerous different ways.

The net result is it costs the company and every individual in some way, and this is precisely why improving Personal Wellbeing is a joint venture and where both company and employee work together to minimise the mental, physical, financial and reputational costs of both company and employee.

There will always be pressures and stresses in business, because people and circumstances are constantly changing, so by offering ways to build resilience can go a long way in strengthening the workforce, by improved self-management which by default strengthens the company.

Till the next time

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