

Autumn ▲ 2020

! **Headline**

Family Immunity

The novel coronavirus has been fiercely persistent and continuously changing. We are all experiencing unprecedented challenges and impacts, whether it be regarding the economic environment, leisure traveling, group gatherings, family needs, etc.

It is not difficult to imagine that the pandemic has also had an unprecedented impact on family relationships. In the first half of 2020, the number of domestic violence cases in Hong Kong, as well as the divorce rates in China and Europe have all significantly increased. We can't help but wonder, "Can our families have immunity too?" There has been ongoing research seeking to explore the unique characteristics of families that have had smooth transitions through adversity, with the following findings:

1 Continuous communication

No matter how busy or upset you were at work, try to maintain open communication with family members and share your perspectives and opinions often.

2 Responding to changes with flexibility

Learn to accept the changes and inconveniences that the pandemic has brought upon your life. Being stubborn may escalate your anxiety. Instead, learn to expand your comfort zone, which will give you a sense of novelty and excitement.

3 Use your creativity to solve problems

For example, if you cannot exercise outdoors, consider stretching and dancing at home. New ideas may bring **unexpected joys** into your life.

Research has also shown that families that are more communicative, flexible, and creative are more likely to experience growth and learning. Having more color and memories in the family history book also reassures family members that they have a safe haven at home.



Your Wellness Is Our Business

Nonetheless, families that are still establishing "family immunity" should not feel despaired. Psychologists have the following recommendations:

i Acknowledging the root causes of stressors

Objectively analyze where your stressors come from to avoid being dragged along by your emotional reactions. To prevent impacting relationships, deal with people and problems separately and rationally.

ii Learn positive thinking

Know what you can and cannot change. There are bound to be some things you can change to alleviate your problems. Take responsibility over those areas.

iii Prevent anxiety from escalating

Anxiety and other negative emotions can fester easily during the pandemic. Whenever you find your anxiety levels to be higher than normal, please share this with family and friends, or seek help from a professional.

iv Calm down and Time-out

If you feel very upset toward your family members and the argument is becoming heated, allow yourself to calm down for at least 45 minutes, and then consider how to express yourself and follow up.

v Encourage and affirm the strength of family unity

Always remind family members to think positively and help each other in daily life. Recognize that the stressors exist outside of the family, reconnect with one another, and utilize your different strengths to tackle the challenges that the pandemic has brought.

Where there is danger, there are opportunities. If family members can work together, cherish each other, focus on tackling problems, and work hard at the areas that they are responsible for, "family immunity" will be established in due time. Hopefully our families will all be able to grow through adversity, and turn dangers into valuable opportunities while fighting the pandemic together.



Love · Set Sail

How to Care for Others? in the Workplace

Is it easy to care for others with sincerity in the workplace? It is very common to encounter people with different personalities, unique mannerisms, or who are difficult to work with. Being able to work with colleagues who are mutually supportive and caring is a rare and valuable thing.

How can we practically care for others?



Tolerate others with a generous heart

Encountering people with different personalities, we may handle problems very differently than our colleagues. This is typically related to the family environment we grew up in. When you meet a colleague who is difficult to get along with, try taking initiative to get to know him/her. Hopefully you will be able to establish a trusting relationship in this process and become more harmonious and synchronized at work.

Try thinking from other people's perspectives - be considerate and caring

Nowadays, people in the workplace are under a lot of pressure. Not only has the workload and job difficulty increased significantly compared to the past, people also have rushed deadlines, social obligations, and have to take care of their various family needs. All of this is very burdensome, and in such a tired state, colleagues hope to be understood and cared for. If their hard work and difficulties can be understood, they will feel very touched. Even one word or greeting of care, a warm look, a simple smiling face, or even a symbol of appreciation can help colleagues feel encouraged and recognized.

Complement each other's strengths and weaknesses

Since everyone's personalities are different, our colleagues must also have unique strengths that are worthy of our discovery. Try to pay attention to these characteristics. For example, some people are not good at expressing themselves, but contribute silently. Some people are easily afraid of taking risks, which allow them to make decisions carefully. There are always two sides to everything. As long as we have a positive attitude, we will always discover something worthy of our appreciation in our colleagues.



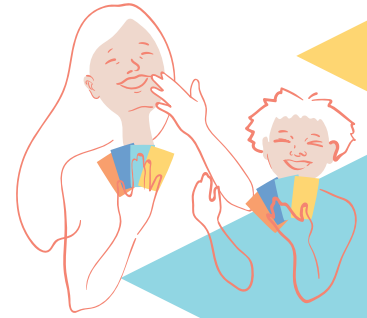


E-File

Ms. Wong has an 8-year old son. She sought help because she has been having frequent conflicts with her son lately. Before the pandemic, Ms. Wong was already arguing with her son everyday about homework, electronic usage, hygiene habits, etc. Later, as the pandemic became more severe, school was suspended and Ms. Wong also began working from home. Being trapped in the same apartment together from morning to night, Ms. Wong and her son often quarreled fiercely about trivial matters.

Throughout the conversation, it became clear that Ms. Wong rarely had positive parent-child time with her son. Their communication often dwelled upon trivial matters, with over 10 instances of criticism daily. Their “parent-child emotional account” is at a deficit, with long-term “withdrawals” without “deposits” to balance them out, which caused their relationship to be tense.

The counselor explained the concept of “parent-child emotional account” to Ms. Wong, and suggested that Ms. Wong does not need to correct every single thing that her son does wrong - at most 1-2 things a day. Ultimately, change takes time. Criticizing over 10 wrongdoings daily not only causes a rift in the relationship and hinders the child’s growth, but also increases his sense of failure. In addition, the counselor encouraged Ms. Wong to begin establishing a habit of “depositing,” - such as hugging her son, listening to his thoughts, playing board games with him at home, and taking a walk together after dinner. Throughout the conversation, Ms. Wong listened attentively and asked many questions. Her desire to change herself for the sake of bettering her relationship with her son will ultimately become the greatest asset for their “parent-child emotional account.”



Chicken Soup for the Soul

The duck and the kitten are coworkers, and they have come to the garden to discuss a beautification project. The duck expressed to the kitten that he hopes to build a pond in the garden and plant flowers of various kinds and colors around the pond so that he can swim happily in it. However, the kitten was opposed to building the pond and growing flowers, because she doesn’t enjoy swimming, and her weak vision does not allow her to see beautiful flowers. Instead, she hoped to grow a large grass field in the garden so that she can run around and play. Ultimately, they both refused to give in and left the garden angrily.

Often times, we expect others to think the same way we do. In reality, we are all unique individuals who have different strengths, interests, and opinions. Being able to accept each other’s differences will allow us to establish mutually **cooperative relationships** with our coworkers.





LEAP News



3 MINUTES



Firstly, let's breathe mindfully for 3 minutes... Find a place where you can sit comfortably, close your eyes, and turn your attention to your breathing. Pay attention to how you are inhaling and exhaling, and how the air is entering and leaving your nasal cavity. You can also pay attention to how your chest and abdominals are fluctuating as you breathe.

It only takes 3 minutes to become calm.

Mindfulness is consciously paying attention to the present moment without having a critical attitude. It is about bringing your body and mind back to the present, observing the subtle fluctuations of your body, feelings, and emotions, and learning to observe the present truthfully and calmly. Mindfulness is not only used for emotional management. Neurology experts also tell us that calming down can effectively repair our nervous system, and practicing mindfulness causes further changes in the brain's activities and functional networks. It can promote the brain's processing of complex ideas, enhancing our solution abilities and work efficiency. Some large corporations, such as Google, Facebook, LinkedIn, and Goldman Sachs, promote mindfulness in the workplace. They bring mindfulness into the workplace and encourage employees to quiet down as frequently as they become busy.

Below are the 5 Wellness Promotion Programmes which are related to mindfulness:

Body Mind Oasis

Secret Garden Therapy

Brighten the Day through Pastel Nagomi Art

Mindfulness - The Art of Living

The Power of Scent

If you are interested in the above programmes, please feel free to contact our marketing team at 2731 6358 or email to marketing@fourdimensions.org for more information.



Company Information

Four Dimensions Consulting Limited (FDC) is a private limited company set up by Hong Kong Christian Service (HKCS) in 2005. Employee Development Service (EDS) of HKCS is the first EAP provider in Hong Kong since 1991. We offer total solutions to assist employees with work/life issues, develop strengths/potentials, increase work engagement and positivity at work, which ultimately enhance organizational excellence and sustainability.

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