



Your Wellness Is Our Business



Spring 2022

# Staying or Leaving

Due to social and political factors, another migration wave reoccurs in Hong Kong. According to a survey conducted by the Hong Kong Institute of Asia-Pacific Studies (HKIAPS) of the Chinese University of Hong Kong in September 2021, more than 40% of the respondents have plans to migrate to other countries, and 15% of them have already made preparations for migration.

When saying goodbye to our beloved friends and families, knowing that we're parting from them, we certainly and inevitably will feel sad. Several psychological reactions will naturally be generated when people face change and loss. According to the psychiatrist Dr. Elisabeth Kubler-Ross, there are five stages of grief, they are:



Denial: "This will never happen to me!"



Anger: "Why did it happen?"



Bargaining: "Let's make a deal, and in return please don't let it happen."



Grief: "I feel bad. I don't want to face it."

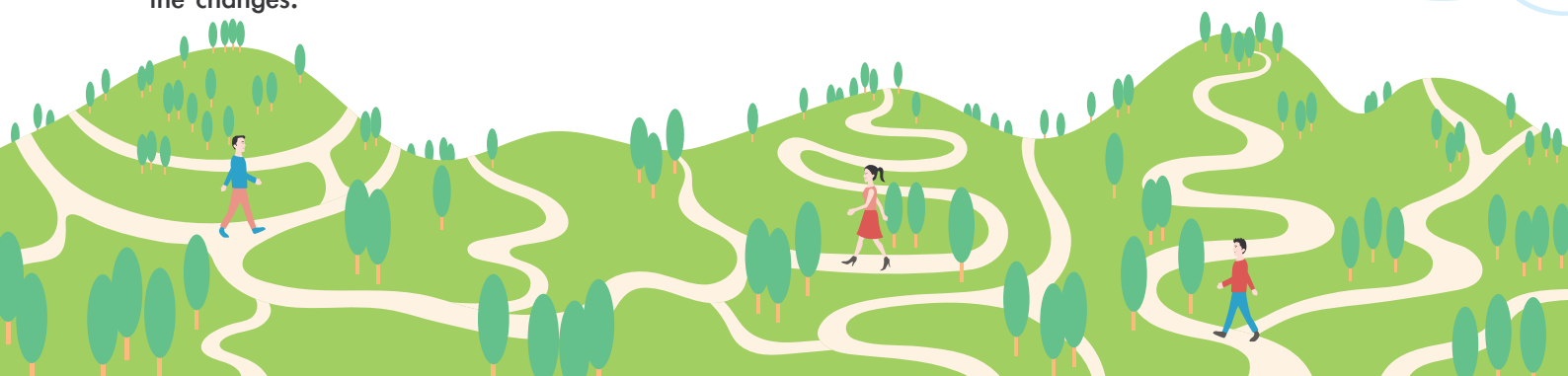


Acceptance: "It happened. I believe I have to accept and deal with it."

How should I overcome such a change? It is said that "If the mountain does not move, the path will move. If the path does not change, people will change. If people do not change, their minds will change." Whether it is a wave of migration or other life changes, we can refer to the "Growth Mindset" proposed by Carol Dweck, a psychology professor at Stanford University. Compared to the "Fixed Mindset", the "Growth Mindset" suggests believing in one's own abilities, embracing challenges, and focusing on the process rather than the outcome. Therefore, when we encounter changes, we know that:

- ➡ Recognize and accept that my reactions are normal.
- ➡ Focus on what you've gained but not lost, and learn from the loss.
- ➡ Identify what is uncontrollable, and only concentrate on controllable aspects.
- ➡ Make plans, and embrace changes.

Don't be afraid of changes as they are a part of life. To avoid regrets, we encourage you to make the best of what you have now, cherish the time we have together, create a way to connect in the future and embrace the changes.





## Love Moving On

# The Sorrow of Parting

In recent years, the number of Hong Kong emigrants soar. To be separated from friends and families who have been along for years is sad. Those who leave, they're facing the challenge of learning and adapting to a new culture, whereas those who stay, they're facing the problem of shrinking friend circles. It is an invisible pressure to either side caused by the sudden changes. So for the people who stay, how should we handle our emotions?

### Farewell to Your Friends and Family

Understand that it takes a lot of courage to move from a comfort zone to an unknown country. Take initiative to make a phone call or have dinner with your friends can show them you are by their side on this courageous decision.



### Expand Friend Circle

You are about to lose a hike-mate, game-mate, or even a soulmate when someone emigrates. Yet, every person has the right to make life decisions and choose pathways. Try to make new friends, develop new habits and expand social circles. These can ease your boredom and uneasiness, moreover, keep you busy and bring you a good mood.

### Stay Connected with friends and family through Technology

In addition to sharing your life through photos and videos, you can also make use of different online platforms to communicate with your friends and family or to hold video calls. Some games and movies even provide the GroupPlay or GroupWatch function so you can enjoy the entertainment with people worldwide. Each of you will get closer by discussing a mutual topic.



## Liven up Your Soul

Many of us are probably trapped under the pandemic, some may need to oblige to the isolation order, or some may feel trapped mentally. This feeling may come from the pressure of work or social restrictions. We may feel that this pandemic is endless, so every day we're interfered with by stress and emotions. The following parable talks about "being trapped". It may remind us how to deal with our emotions.

A group of lions had been living freely in the plains every day. One day, they were captured by humans and sent to the zoo. The life of being trapped in a cage made them depressed and agitated. Their freedom back at home only existed in their memories. As time passed, the memories slowly blurred, but the lions still resisted from time to time. Those who were disobedient would later be sold to a circus where they were forced to obey orders, as well as being whipped every day. The lions had to obey for food and shelter. Although they're living in such fear, they did not give up on survival. Until the circus went down, the chance for returning to freedom had finally come. When they were back to the grasslands of freedom, the lions felt scared, threatened by the dangers around them, and some were even waiting for commands. Until the day they saw the cubs who grew up in the plains running and hunting freely, their slipped memories and impulses resurfaced, and hence gradually re-immersed themselves into the tribes.

Feeling trapped will initially produce a lot of emotions and stress due to the twist of regular habits. The longer we feel trapped, the stronger suppression of our past we'll hold, in order to adapt to the present. We can survive among most predicaments. But in fact, the true selves have always lived deeply inside us. Your yearning to actualize the true selves may not exist in reality, but when we are trapped, the desire to do it is the source of hope, and that is the best motivation for survival. Being trapped for now does not mean forever, please remember to hold onto this desire and hope.





## LEAP Archives

Ah-Yi has been working in a multinational corporation for many years. She is a single mother planning to emigrate to a foreign country with her son, who is in middle school. She applied to her company for an internal overseas transfer, but instead, she was asked to switch to another department, and only if she performed well could her application be approved. She had no choice but to accept the offer. However, she was not interested in her new position and had no relevant experience, so it seemed to be a long way off to have well performance and be transferred abroad. She felt that she had no control over when she would be transferred. Thus, she felt hopeless in the future and suffered from depression as a result.

Through counselling, the counsellor understood that Ah-Yi prefers everything to be well-organised, and she cannot stand unexpected situations in her life. She also withstood situations that were out of control. She was frightened and felt helpless about whether she could get transferred and all the uncertainties and challenges upon emigration.

The counsellor made Ah-Yi realise that she was not entirely in a passive position in her unknown future. She could still make plan, make choices for herself, as well as her son. She found that transferring abroad was not the only way out. She could search for relevant jobs abroad based on her past experience. After that, she no longer felt confused and lost but became hopeful and more motivated to seek solutions.

On the other hand, the counsellor discussed with Ah-Yi her views on the current job and related resources to help her adapt to the current position. She understood that although she completely has no interest in the current position, there are some meaningful areas worth focusing on. She also found that reading books helps improves her knowledge of the job and the industry. Furthermore, it helps builds up her network and information in the field. Once Ah-Yi realised a way out of her difficulties, she became stabilised and her negative thoughts had diminished.





## News Feed

I was in charge of IT development. There was a time my supervisor wasn't satisfied with the work progress so he blurted out, 'Is this how Africans handle things?' I was upset. Is he having some prejudice against my race?

*An African colleague*

In Germany, you must turn on the camera when you have online meetings, otherwise you will be considered impolite. I've just arrived in Hong Kong. I couldn't see their faces during work meetings as my colleagues did not turn on their cameras. I'm worried that I won't be able to fully understand their points. Can I ask them to turn on the camera?

*A German manager*

When I communicate with a client by email, it wrote (they/them/theirs) after a person's name. What does it mean? Is that person a man or a woman? How should I address the client when we meet?

*A Hong Kong colleague*

The courses "Building a Multicultural Workplace" and "Building an LGBT+ Friendly Workplace" are designed to address the above concerns related to multicultural collaboration.

Diversity and Inclusion (D&I) is the current trend in business development and is considered a long-term investment that every business should make. With the help of technology, talent recruitment is no longer limited by geography. It creates an inclusive and friendly work environment that is conducive to recruiting and retaining the best talent from all over the world. Different perspectives and insights will assemble so that the creativity of employees can be inspired to develop new strategic solutions to address various challenges and serve different customer segments.

### Wellness Programme

#### Embracing Cultural Diversity and Awareness

The programme focuses on helping individuals understand what culture is and how it impacts our workplace collaboration, and how to enhance our awareness of and minimize negative influence of cultural differences on workplace interactions.

#### Embracing LGBT+ Diversity and Awareness

This programme aims to facilitate the participants in understanding sexual diversity and current LGBTQ+ situation in Hong Kong. The programme also provides a chance for participants to review any myths that they hold towards the community, and equips participants with practical tips in order to enhance participants' sensitivity and awareness of the topic.

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