

A RISE IN FUEL DOESN'T HAVE TO EQUAL A RISE IN STRESS

With the energy price cap set to rise for everyone in April and other rising costs adding to existing pressures, it is important to tap into positive mental health practices. Life can be challenging and imminent change such as going through a change at work, personal trauma, an increase in workload or family responsibilities can cause anxiety.

Know that everyone is in the same boat and that you are not alone and there are some things that are out of our control.

A useful tool can be practicing 'Radical Acceptance' for managing stress and anxiety.

Radical acceptance is most often applied in situations when you are unable to fix or change what has happened or when something has happened that feels unfair. It teaches you how to be in control by giving up the need to control. It is a very simple concept but has profound effects. This one skill can be absolutely lifesaving to someone who is feeling emotional overload.

WHAT IS RADICAL ACCEPTANCE?

Radical acceptance has its origins in dialectical behaviour therapy (DBT) and can be defined as the ability to accept situations that are outside of your control without judging them, which in turn reduces the suffering that is caused by them.



This doesn't mean that the problem will go away it just releases the emotion connected with causing you stress and anxiety. This can be a difficult concept to grasp and there are several resources available online that explain this concept.

Dr Nicholas Johl, Clinical Psychologist says: "When using RA for future events it can be helpful to reduce your vulnerability, so whilst radically accepting what is on the horizon, actively:

- **Sleep well**
- **Eat well**
- **Be active**
- **Decrease alcohol consumption**

Not doing the above might cause the future event to cause more distress than it needs to."

LINKS:

[What Is Radical Acceptance? \(verywellmind.com\)](https://www.verywellmind.com/what-is-radical-acceptance-2786171)

There are also many videos on YouTube available to explain this further.

BOTTLED UP BLOKES



Bottled Up Blokes is a group set up to encourage men to open up and stop struggling in silence.

The aim is to get men to feel comfortable and discuss their mental health/depression/addictions/life struggles.

It's run by Tim who himself struggles with his mental health

but has a passion for wanting to help people and to change the stigma around men having mental health issues, for anyone interested you can join the Facebook group [here](#).

HAPPY LUNAR NEW YEAR

We would like to wish all of our team a happy lunar new year,

2022 is year of the Tiger, which starts on February 1, 2022 and ends on January 21, 2023.

The Years of the Tiger include: 1914, 1926, 1938, 1950, 1962, 1974, 1986, 1998, 2010, 2022, 2034.

Most people born under the sign of the Tiger are strong, powerful, brave and independent.



BURN OUT

In 2019, 'burnout' was recognised by the World Health Organisation (WHO) as an 'occupational phenomenon'. Lockdowns, constant changes to government guidelines and having to change our behaviours have drastically affected our work-life balance, social interactions and working environments.

Mental Health UK describe burnout as a state of physical and emotional exhaustion. It can occur when you experience long-term stress in your job, or when you have worked in a physically or emotionally draining role for a long time.

When asked to identify the symptoms of burnout, 85% of UK adults correctly identified symptoms of burnout, while 68% mistakenly identified symptoms of anxiety.

COMMON SIGNS OF BURNOUT:

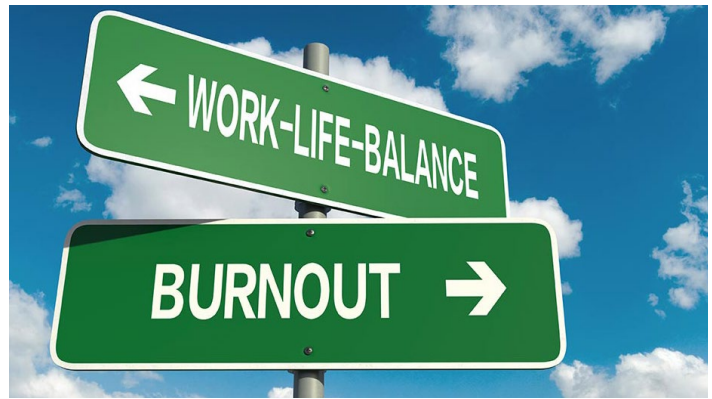
- Feeling tired or drained most of the time
- Feeling helpless, trapped and/or defeated
- Feeling detached/alone in the world
- Having a cynical/negative outlook
- Self-doubt
- Procrastinating and taking longer to get things done
- Feeling overwhelmed

GET PERKS WITH HEALTH SHIELD

All employees are automatically enrolled into the company-funded Healthcare Cash Plan (Unless you opted out). This valuable benefit provides cover for you and your dependent children and offers 100% reimbursement for a wide range of benefits (up to an annual limit). You can also pay to upgrade your cover and/or cover a partner.

Employees with Healthshield also have access to mywellness, a resource hub where you can find tools to help manage your health and wellbeing. Everyone feels better when they get a great deal. That's why MyWellness comes with PERKS.

PERKS is an exclusive rewards scheme that gives you discounts and money back on everything from fashion, holidays, entertainment, car hire,



The lines between work and home life have become increasingly blurred. Many of us are working longer hours, have been looking after children during the working day, and for many, our means of social interaction and social environments have changed.

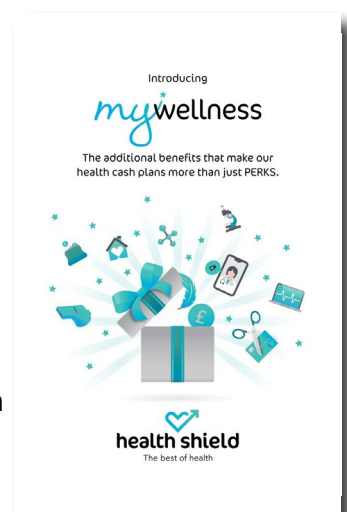
Burnout isn't something which goes away on its own. Rather, it can worsen unless you address the underlying issues causing it. If you ignore the signs of burnout, it could cause further harm to your physical and mental health in the future. You could also lose the ability and energy to effectively meet the demands of your job which could have knock-on effects to the other areas of your life.

USEFUL RESOURCES:

- [Wellplan - Employees Guide](#)
- [Wellplan - Managers Guide](#)
- [Wellplan](#)
- [Stress Bucket Template \(link\)](#)
- [Mental Health UK Conversation Guide: Talking to someone about mental health \(link\)](#)

health and beauty and even weekly shopping from major supermarkets.

You can access the site via: <https://info.healthshield.co.uk/service-update> and login with your Cashplan membership number which can be found via: My Colas / My profile / Other Information / Cashplan membership.



TIME TO TALK

Time to Talk Day took place on Thursday 3rd February and was a day promoted to get the nation talking about mental health. However, we can choose any day of the week and make it a Time to Talk Day.

Taking the time to talk and listen to others about mental health has the power to change lives and make a positive impact to those struggling with their mental health. Each conversation contributes to reducing mental health stigma, helping to create supportive communities where we can talk openly about mental health and feel empowered to seek help when we need it.

From having conversations with your friends and family, to organising activities and events in your community. Here are some suggestions to help you plan how you'll support Time to Talk Day. Run by Mind and Rethink Mental Illness, in partnership with Co-op, Time to Talk Day is all about creating supportive communities by having conversations with colleagues, family or friends about mental health.

WHY IS TALKING SO IMPORTANT?

One in four of us will experience a mental health issue at any given year. Conversations about mental health have the power to change lives. Talking openly can help reduce stigma, create supportive workplaces and empower us to seek help when we need it.

USEFUL TOOLS & LINKS

- For non urgent questions on wellbeing email: wellbeingenquiries@colasrail.com
- Aviva Wellbeing and Aviva Digital GP App available to all Colas Rail UK staff.



HOW CAN WE GET INVOLVED?

Running a lunch and learn session in person, or virtually, to teach your colleagues more about mental health and how to support each other. If anyone within the organisation is happy to talk about their own experiences, this can be a great way to bring the issue to life.

Side by side conversations can make talking about mental health feel less awkward. Organising a walk and talk event for your colleagues to get out and about on Time to Talk Day, if you're struggling to think of how to approach this then check out Mind's tips for talking to help break the ice.

For more information and to download resources for Time to Talk Day please visit their official website.

However you do it, have a conversation about mental health.



- Employee Assistance Programme (EAP) Helpline 0800 030 5182
- Able Futures Helpline 0800 321 3137 8am to 10.30pm, Monday to Friday
- Construction Industry Helpline 0345 605 1956
- [Top 10 UK Mental Health Charities](#)