

# Stronger with **Headline** Every Challenge!

No matter what mood you are embracing 2021 in, 2020 has truly posed significant challenges to people around the world. Despite this, we pulled through and have become stronger with every challenge we faced. This is why in addition to fighting the novel coronavirus, it is even more important for us to uphold resilience. Resilience refers to people's ability to face adversity and recover from their experiences. While human beings naturally have this potential, it can also be cultivated, established, and strengthened through learning experiences.

Resilience is not an isolated skill. It is like a treasure bag, containing different attitudes and life skills to help you go through various challenges, including :

## 1. Maintaining a positive outlook on life

A positive outlook on life is the key to overcoming pressure. How someone views their frustrations will affect their mood and behavior. Do you tend to put all the blame on yourself and view mistakes as the sum of your life? Or will you affirm your own efforts, review what you've done, and find ways to improve? Try to broaden your vision and put your focus on the right goal. When you treat failure as a stepping stone, you can be invigorated again easily afterwards.

## 2. Finding meaning in adversity

It is normal to feel confused and hurt when facing difficult situations. However, things have already inevitably happened. Learning to reconstruct and reflect on the incident's value and meaning will help strengthen your defensive abilities for the next challenge.

## 3. Establishing your core beliefs

Whether it be religious, spiritual, or moral beliefs, your core values can help establish your resilience. Particularly in times of crises, these beliefs can exert a powerful guiding force in your life.

## 4. Learning from role models

People who are highly resilient often have people in their lives whom they appreciate and want to imitate. Referencing other people's experiences with handling challenges can help us walk through our own predicaments.

## 5. Facing your fears

It is normal to have fears, so there is no need to feel ashamed. Become friends with your fears - get to know them and learn to accept them.

## 6. Establishing a support network

Everyone needs the support of others. Maintaining close and meaningful relationships with friends and family whom you can share your thoughts and feelings with can help increase resilience.

## 7. Life-long learning and adapting

Treat your current challenges as training opportunities and actively acquire adaptation skills, such as how to regulate emotions, communicate with others, and utilize creativity when solving problems. Trying to adjust your thinking and ways of doing things based on your circumstances can help increase resilience.

## 8. Living in the present

Indulging in the memories of the past or regretting your previous decisions will not help your current situation. After allowing for room to express yourself, try to establish and best utilize the resources presently around you to get through difficulties.

## 9. Maintaining good health

Living a healthy lifestyle, such as regularly exercising, eating a balanced diet, and getting adequate sleep, help to maintain mental flexibility and physical health.

## 10. Showing grace to yourself

Most people mistakenly think that punishing and being harsher to yourself is what drives improvement. However, in face of immense pressure, it is even more necessary to cherish and take care of yourself. Acknowledge that ups and downs are parts of life, and accept your successes, failures, and emotional reactions. When you can give yourself love and encouragement, you will feel empowered to face challenges.

There is no universal method to cultivating resilience, but you can construct your own treasure bag and find many ways to walk through adversity.





## Love Positivity

Along with the spread of the novel Coronavirus, companies around the world have implemented work-from-home arrangements. In an earlier survey conducted by Cisco, it was found that Hong Kong employees prefer a hybrid model that combines working remotely with working on office premises.

Here are three tips to maintain a positive attitude and maintain work efficiency while working from home:

### 1. Separate the work area

Arrange a small area of the home to be your working area to distinguish this as a working space. When we go to work, we can get dressed in work clothes to show ourselves and our family that we are working. We can also inform family members of our daily work plans to prevent interruption during working hours. When we get off work, we can leave our working space, change into casual clothes, and enjoy our spare time.

### 2. Have a regular work schedule

While at work, avoid dealing with things that are irrelevant to your work, and be sure to complete your assigned tasks within working hours. Find out when you work most efficiently and arrange for more complex tasks to be completed during this time. Try to get off work on time and avoid procrastination.

### 3. Connect with colleagues

Use video conferencing software to keep in touch with colleagues at appropriate times on a work as well as personal level in order to support each other.

# Combines Working Mode



## Chicken Soup for the Soul

In face of difficulties, we may have all heard the saying, "Difficulties are like mountains. No matter how you climb it, you cannot see the end." In reality, we need to learn how to face our difficulties, and one important aspect is how we view them. Let's look at a story of a donkey.

There was once a donkey that fell into a dry well. His owner had thought of various ways to save him, but there seemed to be no way to rescue the donkey. The donkey cried in despair from the well for everyone to know his desperation. One day, the donkey saw his owner weeping at the mouth of the well and shoveling soil inside. Watching the mud fall into the well, the donkey knew that he was being buried alive, and felt increasingly desperate. However, as the mud built up in the well, the donkey realized that as long as he shook the mud off of his body and stepped on top of it, he could slowly reach the top. The owner also realized this and sped up his filling of the well so that the donkey can escape.

When facing incredible difficulties, we can start to feel desperate. Our current challenges may not be problems that can be dealt with at once, but we can take it step by step, and those challenges might become our opportunities to reach even higher.





## E-Files

Amy is about to immigrate abroad with her husband and two children, but she has been preoccupied with life's uncertainties, such as taking care of her children locally, looking for a new job, and adjusting to new social circles. Amy feels that her husband does not understand her difficulties, and she doesn't know how to open up to him either. The counsellor discussed each of Amy's concerns with her, and found that Amy's anxiety was really about having to take care of the children without the help of a helper or other family members.



影響型

INFLUENCE



支配型

DOMINANCE



分析型

COMPLIANCE



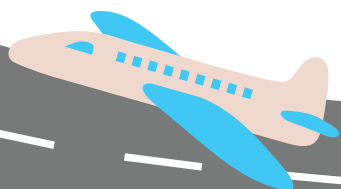
穩健型

STEADINESS

Amy has always been considerate of her husband's work and social activities, and rarely asks him to help with any housework. The counsellor tried to use the DISC behavior analysis model to help Amy understand her and her husband's personality differences, in order to promote effective communication between them. From the perspective of DISC, Amy is a typical Steadiness type who silently sacrifices for the family. The couple does not have time alone to go on dates regularly, which deprives them of opportunities to share in depth. According to Amy's descriptions, her husband is a Dominance type who loves challenges and solving problems. He loves his job, but if his family needs something, he will come forward and provide practical assistance. In this regard, the counsellor discussed with Amy how she can communicate her worries and needs to her husband and let him know clearly how he can help.

Encouraged by the counsellor, Amy gave it a try, and was pleasantly surprised by her husband's willingness to cooperate without hesitation. Her husband began to share in the housework duties, which gave her confidence in being able to take care of their children together in the future. Additionally, they started to schedule in weekly dates, like going on walks or to a cafe, in order to improve their bond and connection. Amy found herself expressing her concerns, and her husband's willingness to listen and understand has relieved her of her anxieties. This was also the support that Amy needed internally.

DISC is a type of personality analysis tool, and can be used to improve work and family relationships. It helps us understand different people's communication models and consider how to make relationships more harmonious. If you would like to learn more, feel free to contact your EAP consultant.





## LEAP News

The arrival of the novel coronavirus has allowed all of us to slow down from our busy work life and reflect on our priorities. In addition, it has also allowed many companies to realize that employees' physical and mental health have significant implications on overall company performance. Over the past year, our "Prevention of COVID-19 and Seasonal Flu from Chinese Medicine Perspective" webinars offered by the traditional Chinese medicine practitioners have been a popular choice for companies to offer to their employees.

Interestingly, many foreign employees are very interested in health preservation through traditional Chinese medicine. Therefore, we will conduct some selected Chinese medicine health talks in English at the request of our clients. In response to people's thirst for knowledge about traditional Chinese medicine treatments, we have also included courses on topics like "Pain and Needles" as well as "Acupuncture and Traditional Chinese Medicine for Chronic Fatigue Syndrome."

In addition, training programs on enhancing employees' physical, emotional, and mental health are also very popular among companies. For example:

Enhance  
Healthy Work-Life Balance

Self-soothing and  
Emotion Regulation

Positive Psychology -  
Open Your Door of Happiness

Managing Emotions  
in the Workplace

Work from Home -  
Balancing Work and Parenting

Mindful Workplace

If you have enquiries about the above courses,  
please email [marketing@fourdimensions.org](mailto:marketing@fourdimensions.org) and contact our marketing staff.



## 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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