

The background of the entire page is a photograph showing the silhouettes of three people from behind, looking out over a landscape at sunset. The sun is low on the horizon, creating a warm, orange glow and long shadows. The sky is filled with soft, white clouds. The people are in the foreground, their forms dark against the bright light of the sunset. The overall mood is contemplative and hopeful.

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WELLBEING RESOURCES

MANAGING YOUR WELLBEING IN A PANDEMIC

We share past stories, interviews, and thought leadership pieces on protecting our mental health and wellbeing in challenging times.

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IT'S OKAY NOT TO BE OKAY

WHAT YOU ARE FEELING IS NORMAL

During times of uncertainty, it is completely normal to feel overwhelmed, stressed, worried, and anxious. Especially during the current Coronavirus pandemic, which is a completely new experience for most people around the world.

A common trigger of anxiety in situations like this, is the huge amount of uncertainty and the rapid unfolding of new information and news. Most people in this scenario will be wanting concrete, guaranteed answers and outcomes, which are not available.

This can increase anxiety and the physical responses that come from this feeling. Anxiety brings with it lots of different physical feelings. This can include a racing heart, chest pain, sweatiness and a shortness of breath. These are normal responses to anxiety, although you might be inclined to ask yourself "what if this is Coronavirus". Worries like this are also normal.

Many of us also have, not only ourselves to worry about, but elderly relatives, vulnerable friends or family, and younger children or dependants. It is natural to worry more about others than you normally would given the current pandemic, and for the most part we cannot control many of the factors that are making us anxious.

No matter how much we want it, we can't get a sense of certainty right now. So, allow yourself to feel what you're feeling, and know that it's okay to have down days and to feel low at times. People also all feel things at different times, so you might not experience anxiousness at the same time as other people, or at all.

It can be tempting to spend a lot of time looking at the news and reading stories on social media. However, it often makes us feel worse. So, if you're going online to look for updates then try to do it only once or twice a day, at specific times, and only use trusted sources, such as the GOV website or the NHS website.

Whilst we can't always control our anxiety, we can find ways to manage them. Some of these methods might include:

- Be kind to yourself, by being patient, and by eating healthy, getting enough water and sleep, and trying to get out for exercise
- Be kind to each other. We are all in the same position, and therefore supporting each other will make everybody feel a little bit better and a little less alone as we remain in isolation
- Try using breathing techniques to manage physical symptoms of anxiety if needed
- Take time to do things you enjoy such as art, reading, playing games, and watching films
- Staying in touch with friends and family is important to maintain social bonds and to combat loneliness
- Whilst mental health services are currently in high demand there are a number of online tools and apps such as Headspace which aim to improve mental wellbeing and health

It's important to remember that we are all in this together and you are never alone. Every person can experience anxiety in different ways, and it's important to find healthy coping mechanisms which work for you.



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STRESS MANAGEMENT

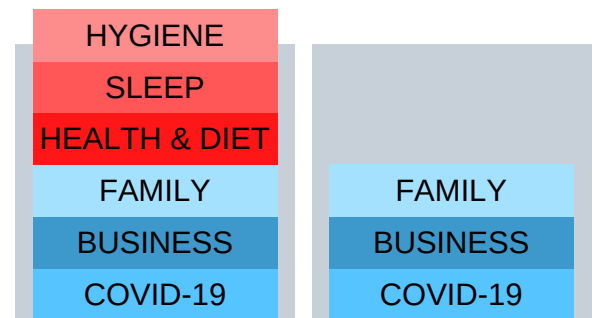
LOOKING AFTER YOUR MENTAL HEALTH IN TIMES OF PANIC



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Naturally this is a stressful times for many people who are worrying about the uncertainty of the future. It is therefore fundamental that we all take the time to look after ourselves and ensure that we protect our mental and physical health.

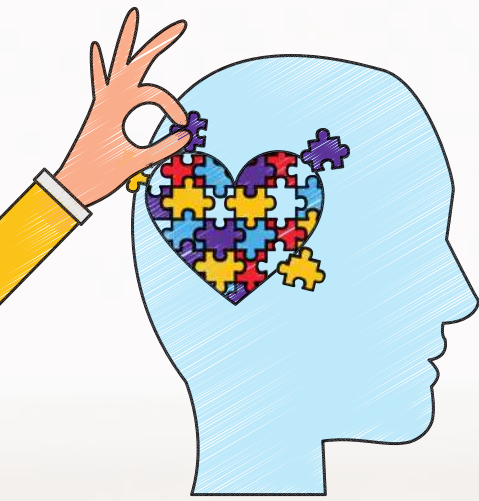
Imagine you have a stress box. In general terms you are worrying about two types of concerns: the 'controllables' and the 'uncontrollables'. The lines between the two can blur, but let's look at this simply.



Above you can see a very basic illustration, on the right of somebody who is stressing about the non-controllable factors (blue) as well as controllable factors (red). This person's stress bucket has overflowed and has therefore exceeded healthy stress levels. The person on the right is only allowing themselves to naturally worry about things out of their control.

To achieve this, it is important to action worries that you can change and manage, which can include, but is not limited to:

- Frequent exercise
- Drinking enough fluids
- Having a healthy diet
- Getting enough sleep every night
- Allowing for self care through meditation, yoga, therapy or your own methods
- Ensuring you are following government guidelines and social distancing
- Washing your hands frequently and ensuring your environment is clean and tidy
- Focusing on what you can do for yourself and your family to keep them happy and healthy



SELF-CARE BINGO

TOOK A SHOWER	GOT DRESSED	CAUGHT UP WITH FRIENDS	PROCESSED MY FEELINGS	COMPLIMENTED MYSELF
MEDITATED	ATE GOOD FOOD	LISTENED TO MY BODY	HAD FUN	ASKED FOR HELP
TOOK A MUCH - NEEDED BREAK	DRANK WATER	Free	TAKE A SOCIAL MEDIA BREAK	TREATED MYSELF
COMPLIMENTED SOMEONE	GOT 8 HOURS OF SLEEP	TOOK STEPS TO TAME NEGATIVE THOUGHTS	HUGGED MY PARENTS	DROPPED A HABIT THAT IS NOT FOR ME
TOOK A MENTAL HEALTH DAY	SPENDING TIME WITH NATURE	DECLUTTERED MY SPACE	WROTE DOWN IN MY JOURNAL	PRACTICED SELF - COMPASSION



IMPOSTOR SYNDROME



Tina Howell, gave a candid talk at our EMPOWER event back in March on Impostor Syndrome and it's impacts. In the current climate, as anxieties run higher, we revisit her useful, honest advice.

Impostor Syndrome is a psychological pattern where a person doubts their accomplishments and feels like they don't deserve to be where they are. This person will often live with a persistent internalised fear of being exposed as a "fraud" or getting caught out. Whilst it is more likely to effect women, men also experience impostor syndrome. It also doesn't necessarily ebb away as one becomes more successful. Often it can become worse.

Whilst in lockdown, many of us are now working from home, a situation which can actually trigger flare ups in impostor syndrome symptoms and feelings. When working alone, it can be easy to fall into a spiral of self doubt. Anxieties can suddenly rise from seemingly mundane activities. This can include:

- Worrying about email etiquette and tone of voice
- Falling into the Impostor Cycle of work (never shutting off and pouring excessive amounts of time into work)
- Extreme switching between procrastination and overworking

Tina's advice mainly evolved around being patient and kind to yourself, which resonates more than ever now we are in these unprecedented, and naturally anxiety-heightening times. Managing impostor syndrome is different for everybody, but we've put together our top 9 tips for reducing your symptoms.

01

REMINDE YOURSELF OF ALL THE THINGS YOU'RE GOOD AT

02

WRITE AN 'I DID' LIST

03

MATCH EXPERIENCE AND INTUITION WITH SOME KNOWLEDGE

04

SIMPLY OBSERVE YOUR THOUGHTS

05

LEARN TO VALUE CONSTRUCTIVE FEEDBACK

06

ASK FOR HELP/THERAPY

07

HAVE A STRONG PERSONAL AND PROFESSIONAL NETWORK

08

STAY POSITIVE & USE OUR LIST OF NHS APPROVED WORK FROM HOME TIPS

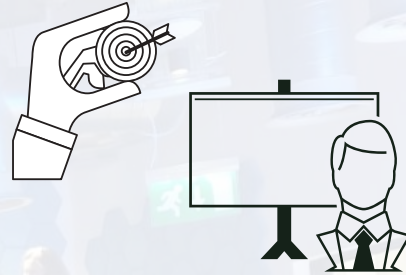
IMPOSTOR SYNDROME

Whilst very few people will fit into just one of the types shown below, it can be really useful to identify our thought processes and attitudes towards success and what that means to us. Which types do you fit into?

The Perfectionist

I should deliver a perfect performance 100% of the time. My work should always be A+.

01



02

The Expert

If I was really smart I would already know how to do all of this.

The Soloist

I believe that true competence is equal to my own, unassisted accomplishments. I must do everything myself

03



04

The Superhero

If I was really competent I would be able to do it all, do it easily, and do it well.

The Great Mind

I judge myself on ease and speed. If I were really competent, it would come quickly and easily.

05



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PROFESSOR DAMIAN HUGHES

A WINNING MINDSET: LIQUID THINKING



Damian Hughes, best selling author and Owner of Liquid Thinking Ltd, discusses liquid thinking and the importance of flexibility and adaptability during times of uncertainty, in his article below.

A rock is very strong. It doesn't move. It just sits there being strong and immovable and right.

That's how solid thinking works.

Water isn't strong, it's weak. But what seems like a disadvantage is actually an advantage because water doesn't fight rocks, it goes around them. It's always moving and exploring. Trying everything and never getting stuck.

That's how liquid thinking works.

Liquid thinking is smarter than solid thinking. If a problem crops up, don't fight it head on like a rock. Go around it like liquid. Don't let it stop you, just keep moving, keep flowing.

As the global pandemic forces us to face challenges, personally and professionally, how are you demonstrating liquid thinking?

Fifteen years ago, I was working in a factory when I decided to write my first book *Liquid Thinking*. I wanted to interview some of the world's greatest achievers and understand their ways of thinking. I approached many of these people and they offered their time and insights with generosity and candour.

When I had completed the interviews, one colleague dismissed the advice with the line, "That's all very well for them. But we're not all as talented or driven as those famous, powerful people."

Rather than fight this solid thinking, I wondered how I could get around this obstacle. I decided to interview people who didn't possess fame, money or power and show how they had applied the same thought processes and actions. The people I was working alongside, in a humble factory environment.

Whilst they did their regular jobs with diligence and pride, they followed their interests. Under one factory roof, I interviewed a championship-winning rally driver, a man who had built a house close to the best school in his area in order to give his children the best education possible, a husband and wife team who had designed and built their dream canal boat in which to spend an idyllic retirement, a group of friends who hadn't been able to run for a bus but worked to complete the London marathon. All of them were examples of liquid thinking.

Solid thinking is: stay where you're at, keep doing what you've always done and don't move.

Liquid thinking is: try everything, stay open and curious and see where it goes.

Which kind of thinking are you using?

Find out more in Damian's published books, [Liquid Thinking](#) and [Liquid Leadership](#).





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