



Your Wellness Is Our Business



AUTUMN 2021

Headline

New Work-Life Balance

October 11-15, 2021 is the annual National Work Life Week.

Under this ever-changing world, the evolution of technology, the new work pattern, and the convenience of telecommunication are gradually blurring the boundary between work and life. Some employees feel that the "Work-Life Balance", which has been proposed in the past 40 years, seems to get harder and harder to implement. The concept of "balance" here implies the equal priority of work and life; however, some people begin to interpret it as a sense of competition amongst the two, outlining 8 hours for work, life and rest respectively per day, as if they are in an opposite state of tug-of-war. "Work-Life Integration", advocated in 2018 by the University of California, Berkeley, suggests that work is a part of life that enhances personal growth and abilities. While working, we accumulate experience in dealing with people, learning better skills and resources to manage our lives, leading us to achieve our goals for a more fruitful and fulfilling life.

"Life's most important categories don't have to exist in separate boxes anymore, but can live cohesively, supporting one another through integration."

Mindsetmamas.com

Under this circumstance, we should even "work smarter". Let's have a look at the elements of Smart Working. You may find inspiration toward your work and life.

Growth Mindset



Asking the right questions, we should immerse work experience into our learning opportunities.

Rest



Knowing the mechanism of our physical recovery, we should tailor our own recharge modes.

Attention



Prioritizing things in life, we should well manage our time and work.

Positivity



Aware of our emotional status, we should turn negative into positive, and then motivate our work team.

Purpose-driven



Understanding our strength, we should fully involve ourselves in jobs, creating a satisfactory bliss.

The above makes work no longer a hardship, nor something that is unpleasant and you wish to get rid of. It helps an employee, like yourself, to take working as an opportunity to grow, to excel, to change your lifestyle, improve your quality of life, and to live a progressive and fruitful life.



Love Downshifting

Hong Kong has always been a fast-paced city. The street always stays hustle and bustle. It seems like one delayed move is enough to squeeze you out from the road. Does that mean "Downshifting" is utterly out-of-reach? Just because we live at a fast pace, we need time to slow down and relax in the midst of our piled work. After recharging, we will gain power to take on new challenges!

1 Morning Meditation

Don't just put your nose on your phone the first thing you wake up. Sit down in a comfortable position and slowly close your eyes. Use your senses, ears and nose, to feel the ambient vibe, activating your brain slowly. You can also list out your to-do schedule of the day, and lift yourself up by saying "Cheer up! I can do it!"

2 Take a break from work

Take a break from the hard work. Let's look out from the window, play a random song and relax. This may boost creativity on a stagnant task.

3 Reward yourself

After a long-day, it's time to listen to yourself. You can do sports and get sweaty, join a hobby class or enjoy dinner with friends. All these are nice options to keep you happy.



Liven up Your Soul

There was a man whom God gave him a task to lead a snail for a walk. He could not go very fast because the snail crawled extremely slowly, no matter how this man hurried, threatened or scolded it. The snail kept showing sorry in its eyes, telling the man that it had already given its best.

This man started to think, "Why did God ask me to walk with a snail?"

And then, he couldn't help but cry out, "Dear God, why?" The sky, however, was silent.

"If God doesn't care, why should I?" he thought. He then sulked and walked behind the snail while letting it crawl slowly ahead.

When he slowed down his pace, he could smell the flowers and followed the scent of flowers, he discovered a picturesque garden and all the goodness around.



The race against time has become our daily lives as urbanites. Living slowly becomes a luxury. Although we cannot stop time, we can tune down our pace. I hope the story above will help you to slow down, to think, to understand, to feel life, so as to find your own rhythm and to explore more beautiful people and things around you.



LEAP Archives



Abu, who has nine years of work experience, was promoted last year to a new position that requires project management and internal coordination. He had no experience in management and felt stressed. Slowly he began to feel numbness and tingle on the right side of his body and suffered from insomnia for the past month. He was diagnosed with anxiety and depression. As he did not like the management duties and was afraid of making mistakes, he began to hesitate about decision making and held back to discuss with his colleagues, worrying to cause trouble for them.



Through consultation, Abu pointed out that he was upset by the questions or comments by senior workmates upon the projects he was involved in. He felt incompetent, overwhelmed, and that he could never reach their expectations. He was worried about losing his job. He also lost confidence since he felt like everyone was targeting him. The counselor guided Abu to write down his thoughts and feelings regarding these matters, and then try to think from other perspectives. Abu realized that he couldn't satisfy everyone, yet he could give his best on work. In the past few years, his performance has been recognized and his supervisor has never given negative comments on his current performance. Apart from this, the comments given by others on the project were only concerning the task, but not personal attack, nor showing dislike.



Subsequently, he talked to his supervisor about his current situation and his workload got adjusted afterwards. Colleagues were very supportive, helping him adapt gradually to his new position. Abu understands that he used to think and worry too much about everything. He found that writing down his thoughts can help with assessing the worst-case scenario. If the case would not result in serious consequences, he would let go and didn't dwell on it. He stops blaming himself, instead, he sees these as learning experiences. Even when facing tough people, Abu takes it as a challenge. He no longer avoids going to work and can proactively talk to his colleagues, feeling valued by them and his supervisor.





News Feed

As a result of the epidemic, companies are implementing a series of temporary measures to mitigate the Covid-impact, such as offering flexible working hour and work from home arrangement. Many of them will put these measures in place permanently. Under this new "work from home" norm, employees may allocate their time more flexibly; however, this may inevitably create a sense of isolation and helplessness. Without face-to-face interactions, it is hard to build up connections between colleagues, employees and the company. Therefore, our company will organize different types of activities to bring employees together whenever possible to strengthen the bonds between each other.

Below 5 are our recommended programmes:

Fun & Growth in Board Games

Be Alive with Brain Gym

Mindfulness - The Art of Living

Yoga@Office

Interpersonal Dynamics through DISC/
Enneagram/MBTI/Personality Dimensions

Let's organize the above programmes for your colleagues to bridge the gap between your company and employees, as well as to strengthen the connection between them, and thus boosting the morale at work.

If you have enquiries about the above programmes,
please email to 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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