

Supporting you through uncertainty

This guide provides resources and tips to help you navigate uncertain times and change. We acknowledge we have all been working through uncertainty for some time now and continuous change which can have an impact on our hauora/wellbeing and how we turn up to mahi each day. Change really has become a constant in our lives and we may all respond to this change in different ways, requiring different support to get us through these periods. Please take a look at the below resources and find what works for you. This is only a handful of resources we can offer so if you feel like there is something else you would like to see, please reach out to your local People Culture and Wellbeing representative or for free confidential support your Employee Assistance Provider.

So, where do we start?

Start with values!

Intuitively, we know values are important. But have you ever taken the time to identify your personal values and how you could lean on them to navigate through change and create a more fulfilling life?

This three-part module in [Taumauri](#) will help you identify your personal values and give you insight into why they matter and how to use them to strategically design your life.

There are three short videos to watch and an activity for you to complete to support each one. You can complete this module in one go or complete step-by-step when you have time. The whole process takes less than 20 minutes to complete.

[Let's get started here!](#)

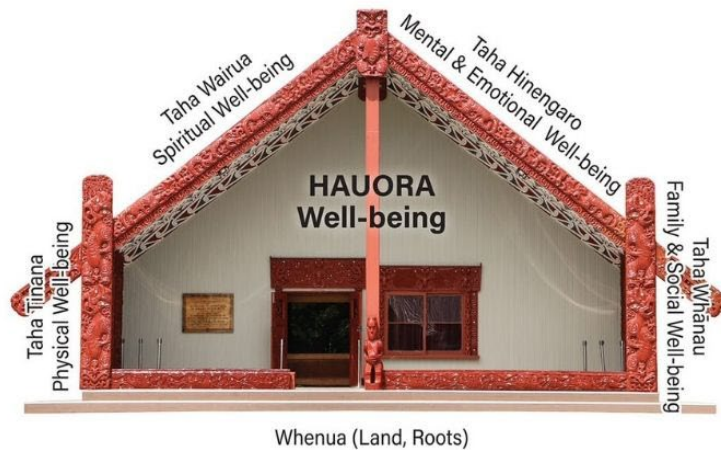
Focusing on your wellbeing during change

It is so important we don't forget to put our wellbeing first when going through a period of uncertainty or change. When it feels like there is so much out of our control, let's focus on what **we can control**.

A good place to start is reflecting on where you are currently at with your wellbeing. You can complete your [Wellbeing Scorecard](#) on Taumauri to reflect on your current state of wellbeing and provide you with an insight into where to best invest your time and energy to leave you feeling better in all aspects of your life.

Another great way of doing this is to look at Te Whare Tapa Wha, below. Te Whare Tapa Wha is centred on the concept of a whare (house) being structurally sound. If we think of our Hauora (wellbeing) like a whare, at the bottom we are built upon our whenua (land, roots), our four walls are made up of our Taha Tinana (Physical wellbeing), Taha Whānau (Family & Social wellbeing),

Taha Hinengaro (Mental & Emotional wellbeing) and Taha Wairua (Spiritual wellbeing). All four walls are necessary to establish strength and symmetry, and when they do, we are at our best.



Māori Health Model: Te Whare Tapa Whā, developed by Mason Durie.

Whenua

If you are feeling disconnected from the natural environment around you and don't feel like you have a place to stand or belong, it may help to dedicate some time each day, week or month to be outside.

This can be as simple as visiting the moana (ocean), awa (river), ngahere (bush) or maunga (mountain) that might be nearby.

It may also be important for you to return to your ancestral whenua (land), where possible to establish and strengthen those connections.

Taha Wairua

If you are feeling disconnected from your belief system, your spirituality or even a "higher purpose", it may help to think about ways you can reconnect;

- Write down the things that are important to you
- Speak to those who support you (culturally or spiritually)
- Take a moment to learn or recite a karakia
- Do something good for your community like getting involved in a fundraising event or a programme to help others.

Taha Hinengaro

If you are feeling down or anxious, try some of these tips below for your hinengaro;

- Do something nice for yourself every day. It could be something as small as enjoying a cup of coffee with someone you love, listening to your favourite song, or taking a walk around the block
- Take 10 minutes each day for a mindful meditation
- Give a compliment! Acknowledge someone who makes your day that much brighter. It will help both of you to feel great.
- Use karakia to support mindfulness in your life

Taha Tinana

Taha Whanau

<p>If you are feeling tired and unmotivated, it may help to think about ways that allow you to “move” and stay active;</p> <ul style="list-style-type: none"> • Spring cleaning • Going for a light bush walk • Dancing with your tamariki or loved ones • Going for a swim or dipping your toes in the moana (ocean) or awa (river) • Try a ‘body scan’ meditation – notice where you might be holding tension and learn how to breathe deeply and release the tension from your body. 	<p>If you are feeling disconnected, it may help to think about the ways you can create some meaningful moments with your loved ones;</p> <ul style="list-style-type: none"> • Start with a text or a videocall to let them know you are thinking about them • Organise an activity together, e.g. go for a hikoi (walk/journey) or do some whakapapa (genealogy) research together • Make some kai (food) for your loved ones or catch some kaimoana (seafood) that you can share with them • Get to know your hoamahi (workmates). Invite kaimahi from other teams to share a morning tea
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You can read more about Te Whare Tapa Wha and the four walls on Taumauri [here](#).

Managing stress and focussing on the things you can control

Here are some top tips to help you manage stress and focus on the things you can control when faced with situations where you feel powerless:

- **Take care of yourself**

Make sure to prioritise self-care during difficult times. This can mean eating nutritious kai (food), focussing on sleep, taking a bath, exercising (check out some indoor workout ideas [here](#)), meditating, or simply relaxing with a book. Why not try a [30-day self-care challenge](#) to build on healthy habits. Whatever helps you feel calm and rejuvenated, make sure to do it regularly.

- **Focus on what you can control**

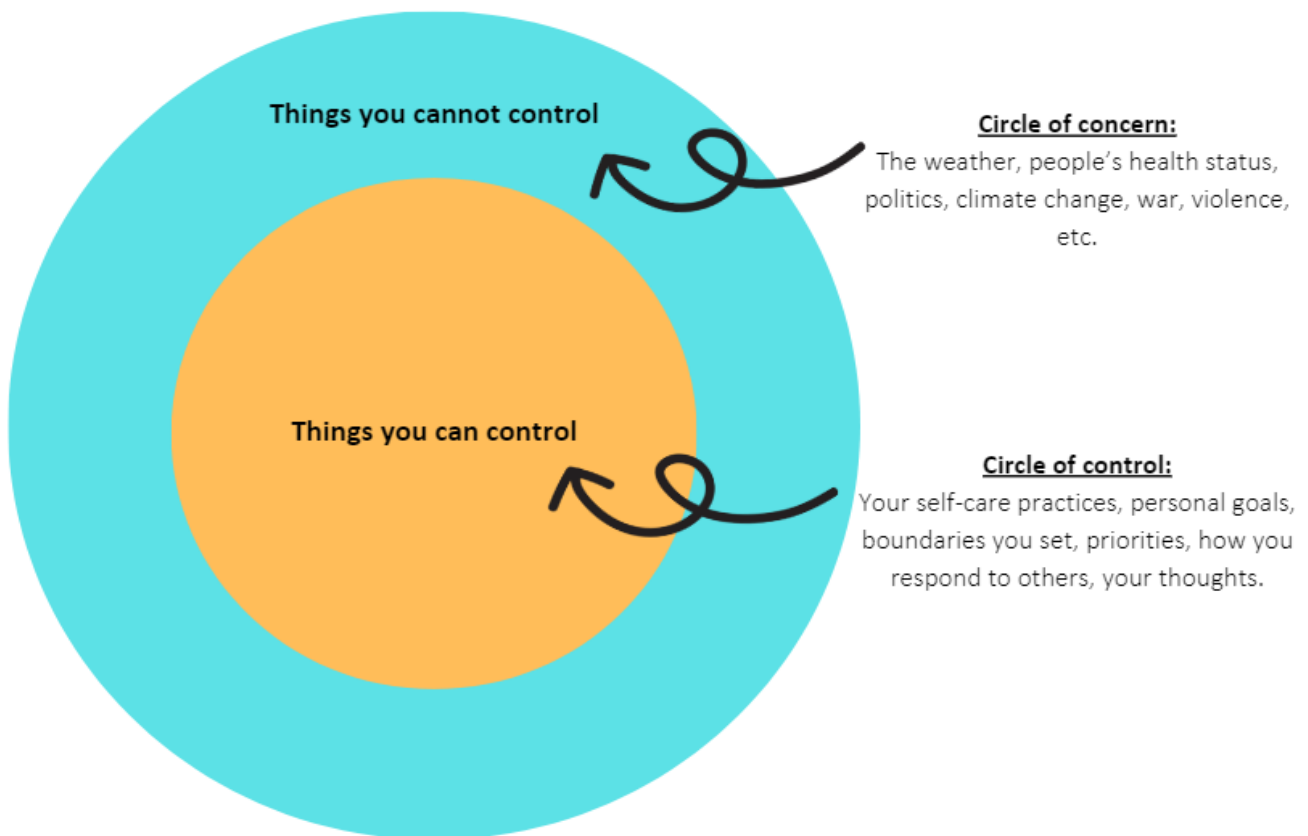
It’s easy to get caught up in unwanted feelings and emotions in times of change and uncertainty – helplessness, anger, frustration, etc. However, focussing on what you can control can help you feel more empowered and less stressed. Useful exercises to complete are ones that help us realise what is within and not within our control.

Try out the below activity.

Try this activity...

1. Draw 2 large circles on a blank piece of paper
2. In one circle, list all of the things that have occurred or that are currently causing you distress that are not in your control.
3. In the other circle, list all of the things that are in your control. Think broadly when filling the second circle.

This exercise can assist us in keeping things in a healthy perspective by acknowledging that some things are out of our control but there are many things that are within our control and that how I feel is temporary. **See example below. If you prefer, you can also watch [this video](#) of Craig Bulloch (Wellbeing and Occupational Health Lead) on understanding what we can influence and how to focus our energy effectively.**



- **Actively manage negative thinking**

When we are dealing with stressful events our thinking can easily spiral down a negative pathway. Use distraction techniques to help manage negative thinking and remind yourself **that this will pass, it is a moment of time** in our lives. Check out the ["Overcoming the negativity bias infographic"](#) for ways in which you can boost positive emotions.

- **Reflect and look forward**

Looking ahead to the future, or reminding yourself you will get through this hard time, can be helpful. Remind yourself of other challenging times that you have overcome. What helped you get through these times? Focussing on a day at a time, or a few hours at a time is a good strategy if the big picture feels overwhelming. Check out the [“Techniques for keeping perspective infographic”](#) to help with this.

- **Practice gratitude**

Instead of focussing on the negative aspects of your situation, try to focus on what you’re grateful for. This can be as simple as acknowledging the love and support of your whānau and friends or the beauty of nature. Practicing gratitude can help shift your focus away from stress and anxiety and towards positivity. Try to think of 3 things you are grateful for every day – you can share this with loved ones first thing in the morning or just before you go to bed and each take turns sharing.

- **Seek help**

If you need support, reach out to Vitae. Vitae is a free and confidential service provided to all Te Pūkenga kaimahi and their immediate families. Find out more [here](#).

You may also remember the Navigating Change series run through Te Pūkenga with Linda Hutchings in 2023. She asks some powerful questions to give us time to take stock, reflect and look at what we can control in a meaningful way. You can find recordings of two of these sessions [here](#) on [Taumauri](#).

LinkedIn Learning

For additional learning and personal development in navigating uncertainty and change, you can complete the below short courses. Check out the [LinkedIn Learning](#) page on Te Whare to find out how you can access your own profile if you haven’t already.

[Preparing Yourself for Change](#) – In this **28-minute** course, learn some tips and tools to help you not only survive changes in your work-life but thrive in uncertain times.

[Change Management Tips for Individuals](#) – In this short **15-minute course**, you will learn how to go with the flow and wield organisational change to your advantage. Gain strategies for how to adapt quickly and tips on what is and isn’t in your control.