



Your Wellness Is Our Business



Hot topic

AUTUMN 2022

# Build Up **Positive Team**, Exce<sup>l</sup>erate *Team Morale*

Over the past two years or so, many companies have adopted a hybrid working mode (Work From Home + Workplace = Hybrid) to cope with the pandemic. With a decline in face-to-face work, most companies may see the hybrid mode as a long-term work pattern. Technology gives us convenience, however, it also brings challenges in interpersonal connections given the current working environment. Since there is a huge gap between co-workers using digital technology-led communication, it may not effectively bridge the team, nor help build team spirit. So what can companies do to boost morale and a sense of belonging through their policies or activities?

Under the hybrid working environment, it is essential to establish good communication with the team especially when we are working from home, staring at the computer all day, and completing work mechanically. This may inevitably make you feel estranged from the team and lose your sense of belonging to the company.

The Positive Team in our company has played a vital role in fostering community bonding during the pandemic. The Positive Team often devised thoughtful and memorable experiences for our colleagues to maintain our physical and mental health, such as organising monthly birthday parties and sending warm wishes to the birthday stars of the month. Close team connections had been maintained throughout the time, including having some mini-games in meetings that enhance team interaction and engagement. Occasionally, we have "Zoom with Artfulness" sessions, such as making Mid-Autumn Festival and Christmas ornaments together. We hope that our colleagues can participate in fun activities while they are fighting the pandemic at home. During the mitigation period of COVID-19, not only did we play board games together, but also arrange stress relief activities for colleagues such as Singing Bowl and Secret Angel for strengthening interaction. Team Retreat is organised outside the office annually to facilitate mutual trust and rapport building. Extending the conversation topics between team members to more than work can genuinely build connections between people. Last year was the 30th anniversary of our EAP service. With art as the medium, we can relax our bodies and mind and devote ourselves to work. All our staff were dedicated to creating unique fluid art paintings for our valued clients as a token of goodwill and we had a lot of fun.

Increasing employees' sense of belonging to the company is not easy. In the past few years, the brain drain problem has become serious. Different classes of labour have been changing jobs or moving abroad for various reasons. It is certainly not something that can be solved by just a couple of multifaceted activities. If the management of a firm is empathetic, humane, responsible, understandable, and willing to listen to the needs of the employees as well as give timely and appropriate encouragement, the motivation of the employees can be enhanced and the team will be more robust in times of crisis.





## Love yourself

# Have you had a glass of water today?

After fighting against the pandemic for nearly three years, the number of confirmed cases remains persistently high, many people could have already been exhausted both physically and mentally. "Living in the present" seems to have become a slogan.

If you are still reading this article, would you please put your work aside and spare me a minute to take a glass of water, and concentrate on the present?

First, feel the temperature of the cup with our hands. Then, watch the water flowing in the cup. As the water slowly goes down inside through our mouth, try to feel the water temperature: Does the water feel higher or lower than body temperature? Or more or less the same? And feel the water as it passes from our mouths to our throats and then into the gastric wall of our stomachs. We can pay more attention to the stimulations received by our five senses in our daily life. This process helps us to take a temporary break from our hectic life and learn about our own needs.

Today, have you had a glass of water yet?



## Liven Up Your Soul

One day, a man met an angel and asked the angel out of curiosity, "What are heaven and hell like?" The angel replied to the man, "Come with me, I will show you the hell." So, the angel led the man into a room where a group of people were surrounding a large pot of broth. Each of them looked malnourished and their eyes were filled with desperation. They were about two metres away from the pot and each held a ladle which was long enough to reach the pot. Yet, the ladle was too long to bring the soup into their mouths. Then, the angel brought the man to the room of heaven, where everything was the same: a pot of soup, a group of people with the same ladles. But the difference was that all of them here were in good spirits, and everyone was singing with joy.

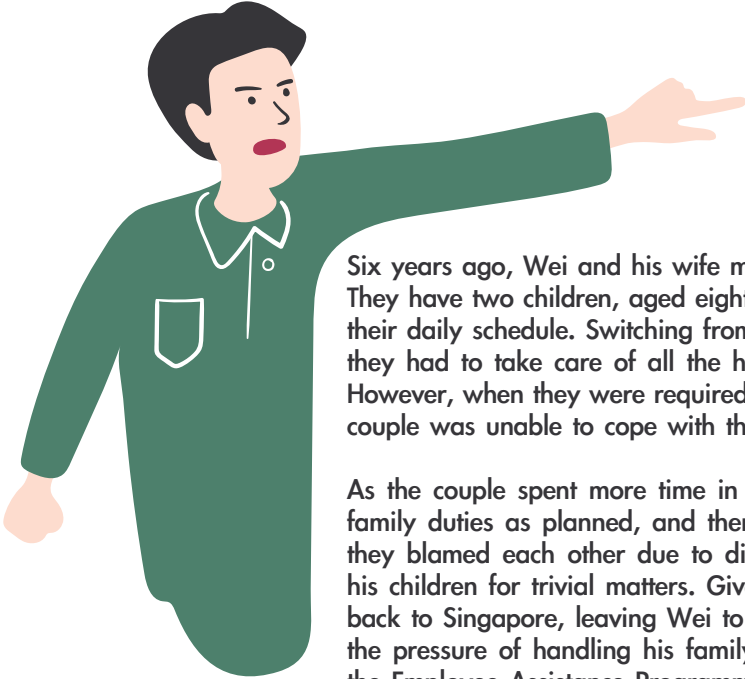
"Why?" The man asked the angel in puzzlement, "Why would those in heaven be so happy whereas those in hell looked so miserable despite the same treatment and condition?"

The angel answered with a smile, "It's very simple. People in heaven feed each other with their ladle, but people in hell don't."

Sometimes we may be too focused on our interests or performance that we forget the importance of teamwork. As the proverb goes, "Two heads are better than one". I hope the stories above will give you an idea of what makes a group strong and capable of unlimited possibilities. When a team works together, it allows each individual to thrive in their roles.

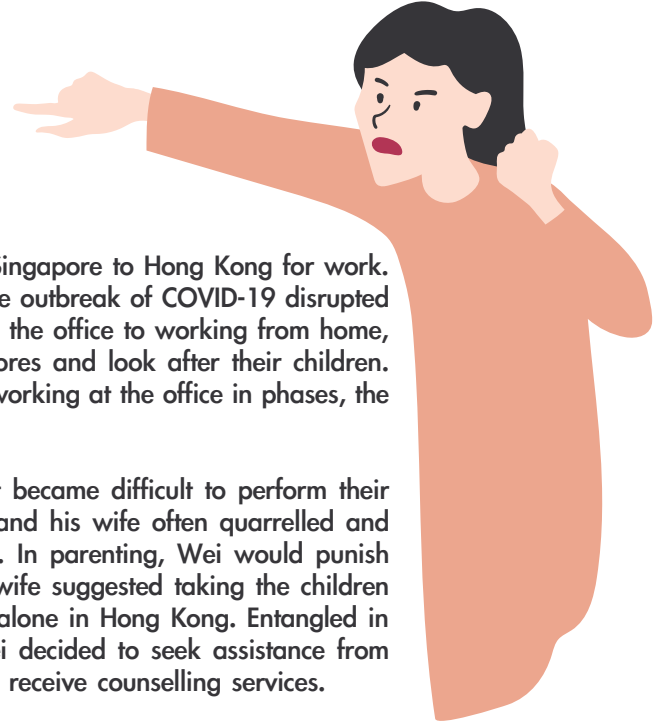


## LEAP File



Six years ago, Wei and his wife moved from Singapore to Hong Kong for work. They have two children, aged eight and six. The outbreak of COVID-19 disrupted their daily schedule. Switching from working in the office to working from home, they had to take care of all the household chores and look after their children. However, when they were required to resume working at the office in phases, the couple was unable to cope with the changes.

As the couple spent more time in the office, it became difficult to perform their family duties as planned, and therefore, Wei and his wife often quarrelled and they blamed each other due to disagreements. In parenting, Wei would punish his children for trivial matters. Given this, his wife suggested taking the children back to Singapore, leaving Wei to work hard alone in Hong Kong. Entangled in the pressure of handling his family issues, Wei decided to seek assistance from the Employee Assistance Programme (EAP) and receive counselling services.



During the counselling, Wei understood what drove his emotional outbursts and explored ideal ways to connect with his children. The counsellor also helped Wei understand how he perceived the parent-child relationship was ingrained in his family of origin. Not until then did Wei notice his internal dilemma. On the one hand, he did not want to leave most of the family responsibilities to his wife as his father had. He wanted to share the burden with his wife. But under the work and family pressures, Wei's emotional outbursts were easily triggered.

The counsellor also invited his wife to join Wei in the consultation after letting Wei express his inner thoughts. In the counselling room, the counsellor guided the couple to work out their parenting strategy and clarify their roles in



the family so that they could understand that being a good parent requires cooperation and collaboration. By the end of the counselling session, the counsellor believed Wei and his wife have learnt how to communicate and adjust their working hours to support each other as well as allocate their family responsibilities. Besides, the counselling has also tightened the communication and relationship between the two, addressed their family problems, and allowed the couple to feel more at ease with their work.

## News Feed

In the first year of the COVID-19 pandemic, the global prevalence of anxiety and depression had significantly increased by 25%, according to a scientific brief released by the World Health Organization (WHO) in March 2022. The WHO also pointed out that this surge primarily stemmed from social distancing which restricted connections between people at work and meetings with friends and family. In addition, if one was infected or the beloved ones were, it could lead to loneliness and fear.

Hong Kong has been suffering from the COVID-19 attack for more than two years, compounded by the massive scale of infections in the fifth wave, with an estimation of over 3 million positive cases, it is believed that many people have experienced emotional distress, and this is alarming. In view of this, Four Dimensions Consulting Limited hopes to organise a certificate course "Mental Health First Aid", through which participants can gain a basic understanding of mental health issues, identify potential cases and adopt simple methods to help people around to cope with emotional and mental disturbance under the volatile epidemic.

The "Mental Health First Aid" certificate course will be held on two consecutive Fridays, 21 and 28 October 2022. Participants who have completed the two-day course will be awarded the Mental Health First Aid certificate that is authorized by the University of Melbourne and The Mental Health Association of Hong Kong. You can scan the QR code below for detail and the application method.



detail and the application method



If you have any enquiries about the course, please contact Ms Wong at 2731 6239 or by email at [marketing@fourdimensions.org](mailto:marketing@fourdimensions.org)

## 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.

Address: 7/F, 33 Granville Road, Tsimshatsui, Kowloon, Hong Kong

Phone: 2731 6350

Website: <http://www.fourdimensions.org>



Four Dimensions Consulting Limited | 

### Editorial team

Yvonne Chak, Natalie Cheung, Helen Chan, Pauline Lee, Zac Chan, Karis Wong