



Your Wellness Is Our Business



Spring 2020

Headline



New Opportunities; New Changes

Every year is a new year, and everyday is a new day. 'New' means that everything is unknown and unpredictable. The unknown can bring about fear and anxiety, because it could be good or bad. For young employees, the most catastrophic news would be the sudden news of redundancy occurring at their companies. Other than handling the emotions of getting dismissed, you will also have to look for a new job and get adjusted to a new work environment. How can you cope with changes like this with positive thoughts and attitudes?

Appreciate your past accomplishments and move toward life goals

With this dismissal, take a pause and review your life goals. List out your most important achievements from your previous job and affirm your self-worth. After recognizing your qualities, start planning for your future direction.

Things go wrong in life, and people often learn from defeats and frustrations. No single person or object can define everything in your life. So, embrace the past so you can create a new you. Every experience can become a form of nourishment to push you onto a new stage of life and discover a completely new you

Know your rights

Have a thorough understanding of the company's arrangements, especially those about employee benefits such as severance payments or whether unutilized paid holidays will be compensated.

Talk to someone you trust

Talk to your friends and family honestly and allow them to accompany you through this difficult time. In addition, provide mutual support with others who were also laid off at this low ebb of career transitions.

Give yourself time to accept reality

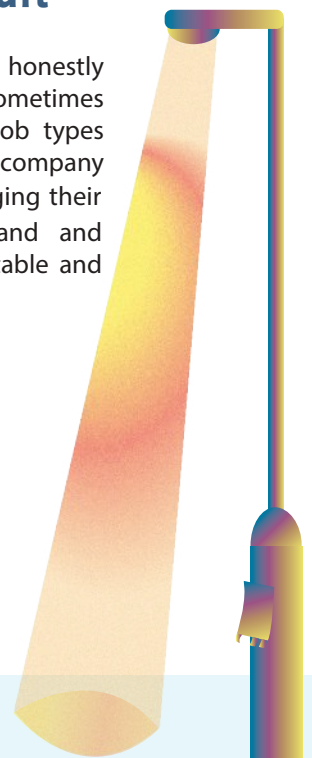
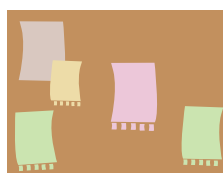
Upon receiving this news, you may be unable to make the best decision due to shock or distressing emotions. Rather than immediately entering the job market, it is better to start over when you are fully prepared.

Maintain respect for the company and yourself

Try to complete all the tasks you need to do before leaving your role, whether it be transferring work to other people or finishing remaining assignments. Avoid bad-mouthing the company and handle everything gracefully till the end, which is a form of respect to others and yourself.

Understand that it may not be your fault

Reflect on your work performance honestly and learn from it for the future. Sometimes being dismissed is due to some job types being eliminated as a result of the company minimizing their expenses or changing their developmental direction. Understand and remember that these are unpredictable and uncontrollable realities.



Chicken Soup for the Soul

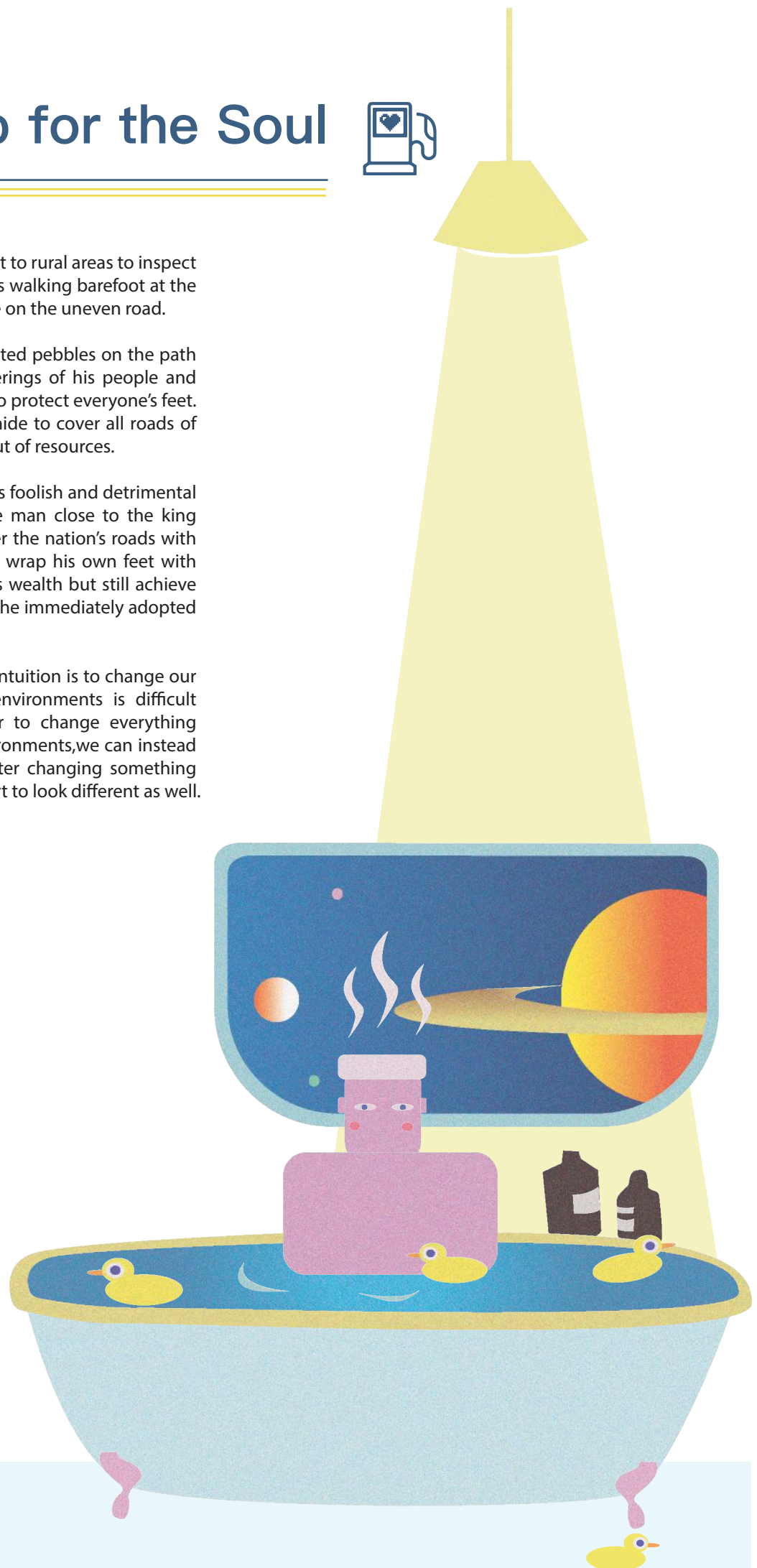


A long time ago, there was a king who went to rural areas to inspect the conditions of the people. Everyone was walking barefoot at the time, but the king felt really uncomfortable on the uneven road.

The bumpy road and the broken and pointed pebbles on the path hurt his feet. The king felt the daily sufferings of his people and decided to command the use of cowhide to protect everyone's feet. However, in order to collect enough cowhide to cover all roads of the entire nation, the country would run out of resources.

This act was also criticized by the masses as foolish and detrimental for people's finances. At this time, a wise man close to the king suggested that there was no need to cover the nation's roads with cowhide, but that the king should simply wrap his own feet with cowhide. This would preserve the people's wealth but still achieve the same effect. When the king heard this, he immediately adopted the wise man's proposal.

When we face predicaments at work, our intuition is to change our environments. However, changing our environments is difficult because often times we lack the power to change everything around us. Rather than changing our environments, we can instead be courageous and change ourselves. After changing something about ourselves, our predicaments can start to look different as well.



E-File



Faye is a 29 year-old marketing manager. She has been married to her husband for one year and does not currently have children.

In addition to having good relationships with her coworkers, Faye is also hardworking, eager to learn, and appreciated by her superiors. However, she had been encountering unexpected difficulties in her marriage, which led her to try out the "Employee Assistance Programme" offered by her company.

Faye politely introduced herself to the counsellor with a smile. She used the majority of her time talking about her work, expressing her confidence and satisfaction. However, when the counsellor wanted to better understand the problem, Faye immediately rescinded her smile and said with disdain, "It's my husband." Then, Faye recounted all of her husband's faults in "rapid-fire mode." From not covering the toilet seat to not spending enough alone time with her, Faye used real-life examples to criticize everything her husband does wrong.

The counsellor listened attentively until Faye asked, "Don't you think he is wrong and needs to change?" The counsellor did not respond to her. Instead, she shared her observations – it turns out that Faye maintained a fierce look on her face when she spoke, and sometimes even rolled her eyes backwards. She also mocked her husband and ridiculed him. Faye immediately retorted and offered different reasons to explain her facial expressions.

Faye's ways of expression is exactly in line with the four types of behavioral modes that can cause a relationship breakup, also known as the Four Horsemen of the Apocalypse, as pointed out by Dr. John Gottman, an authority on marriage relationships:

Criticism

Attacking their spouse's character traits and attributing their negative behaviors to their personality

Contempt

Intentionally using speech or body language to make their spouse feel embarrassed

Defensiveness

Completely shifting responsibilities onto external environments, frequent usage of the word "but," and responding to their spouse's complaints with other complaints

Stonewalling

Changing the subject, completely neglecting their spouse's complaints, remaining silent, and refusing discussion

At this point, Faye became quiet. The counsellor continued, "If we can't control the people around us, shouldn't we first look within ourselves?" Faye suddenly came to understand this and discussed areas of practical improvement for herself with the counsellor. Having a thorough plan is great, but even more important is a change in attitude and mentality, which Faye has finally mastered.

