

# Validium Newsletter

## for employees

July 2017



### Coping With Change

The process of adapting to change is often challenging and stressful - particularly if the change is unexpected or uninvited.

The emotional challenge of change often stems from fear – fear of the unknown, fear of failure, fear of loss, fear of upsetting others. Fear can be one of the biggest barriers to us embracing change, preventing us from moving forward in our personal lives and at work.

Our best emotional ally against the fear of change is curiosity. If we engage our curiosity at times of change we can both try to understand why we might be feeling stressed or fearful and, instead of being blinded by our fear, we can begin to visualise a future beyond the change - looking ahead to the new opportunities the change may bring.

So, next time you are faced by an unexpected or unplanned change, acknowledge your fears, engage your curiosity and bear in mind the advice of Leon C. Megginson, champion of entrepreneurship, “It is not the strongest or the most intelligent who will survive but those who can best manage change.”

### Organisational Citizenship

Organisational Citizenship Behaviour (OCB) refers to things that employees choose to do, which often lie outside of their work contract. OCB may not always be directly and formally recognised or rewarded by the company, through salary increments or promotions for example, but may offer indirect rewards by manager or peer acknowledgement.

So, although OCB is a personal choice and not a measured or required part of your job description, your actions contribute positively to your colleagues or to the overall organisational effectiveness. This can also be called:

- Altruism;
- Thoughtfulness;
- Engagement;
- Commitment;
- Conscientiousness; or
- Courtesy.

Such actions might include bringing in the fresh milk every day on your way to work, making a cuppa for someone you see caught on a long call, helping a colleague under pressure or working late to finish an important piece of work.

While this can feel positive and rewarding, remember to keep some boundaries and ensure you also take the time to look after yourself.

#### Did you know?

The Manager Support team offer information, help and guidance when you want to resolve a conflict between two members of your team.



### Beating Pre- And Post-Holiday Blues



After working hard all year we look forward to a well-earned break somewhere hot, or even just a few days away for a well-earned staycation. It is a prospect that keeps most of us going. Research carried out by holiday protection specialist ATOL, has found that the average cost of a holiday for a family of four has increased by 13% on 2016. However, despite the increasing costs of living and holidays, there are still many ways to save extra funds so that we can get away.

**Find out more by visiting the vClub Debt and Money Blog today!**



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### Do You Have Charisma?

Perhaps the best way to describe charisma is a combination of personal qualities, social skills and emotional intelligence which makes a person popular and allows them to influence and inspire others. Many people in the public eye have charisma but, equally, many do not. Being charismatic is not connected to social standing, job, wealth or background. We all know people who have that certain 'something', a charm and pleasantness in their character ... the friendly person at the gym, the cheery waitress in the coffee shop, or the helpful colleague at work. They all have charisma and, whilst some people are more naturally charismatic than others, there are some key traits which can be enhanced to help us all develop our personal charisma:

- self confidence or the appearance of being confident
- optimistic attitude and being open minded
- being good company, interested in others and the world around them
- polite and friendly towards others
- communicating effectively and with integrity

### My vClub App

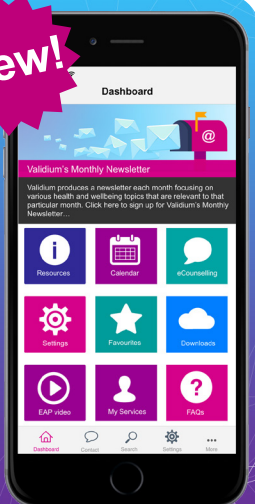
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New!

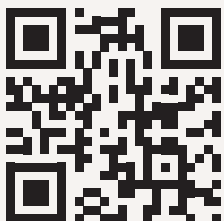


### I Feel I Am Alone

Humans are social creatures and have a natural instinct to stay close to and connected to others. Sometimes we can feel alone. This might be due to a big life change such as starting a family, children flying the nest, a relationship break-up, bereavement or even a promotion that moves us to a new location or distances us from our previous peer group. Everybody is different and some may be comfortable with a small social group and a few friends while others may thrive in the company of many. The key is to recognise when you feel alone and when this may have an effect on mental health, such as self-esteem, depression or anxiety. If you are feeling alone, be kind to yourself and reach out to somebody that you trust. And remember that the helpline is available 24/7.

For all the latest news and tips on mental health  
Like us on Facebook and Follow us on Twitter:  
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*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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