

ON OCCUPATIONAL WELLNESS

AN ALIGNMENT OF VALUES BETWEEN YOU & YOUR WORKPLACE

WHAT IS OCCUPATIONAL WELLNESS?



Occupational Wellness is:

- Experiencing an alignment between your personal and professional values at your workplace.
- The feeling that your values system matches the values of your company.

WHY CAN WORK FEEL SO STRESSFUL?



Work is commonly a major source of stress and frustration.

This can often be boiled down to the following themes:

1. A mismatch between your personal values and your company's values
2. Unhealthy workplace culture (ie - Drama Triangle)
3. Unproductive patterns of communication
4. Personal dissatisfaction (ie - feelings of helplessness / lack of control)

#1: MISMATCH IN VALUES



To understand the alignment of you & your company's values, you must first know:

1. Your personal values system
2. Your professional values system

Then, shift your focus to your company values. Ask yourself the following questions:

1. What are my company's values?
2. How do these compare to my values?
3. At what times have I felt a conflict between these values?
4. How do I want to address this mismatch?

#2: UNHEALTHY WORKPLACE CULTURE: THE DRAMA TRIANGLE



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Persecutor


'Shame on you!'

'I can't believe you did this!'

Rescuer:

'Let me help you with that'

'You can't do this for yourself'



The Drama
Triangle

Victim:

'I can't do it'

'Look what you have done to me!'

#2: UNHEALTHY WORKPLACE CULTURE: THE DRAMA TRIANGLE



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A common symptom of workplace culture is **The Drama Triangle**. The Drama Triangle exists to *relieve the stress of the system*. It accomplishes this by:

- Assigning everyone a ‘role’ to play
- Promoting passive communication to vent stress

Referring to the Drama Triangle, ask yourself:

1. What role do I normally play? Victim, Persecutor, Rescuer?
2. In what situations do I take on a different role?
3. What can I do to step out of the Drama Triangle?

#2: UNHEALTHY WORKPLACE CULTURE: COMPARING WITH VALUES



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What are other unhealthy aspects of your workplace culture?

1. Identify a few, and write down what it is about this culture that upsets you.
2. Return to your values list, and see what may be in conflict.
3. Make a plan for how you hope to address this, understanding that **the only person you can control is yourself.**

IE - your company glorifies long work hours, but you value work-life balance. Your plan is to create boundaries around your schedule to respect your weekends.

#3: UNPRODUCTIVE COMMUNICATION PATTERNS



Think about how you are spoken to at work:

- Passively
- Assertively
- Aggressively

By whom? What effect does each communication style have on you? How do you usually respond?

Now, ask yourself how **you usually communicate with others**? How would you like to communicate?

Remember: *You get to teach others how you would like to be spoken to!*

#4: PERSONAL DISSATISFACTION



It is easier to focus on what the company is doing 'wrong' than it is to take ownership of your emotions.

Ask yourself:

1. *Am I being a Victim to my job?*
2. What can I do to feel more empowered?
3. What supports do I have to help shift my experience at work?

Remember: We grow in the direction of where we put our energy!

REMEMBER ...



YOU ARE EMPOWERED TO CULTIVATE A SENSE
OF OCCUPATIONAL WELLNESS WITHIN YOUR
COMPANY.



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