

Connecting TIMES



Welcome to our second edition of Connecting Times - a valuable resource connecting you to innovative developments and meaningful insights in your quest to add value to your employees' well-being, growth and engagement.

Putting the spring back in your employee's steps

Have you noticed that there is a little less spring in your step lately? That things that used to bring your pleasure, have become bland? And that time is moving differently, that you sometimes write March as the date instead of May?



A recent article in The New York Times explores how a year of uncertainty and cascading challenges is impacting employees and productivity. Titled "**We have all hit a Wall: Confronting late-stage pandemic burnout**" it introduces the concept of anhedonia -the loss of the ability to take pleasure in activities, resulting in people feeling lethargic and showing a lack of interest. It proceeds to explain how endless monotony laced with acute anxiety impact the brain and the ability to hold things in our minds, manipulate thoughts and plan for the future.

[Read the full article here](#)

What works when it comes to supporting mental health in the workplace?

See the in-depth whitepaper on the topic, offering researched-based advice on topics such as counteracting excessive sitting, buddying at onboarding, employee autonomy, financial wellbeing interventions and mental health peer support.

[Read the White Paper here](#)

"Often, the problem is not with the burned-out, but with what burned them."

This article takes an in-depth look at six key elements that can be addressed to prevent burnout: workload, culture, degrees of autonomy, recognition, fairness and meaning.

[Read the Article here](#)

Staying Strong: a programme and DIY toolkit that strengthens emotional fitness

With a heart for people and 27 years of experience in creating employee wellbeing, growth and engagement programmes, Free To Grow is ideally positioned to support organisations in this journey. Staying Strong has now been implemented across a variety of industries and job levels and the impact remains consistently excellent.

Mediclinic Newcastle finds an emotional vaccine



Having navigated two waves of COVID-19 and preparing for a possible third, South Africa's

healthcare workers are dealing with ongoing mental stress, physical exhaustion, separation from families, and the pain of losing patients and colleagues. To manage these high levels of burnout, hospitals are searching for ways to strengthen their people's emotional wellbeing. For Mediclinic Newcastle, [Free To Grow's Staying Strong](#) toolkit meets this need.



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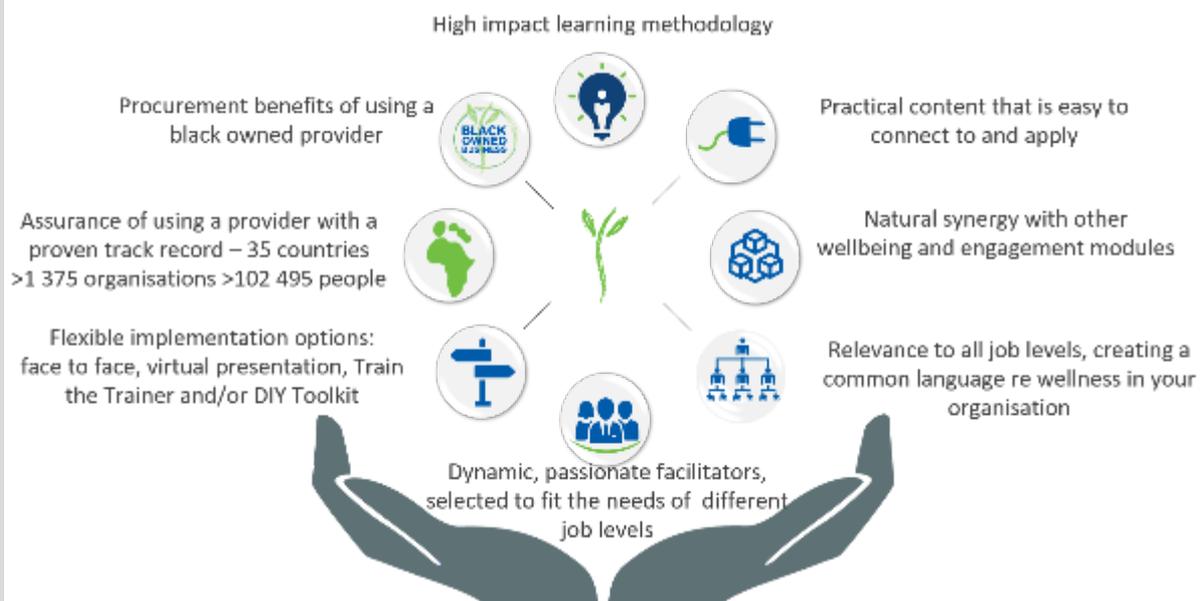
“The content of the toolkit is key, this is where the magic lies. I am hearing more and more people using the Staying Strong talk in the corridors – people are taking it to heart and remembering the messages. It is definitely working and having the impact we desire.”

Colleen Schoeman

HR Manager of Mediclinic Newcastle

[Read more on how the hospital is using the Toolkit to strengthen and connect their teams here](#)

What sets Staying Strong apart



To find out more on how we can shape Staying Strong to work for your organisation, contact Alinda Nortje, Executive Chairperson of Free To Grow on [+27 82 852 6323](tel:+27828526323) or alinda@ftgsa.co.za or Kim van Schoor on [+27 84 442 5619](tel:+27844425619) or kim@ftgsa.co.za

We'd love your feedback on this first edition of Connecting Times and its value for you. Connect with us by email or on our social pages.

