

Validium Newsletter

for employees

2nd April | World Autism Awareness Day



April 2016

Making Big Decisions



Sometimes even the most decisive people find they lose a little sleep when faced with making the big decisions in life – and we all have times when it can be a struggle to make even a small decision.

Often it is the possible consequences of a big decision that make us feel anxious or stressed and, rather than thinking clearly about the options and likely outcomes, the pressure to not make the 'wrong' or 'bad' choice can lead to confusion or indecision - so much so that we may try to avoid making big decisions altogether. We are all faced with many different opportunities in life and every single decision we make will have consequences; so we need to be sure that we make the best possible decision with the information available at the time.

Buying a house, getting married or divorced, moving home, changing job or deciding to be our real selves can all drain our self-confidence and will power, but thankfully there are some simple exercises that can help with the decision making process.

See the 'Making Big Decisions' information sheet for some help or call your Validium helpline.

Keeping healthy without breaking the bank



There's no disputing that there are huge health benefits to be gained by eating well and living a healthy lifestyle – but what about the cost? It can often seem like the healthy options in life come with a heftier price tag. Fresh fruit and veg, quality meat and fish, and even gym memberships – if you're not careful, the costs can really mount up! **Find out how to stay healthy without breaking the bank by visiting the vClub Debt and Money Blog today!**

Did you know?

The financial team offers information, signposting and guidance when ... you are a carer for a relative and want to know what benefits you are entitled to.

Do I have Empathy?

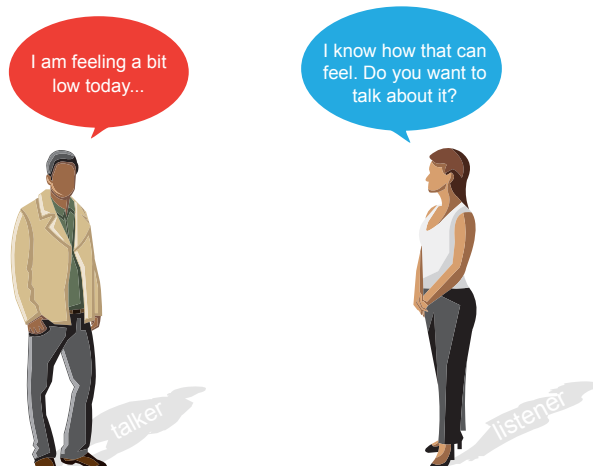
Are you able to place yourself in another's position? Do you have a strong ability to sense other people's emotions and do you feel that other people's emotions are contagious? For example, if they seem happy, you feel happy; if they seem scared, you feel scared.

Many scientists think that mirror neurons help in empathising with other people. Studies show mirror neurons are active both when you see someone upset and when you feel upset. Emotions enable us to react to situations like when anger or fear sets your heart racing.

Practice experiential empathy. This means getting a direct experience of another person's life. Remember the "walk a mile in his / her shoes" quote.

Show empathy by:

- Listening
- Opening up about your experiences
- Withholding judgement
- Offering physical affection
- Offering help



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Is Modesty a good thing?

Modesty is defined as not talking about or trying to make people notice your abilities and achievements. So is this a good thing?

You may have noticed that some people talk of their achievements in a self assured, confident and situationally appropriate manner, yet others come across as arrogant and talk about their skills or achievements in a self-centred way.

The difference here is one of self awareness, social awareness and context. Communicating your abilities, skills and achievements in a way that is inclusive, relevant to the topic under discussion and appropriate to the individual or group you are talking to (your family, friends or a meeting at work) can be positively helpful.

What you are doing here is demonstrating the benefits of your abilities without drawing a spotlight to them, which can sometimes come across as immodest!



We all know what we mean by Diversity and Inclusion – or do we?

What does 'Diversity' actually mean? In the most simplistic term, it means 'Difference' – and that can be difference in its many forms which may include ethnicity, belief, culture, gender, sexuality, age, mental and physical ability or wellbeing and religion. You may be able to add others to this list.



When we talk about diversity in the workplace we mean respecting and valuing all forms of difference in individuals.

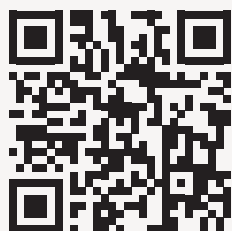
So what do we mean by 'Inclusion'?

Inclusion is about positively striving to meet the needs of different people and creating a culture of equality and mutual respect.

'Inclusion' necessitates taking positive steps to develop an environment in which everyone feels involved, valued, respected and supported. This means their voice is heard, they feel able to contribute and are encouraged to achieve their full potential.

Inclusion puts the concept of diversity into action, where organisations harness the richness of diversity to create successful businesses and engaged employees.

The articles here do not necessarily represent the opinions or policies of your employer and should not be considered as a definitive health guide. Please refer to other sources for guidance on workplace policies and also on health matters that specifically relate to you.



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