

Your Wellness Is Our Business

SUMMER 2021



Headline



# Navigating the Post-COVID Era




The COVID-19 pandemic has led to the suspension of many economic activities. Economic recession has occurred in many regions, heavily impacting the global economy, and its impact on global employment is bound to continue. Thus, it is important for employers, supervisors, and corporate organizations to be able to make the necessary changes according to the newest information. In this process, management and employees can collaborate to adapt to different changes and achieve profound results.

### A Good Mood is a Good Start

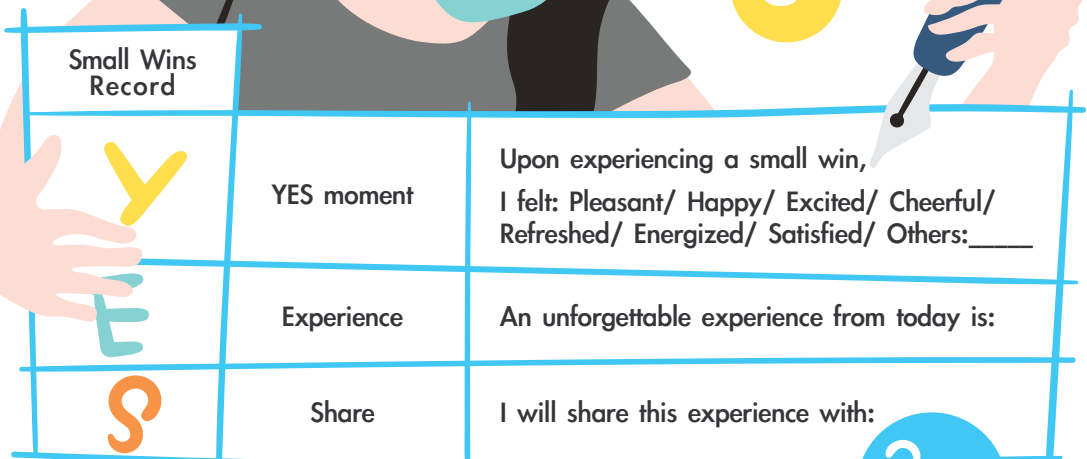
Before we enter work mode, we must manage our emotions. Try to imagine feeling upset, angry, or frustrated, and consider how difficult it is to think critically in those emotional states. Your mood can greatly impact your brain's thinking abilities and overall performance. Psychological research has found that the most efficient employees are those who are in a good mood. A pleasant atmosphere will also facilitate close relationships between team members in the midst of adversity and encourage creativity!

### Understanding the Progress Principle

A Harvard Business Review article proposed the progress principle: The biggest motivation booster is making progress in meaningful work. No matter the role they are in, incremental progress or small wins can have a positive impact on their feelings and performance. The more frequently we experience progress, the more we understand our own emotions, motivations, and the meaning of our work. Consistently celebrating the small wins of every single day is the catalyst for success in the post-pandemic era!

Have you had a  
small win today?

YES!



Small Wins Record		
Y	YES moment	Upon experiencing a small win, I felt: Pleasant/ Happy/ Excited/ Cheerful/ Refreshed/ Energized/ Satisfied/ Others: _____
E	Experience	An unforgettable experience from today is:
S	Share	I will share this experience with:



## Love - Set Sail

Hong Kong has been comically nicknamed “The Capital of Complaints” due to how common it is for people to pick the bones out of their eggs. This is also the case in the workplace.

Virginia Satir’s Satir Model points out that certain kinds of people are used to communicating with accusations. Attacking and fault-finding is a way to protect their self-esteem and protect their internal loneliness and frustration. Only by learning to appreciate your own value and contributions will you be able to appreciate your coworkers’ qualities and sacrifices. Learning to appreciate people can improve relationships between coworkers, enhance the work atmosphere, and will naturally increase work efficiency.

### Listen to Yourself

Please listen to your inner voice first. Spend 15 minutes everyday creating a virtua “Nomadland.” Close your eyes and breathe softly, placing your hands on your shoulders as if you were giving yourself a hug. Think about all that has happened today. What did you handle well and what needs to be improved? Tell yourself gently that you can do better tomorrow. Then, click “Delete” and empty today’s self. You have realized humility and no longer need to pick out faults. When you are tolerant of yourself, you can take a step back, tolerate your colleagues’ mistakes and shortcomings and appreciate their strengths and contributions.

When appreciating and forgiving has become a habit, the bones can no longer be picked out of the egg, and the egg yolk has become soft and runny. Every wound that you and your colleagues have experienced has already been healed.



## Chicken Soup for the Soul

A scholar traveled to the scholar shook his head and sighed, “If you can’t play the piano, you have lost one-sixth of your life; if you can’t sample tea, you will lose another one-sixth of your life; you will lose two-sixths of your life in total...”

Suddenly a large black cloud floated to the east, followed by a strong wind, and a storm was approaching.

The boatman asked the scholar, “Excuse me sir, can you swim?”

The scholar replied in a daze, “No, I’ve never learned.”

The boatman looked at the sky and sighed, “Then you are about to lose six-sixths of your life...”

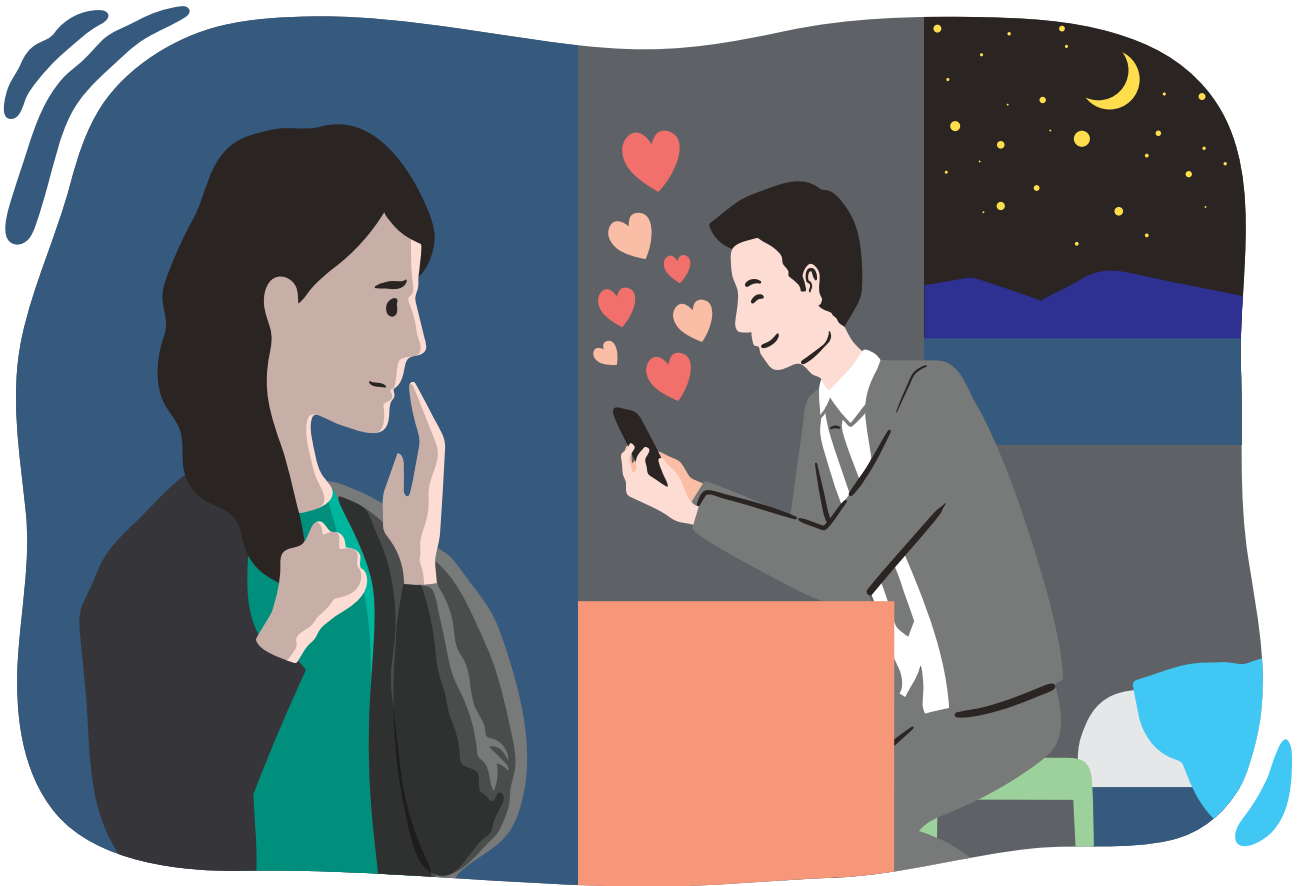
The story is simple. Sometimes people like to measure others by their own standards, just like the scholar in the

story. Do not underestimate others, and do not use yourself as a criterion for right or wrong, good or bad. In the workplace, perhaps this employee is not clever or creative, but he is generous and has no ulterior motives; perhaps that employee is unable to express himself well, but he is persistent and truthful. Therefore, knowing how to trust and appreciate the strengths of your colleagues and provide them with the appropriate space and opportunities can help you assign the right man for the right jobs and approach a positive workplace.





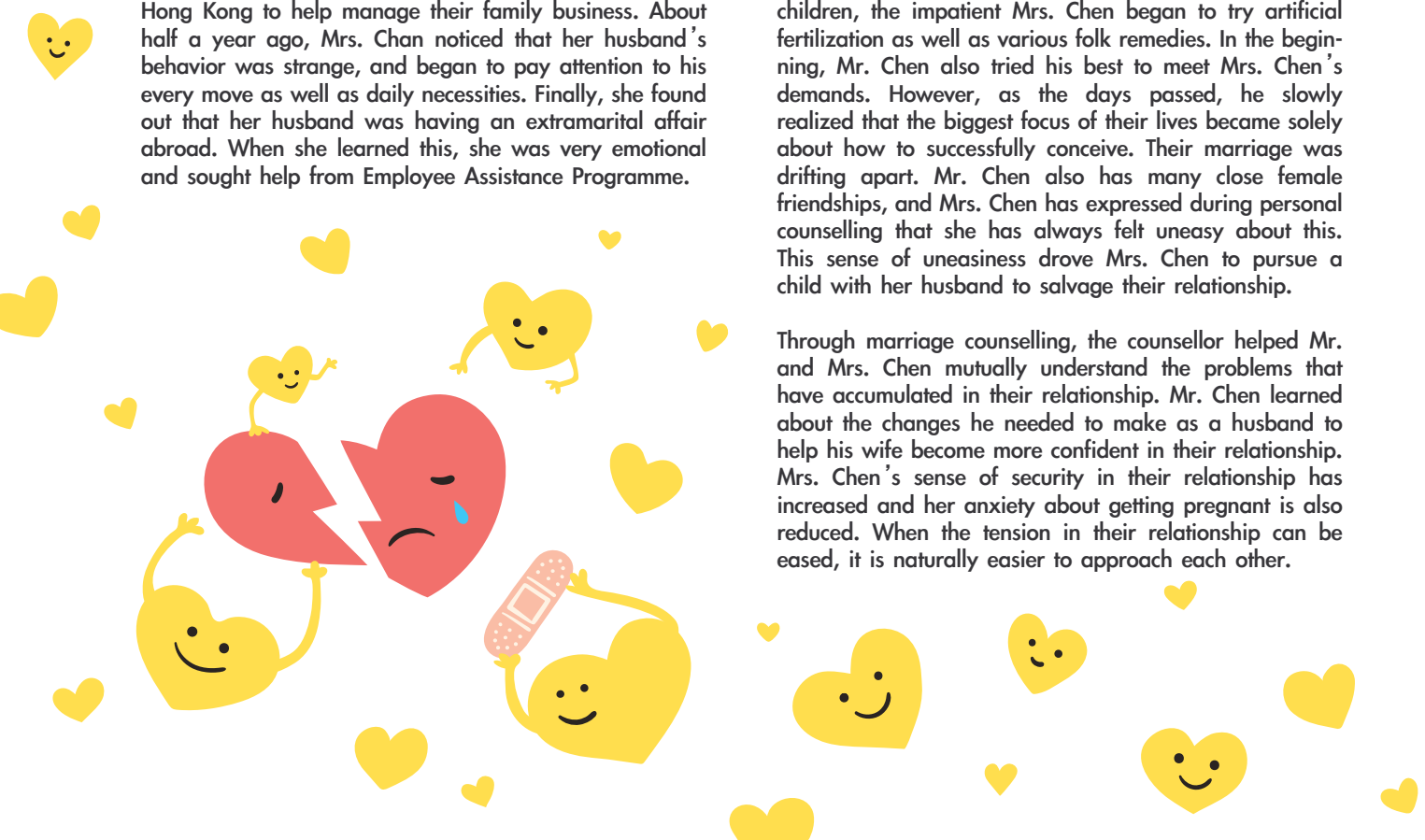
## LEAP File



Mr. and Mrs. Chan are a couple in their forties who have been married for six years. Mr. Chan is a middle-level manager of a large-scale enterprise. Two years ago, in order to help the company set up subsidiaries in other places, he often traveled abroad; Mrs. Chan stayed in Hong Kong to help manage their family business. About half a year ago, Mrs. Chan noticed that her husband's behavior was strange, and began to pay attention to his every move as well as daily necessities. Finally, she found out that her husband was having an extramarital affair abroad. When she learned this, she was very emotional and sought help from Employee Assistance Programme.

In counselling sessions, the counsellor learned about Mr. and Mrs. Chan's marital problems that have accumulated over the years. Mrs. Chan has always longed to have children of her own with her husband, but unfortunately there has not been good news so far. To pursue having children, the impatient Mrs. Chan began to try artificial fertilization as well as various folk remedies. In the beginning, Mr. Chan also tried his best to meet Mrs. Chan's demands. However, as the days passed, he slowly realized that the biggest focus of their lives became solely about how to successfully conceive. Their marriage was drifting apart. Mr. Chan also has many close female friendships, and Mrs. Chan has expressed during personal counselling that she has always felt uneasy about this. This sense of uneasiness drove Mrs. Chan to pursue a child with her husband to salvage their relationship.

Through marriage counselling, the counsellor helped Mr. and Mrs. Chan mutually understand the problems that have accumulated in their relationship. Mr. Chan learned about the changes he needed to make as a husband to help his wife become more confident in their relationship. Mrs. Chan's sense of security in their relationship has increased and her anxiety about getting pregnant is also reduced. When the tension in their relationship can be eased, it is naturally easier to approach each other.





## LEAP News


### Focus on Strengths, Improve Motivation

A and B competed for a promotion opportunity, but only A was successful. If you were their superior, how would you help B maintain confidence, continue to improve performance, and welcome the next opportunity?

Positive psychology is one of the major psychological theories of the 21st century. Through scientific research, a set of verification-based theories were established to discover, develop, and unleash personal strengths and potentials.

“Strength-based Coaching for Maximizing Performance” is used to help managers practice discovering the strengths of individuals and teams through successful work projects and equip them with another vital management tool. In face of failures and setbacks, use strength-based coaching dialogue to explore and cultivate the internal abilities of individuals and teams, and actively face pressures and challenges. As a superior or supervisor, you can consider the courses we offer for managers. Combining this set of theories will be helpful for talent management in the workplace.


Reviews from those who have participated in “Strength-based Coaching for Maximizing Performance”:



Among the best training I've had! Very well-prepared with case study and role play; can draw attention & interest with board game and well presented.



Tapping strengths in negative incidents instead of just amplifying weaknesses.



I learned how positive psychology could be used to boost up teamwork and improve work performance.

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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