

MAKE THE SHIFT

The Shift Worker's Guide

to Mental Wellbeing

The Shift Worker's Guide to Mental Wellbeing

This guide has been developed by the Wellington Primary Care Partnership Working Well in Wellington project team as part of the Working Well in Wellington project, supported by WorkSafe's WorkWell Mental Health Improvement Fund.

This project aims to develop and promote strategies that protect the mental wellbeing of shift workers.

We know that working shift can disrupt sleep, nutrition, exercise and social connectedness, all of which are crucial to physical and mental wellbeing. Your workplace can help protect your mental wellbeing by organising shift rosters and developing policies and procedures that account for the unique needs of shift workers.

Adapting to shift work can be challenging.

This handbook will provide you with some important information about sleep, nutrition, exercise and social connectedness, and also suggest some strategies you can use that may help to protect your mental wellbeing.

These strategies can also be of great benefit to you and your family in your everyday life.

The project team encourages you to read this handbook, and discuss it with your family, team and leadership group.

Good luck!

November 2021





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Shift work and *mental wellbeing*

What is a shift worker?

A shift worker is anyone who works outside the hours of 7am to 6pm.

It is estimated there are 1.4 million shift workers in Australia. That is approximately 16 per cent of all employees.

Shift work is a reality of work for those in healthcare, corrections, manufacturing, energy production, transport and logistics, food and a range of other industries. Whether we work shift or regular hours, our work helps to sustain us and define who we are. Some of us have always done shift work and some of us are new to it.

For some people, the flexibility of shift work can be a very positive aspect of working shifts. For some, shift work can also be stressful.

When you work a shift schedule you are often out of sync with the normal, daily life activities of your family and friends.

This can lead to:

- » Social isolation or loneliness for the worker and/or their partner
- » Not enough time spent with family and friends
- » Missing events like birthday parties and graduations
- » Decreased quality of time with family and friends due to tiredness
- » Moodiness or irritability with family and friends
- » Difficulty in coordinating or being part of family routines
- » Difficulty making social or family plans

These stressors can impact upon your mental wellbeing. If they are left unmanaged for too long, there is a risk that your mental health could be compromised.

What is mental health?

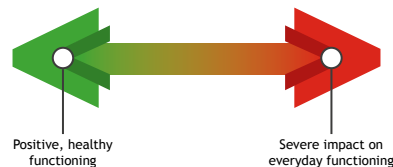
The phrase 'mental health' is often misunderstood. You might hear it used as a substitute for mental health conditions such as depression and anxiety.

According to the World Health Organization, mental health is

“a state of wellbeing in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community”.

Essentially, mental health is the emotional resilience that allows us to enjoy life, create friendships, and be productive, including in our jobs. Emotional resilience also allows us to survive life's disappointments, such as loss and bereavements, family challenges and numerous stressful situations (Keating, F).

Mental health is not merely the absence of a mental health condition, but about being mentally healthy in the way we think, feel and develop relationships. It can be helpful to think of mental health as being on a continuum.



Your mental health is not fixed. It is normal to move up and down the continuum throughout the course of your life, or even the day.

You might feel pretty good about getting a compliment at work, but then get really anxious about an incident you had no control over. This is a normal response to stress and usually resolves relatively quickly, or when the situation changes.

A mental health issue may develop when the feelings are of such long duration and high intensity that they start to impact upon your ability to function in everyday life.

A mental health issue might develop when certain feelings are of such long duration and high intensity that they impact on your ability to function in everyday life.

A National Mental Health and Wellbeing Survey in 2007 found that 45% of Australians between the ages of 16 and 85 years of age experience a mental health condition in their lifetime. In any given year, 20% of Australians experience a mental health condition. The workplace can have an effect on mental health conditions, and vice versa.

You can read more about this at:
www.headsup.org.au/your-mental-health/what-is-good-mental-health
www.beyondblue.org.au

The importance of a mentally healthy workplace

Work is good for mental health, but a negative working environment can lead to physical and mental health problems. Work plays a strong role in our lives in that it provides social contacts and support; keeps us physically and mentally active; allows us to develop and use skills; gives us social status and a sense of identity and personal achievement; and provides a way for us to structure and occupy our time.

If the workplace is not supportive, it can trigger or exacerbate mental ill health. 25% of all employees view their jobs as

the number one stressor in their lives (Fernandez, 2016). Anxiety, depression and stress-related disorders are the most common issues. Creating a balance between higher productivity and a mentally healthy workforce can be tricky and relies on a positive philosophy of staff wellbeing from the organisation. This can be fostered by well-trained managers who can recognise signs of ill health and provide support; promote a positive, supportive and inclusive working environment for their staff; and develop good systems of work that support a mentally healthy workplace.



Mentally Healthy Workforce

(MHFA England 2016)

- » Better staff morale
- » Healthier workplace
- » Reduced staff turnover
- » Reduced sick leave
- » Corporate social responsibility
- » Skills retention
- » Reduced presenteeism
- » Better customer service
- » Reduced staff grievance
- » More engaged and committed staff

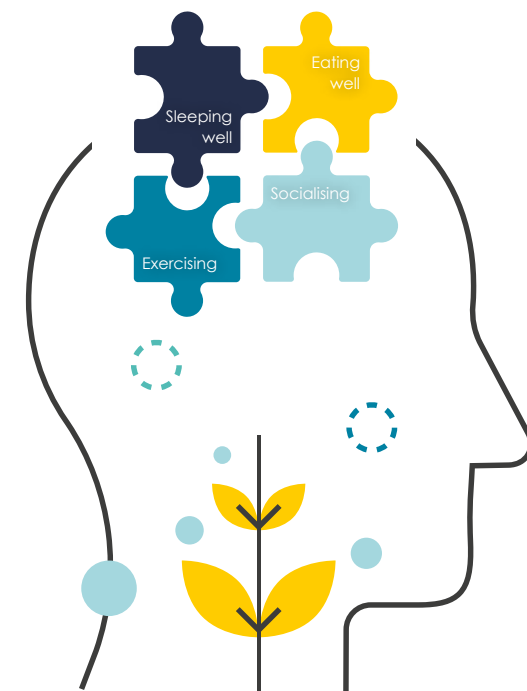
Maintaining good mental health

We know that our mental wellbeing can be assisted by doing four important things:

1. Sleeping well
2. Eating well
3. Exercising
4. Socialising

Shift work can have a negative impact on all of these.

The following pages will offer ideas and strategies to help you protect your mental wellbeing as you adapt to your shift work rosters. We also encourage you to talk to your manager and let them know if you have any particular needs that will help you to maintain your mental wellbeing at work.



Work-related stress factors

We know there are three major factors that can increase the risk of work-related stress:

» **Organisational factors** such as excessive work demands, low levels of control over work, poor support from management or colleagues, role conflict or lack of clarity, and poor change management, can affect our sense of worth and create conflicts between what is happening and what should be.

» **Environmental factors** such as noise, temperature extremes, humidity, lighting, air quality, physical space and hazardous situations and procedures can create a sense of fear and lack of control that can be mentally debilitating.

» **Individual factors** such as our personal trauma history and resilience levels, can compound the situation and heighten anxiety and/or depression.

It is good to be aware of these factors so that you can identify any that are of concern to you and discuss them with your manager.





Prevention is *better than cure*

We identified four factors that help us to maintain and improve our mental wellbeing.

Sleep well

Good sleep is integral to our wellbeing. While we sleep many important functions take place that help the body in physical recovery and repair, support brain development, cardiac function and body metabolism, as well as supporting learning, memory and mood.

Our sleep is regulated or timed by our internal body clock, or circadian rhythm. One circadian cycle is completed approximately every 24 hours. When this rhythm is impaired it can impact upon our physical and mental health and wellbeing.

Light helps to keep our circadian rhythm synchronised. When the eye senses light, it sends a signal to the brain to be awake. As it becomes dark in the evening, your body produces a hormone called melatonin that tells your body it is time to sleep.

Shift work can confuse your circadian rhythm due to your need to be awake during the night when the darkness is signalling it is time to sleep. This, in turn, can impair your sleep and affect the important repair and recovery work that our brain does during the sleep cycle.

As a shift worker, you can improve your sleep with these actions:

- » If you work flexible or changing shifts, we recommend that you avoid late/earlies, more than three night shifts in a row, and single days off between shifts. All of these can be particularly bad for developing and keeping good sleep patterns
- » If you are moving between night and day shifts consider the use of bright light therapy glasses such as Re-Timers
- » Cat naps could be helpful during break times. Naps are mostly beneficial and will not affect your “long sleep” if they are kept to 10-15 minutes
- » Avoid using blue light electronic equipment (e.g. TV, mobile phones and tablets) at least 30 minutes before sleep

Eat well

Your brain needs a lot of nutrients to function and keep you well, both physically and mentally. Eating well can also help regulate your sleeping patterns, energy levels and your mental wellbeing.

You may have noticed that your mood often affects the types of food you choose, as well as how much you eat. Some foods can lift your mood, energy levels, and concentration, while others can have the opposite effect.

Eating regular meals that provide the nutrients you need to sustain your energy during shift work can be challenging.

The following tips are designed to help you get the best out of your food and shift work schedule.

- » Ensure that you take all meal and tea breaks, especially when on afternoon and night shifts
- » When on evening and night shifts eat small meals regularly. Taking breaks can help you to regulate those snacks
- » Drinking at least one litre of water during a shift, preferably taken in regular sips, helps to maintain the fluids that are needed in a healthy work environment
- » Keep to a ‘normal’ meal pattern, no matter what shift you are working. Eat breakfast in the morning, lunch during the day and dinner in the evening. That means having a smaller, ‘breakfast- type’ meal when you get home from night shift, before you sleep

- » Shopping and meal preparation can be difficult, particularly when you are tired after afternoon and evening shifts and maybe trying to fit meals around other family members. Consider using supermarket home delivery or ‘click and collect’ services. You might find delivery of fresh food with recipes another good alternative as you adapt to your shift work regime
- » Meal planning is important. Try to plan ahead so that you have access to healthy food options that are easy to take to work or available soon after you return home

The following links have some further information about nutrition and mental wellbeing.

www.healthdirect.gov.au/diet-and-mental-health

www.headspace.org.au/blog/the-best-foods-for-mental-health/

You can read more about sleep and mental wellbeing at:
www.theconversation.com/disrupted-sleep-wake-cycle-linked-to-mental-health-problems-new-study-96554

Exercise

Exercise and physical activity can help maintain your mental wellbeing. Physical activity helps to get blood and oxygen moving around the brain which has positive effects for brain chemistry and functioning such as:

- » Releasing chemicals like endorphins and serotonin that improve your mood and help you to feel good
- » Increasing connections with nerve cells in the brain
- » Increasing the size of the hippocampus – the area in the brain responsible for memory
- » Reducing symptoms of stress and anxiety and improving sleep

We know that shift work can interfere with regular exercise or participation in organised sport, however, physical activity doesn't have to be regular programmed or specific exercise.

It could be anything you do in your day-to-day life – like running errands or doing housework, or walking and cycling rather than taking the car.

You may be very busy on your feet at work and feel that you get enough exercise there, so going straight to the gym afterwards might not be the best option for you if you are tired. However, regular additional recreational exercise is also important, including balancing weight training with cardio work to maintain good mental wellbeing. Walking, cycling, and gardening are great forms of exercise and also provide a good way to wind down after work.

You could also participate in team sports with other shift workers who understand that you can't always get there every week.

You can read more about the benefits of physical activity and exercise for mental health and wellbeing on the sites below.

www.healthdirect.gov.au/exercise-and-mental-health

www.headtohealth.gov.au/meaningful-life/physical-health/being-active

Physical activity is the movement of muscles that uses energy. It may be incidental movements such as housework, walking, or climbing stairs. It can also include exercise.

Exercise is physical activity that is planned, structured, repetitive and intentional movement. It is intended to improve or maintain physical fitness.



Socialising

Human beings are social creatures.

As far back as we can trace, humans have travelled, hunted, and thrived in social groups. Social groups, including family, provide us with an important part of our identity. The number, and strength, of our relationships also affect our mental health and wellbeing.

Socialising can lower rates of anxiety and depression, increase self-esteem, and help us to have greater empathy and more trusting and cooperative relationships.

In contrast, loneliness can lead to disrupted sleep patterns, elevated blood pressure, and increased cortisol (a stress hormone). It is also a risk factor for depression.

Working the unsociable hours of shift work can limit your social interactions. It is therefore important to find ways that enable you to continue to develop and nurture your social interactions and keep in touch with those who are close to you.

The following ideas may be helpful:

- » Shift changes are inevitable when trying to fill a roster. There will be times when you are called in to fill a space. Feel free to say “no” to such requests or balance these in a way that does not compromise your needs and family commitments. It is OK to say “no”
- » It is important to maintain friendships and your social life. Whilst some events may be missed, make a list of priorities that you can share with your manager so they can help you to maintain the relationships that protect your mental wellbeing
- » Date nights can be helpful but may have to be rotated. Be prepared to re-think the concept of date night as this event may have to occur at breakfast, lunch or early evening as sleepiness can affect concentration
- » Plan family events ahead of time – pick a few important dates – and do not overcommit time to attending too many events
- » Talk to other shift workers about how they deal with balancing work and social events

You can learn more about the importance of social connectedness to your mental wellbeing at these sites:

www.betterhealth.vic.gov.au/health/HealthyLiving/Strong-relationships-strong-health

www.headtohealth.gov.au/meaningful-life/connectedness/community

www.jeanhailes.org.au/news/friendships-mental-health

The growth mindset

The mind works in a similar way to the body, thriving off healthy choices and struggling under stress.

There is a lot of talk about the importance of a growth mindset in helping us to negotiate our way through the world. There are many benefits to approaching work with a growth mindset as it reinforces the view that we can all learn and grow at all stages of our life.

We used to believe that our brain didn't grow beyond childhood and that some people were just naturally better at some things than others. Research on brain elasticity now shows that our intelligence and skills are not fixed. We can learn and adapt to new situations at all ages, and thrive on challenges. Failure is just a temporary state – it simply means that we haven't learned that skill yet.

Saga Briggs has identified 25 ways to develop a growth mindset, as follows:

1. Acknowledge and embrace imperfections
2. View challenges as opportunities
3. Try different learning tactics
4. Follow research on brain plasticity
5. Replace the word 'failing' with the word 'learning'
6. Stop seeking approval
7. Value the process over the end result
8. Cultivate a sense of purpose
9. Celebrate growth with others
10. Emphasise growth over speed
11. Reward actions, not traits
12. Redefine 'genius'
13. Portray criticism as positive
14. Disassociate improvement from failure
15. Provide regular opportunities for reflection
16. Place effort before talent
17. Highlight the relationship between learning and 'brain training'
18. Cultivate grit
19. Abandon the image
20. Use the word 'yet'
21. Learn from other people's mistakes
22. Make a new goal for every goal accomplished
23. Take risks in the company of others
24. Think realistically about time and effort
25. Take ownership over your attitude

Growth mindset and mental wellbeing

Practicing and adopting a growth mindset can help us to assess what is important and not sweat the small stuff. Being kind to yourself and accepting your life journey and its learnings can help you to sort through the competing priorities of your life and seek support and guidance when you haven't quite mastered something new yet. It can have a calming effect in a very crowded life and can therefore help to protect your mental wellbeing.

Nurture yourself after work

Many shift workers work in stressful environments. You therefore need time to wind down after finishing a shift. It is important to find a way to leave work at work. This could involve listening to your favourite music on the way home, taking a walk when you get home, or a ritual such as leaving your work ID in the car so that you don't bring your work into your home. Some of the resources listed at the end of this guide could give you some ideas to establish your own wind down routine.

Sunlight is important for maintaining our mental wellbeing. Try to get outside during your breaks, and/or use some of the rest spaces at work that have access to direct natural light.



Signs and symptoms *of mental ill health*

Be aware of your triggers

Mental ill health has no respect for age, timing, background or circumstances and can be triggered by a range of events, including happy ones such as:

- » Managing shift work
- » Starting a new job or a first job
- » Working with new people
- » Poor relationships with management
- » Coping with workload
- » Getting married
- » Having a baby or having children
- » Bereavement
- » Health scares or illness of the individual or members of their family, or divorce and relationship breakdowns
- » Redundancy or fear of redundancy

- » Changes to management personnel, organisational structures or service delivery
- » Coping with promotion or increased workloads/increased responsibilities

You may need to take special care of yourself during these times. It is natural that these changes may cause some disruption to your life and you may become stressed when dealing with change.

Make a list of people who you would feel comfortable talking to (partner, parent, friend, colleague, manager) and use them as your sounding board. Having these trusted relationships with people who understand you can do wonders for your mental wellbeing.

The most common signs of deteriorating mental wellbeing are behavioural changes

It is often hard to notice your own behavioural changes. We have listed some of these below:

Behavioural signs

- » Missing deadlines, forgetting tasks, increased errors or accidents
- » Complaining about lack of support from the manager, being fixated with fair treatment, or constant complaining about the workload
- » Unacceptable behaviours toward peers, the manager or the clients/patients or their families
- » Irritability, aggression, tearfulness or arguments with peers
- » Being withdrawn and not participating in conversations
- » Inability to concentrate, indecision
- » Difficulty remembering things
- » Loss of confidence
- » Unplanned absences
- » Taking on too much work and volunteering for every new project
- » Being adamant that you are right
- » Working long hours – e-mailing out of hours, on days off or on holidays
- » Being louder or more exuberant than usual
- » Increased consumption of caffeine, alcohol, cigarettes/sedatives

Physical signs

- » Constant tiredness, feeling run down
- » Unplanned sick leave
- » Headaches
- » Difficulty sleeping
- » Weight gain or loss
- » Lack of care over your appearance
- » Gastrointestinal disorders
- » Rashes/eczema

It may be family, friends or colleagues who first notice these changes in you. If they ask if you are OK, take it as a sign of their care for you. You might not be ready to talk about it then and there, but now you know that they are open to that conversation and are there to listen.



During uncertain times

We are all more susceptible to mental health issues during times of crisis, uncertainty and change. You may notice that mental health symptoms increase during these times, particularly feelings of anxiety and/or depression.

This is because uncertainty can take away our sense of control and this can destabilise us and make us fearful.

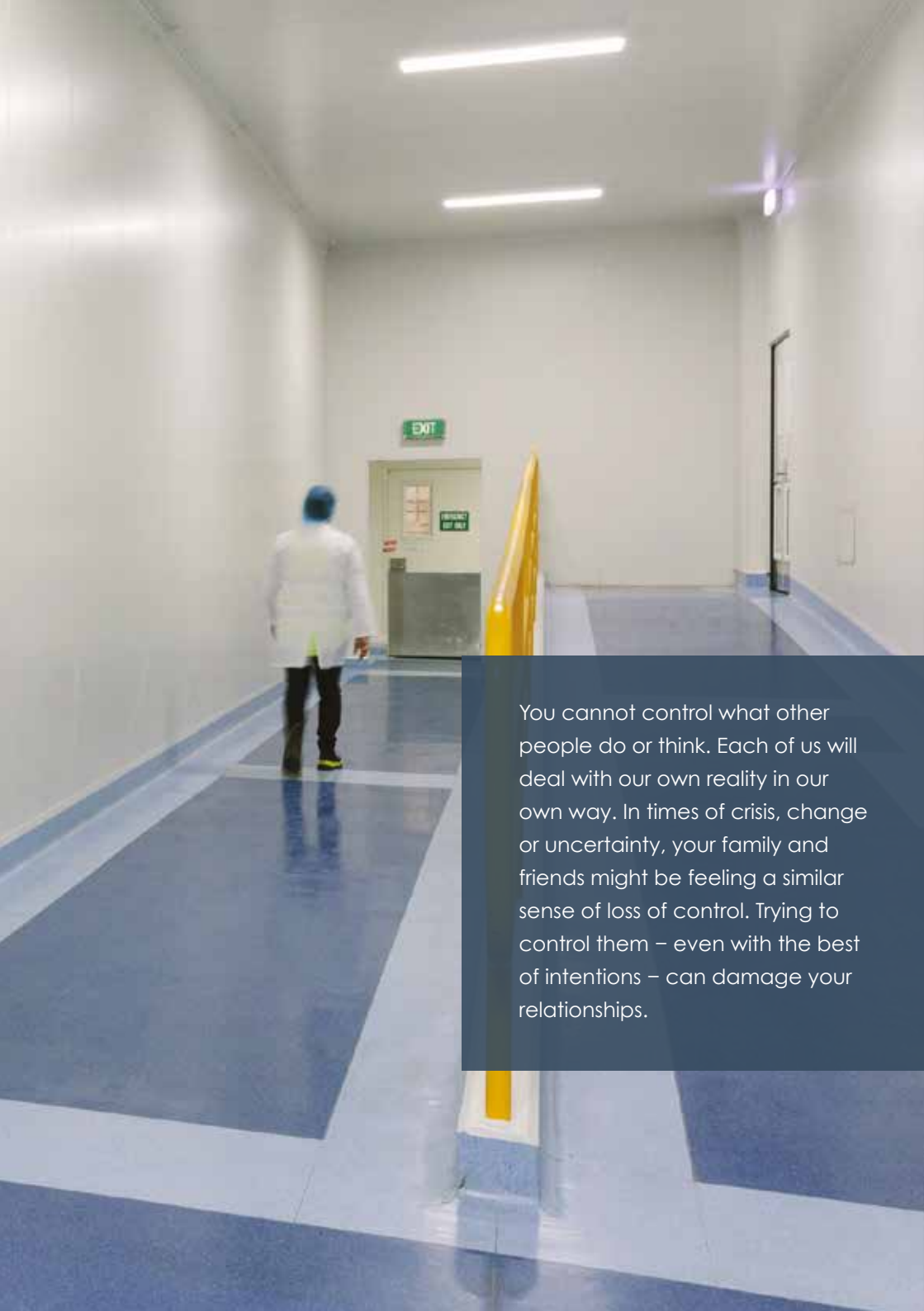
These additional or exacerbated symptoms can creep up on you so it is a good idea to keep touching base with people who know you well and who you can trust to give you honest and helpful feedback about how you are going.

It is particularly important during this time to take control of the things that you can deal with and pay special attention to your eating, sleeping, exercise and socialising.

The emphasis here is on increasing control within yourself, not trying to control others. You can control your social interactions, what you eat and how you exercise. You can choose to interact with people who you know will help you to remain positive.

Going back to the Mental Health Continuum, the following table (from the BC First Responders Mental Health) puts those symptoms into context, and can help you to match any symptoms you may have to where you might be along the continuum.

Healthy	Reacting	Injured	Ill
<ul style="list-style-type: none"> » Normal fluctuations in mood, calm, takes things in stride » Normal sleep patterns, few sleep difficulties » Physically well, good energy level » Consistent performance » Sense of humour, in control mentally » Physically active and socially active » Limited or no gambling/alcohol use 	<ul style="list-style-type: none"> » Nervousness, irritability, impatience, sadness, feeling overwhelmed » Trouble sleeping, intrusive thoughts, nightmares » Tired/low energy, muscle tension, headaches » Procrastination » Displaced sarcasm, forgetfulness » Decreased physical and social activity » Regular but controlled gambling/alcohol use 	<ul style="list-style-type: none"> » Anxiety, anger, pervasive sadness, hopelessness » Restless or disturbed sleep, recurring images or nightmares » Increased fatigue, aches and pains » Poor performance and concentration or workaholic, presenteeism » Negative attitude » Social avoidance or withdrawal » Increased gambling/alcohol use 	<ul style="list-style-type: none"> » Excessive anxiety, easily angered, depressed mood, suicidal thoughts » Unable to fall or stay asleep, sleeping too much or too little » Exhaustion, physical illness » Unable to perform duties/control behaviours/concentrate, overt subordination, absenteeism » Isolation, avoiding social events, not going out or answering the phone » Alcohol/gambling addiction, other addictions
Actions to take at each phase of the continuum			
<ul style="list-style-type: none"> » Focus on task at hand » Break problems into manageable chunks » Identify and nurture support systems » Maintain healthy lifestyle 	<ul style="list-style-type: none"> » Recognise limits » Identify and minimise stressors » Engage in healthy coping strategies » Get adequate food, rest, and exercise 	<ul style="list-style-type: none"> » Identify and understand own signs of distress » Seek social support and talk with someone instead of withdrawing » Seek help 	<ul style="list-style-type: none"> » Seek consultation as needed » Follow health care provider recommendations » Regain physical and mental health



You cannot control what other people do or think. Each of us will deal with our own reality in our own way. In times of crisis, change or uncertainty, your family and friends might be feeling a similar sense of loss of control. Trying to control them – even with the best of intentions – can damage your relationships.

SECTION 4

Help is *at hand*

A sense of control

Let's talk more about control. When you are stressed you may want to try and get back a sense of control in your life to make you feel better. This can have both positive and negative impacts.

The key is to find things that you can control. It could be what you wear, who you socialise with, where you go out to dinner or when you go shopping.

Understanding our spheres of control, influence and concern can be a useful way of working out:

- » What you can control (and therefore spend more time working on)
- » What you influence (and therefore spend some time concentrating on)
- » What you are concerned about (which ideally you should spend less time concentrating on)

Talking to family members, friends and counsellors can be great way to help you sort some of those spheres and provide a good reference point for you.

You can also give yourself treats and take up new hobbies and challenges. Adopting a growth mindset can help to change difficult situations into an opportunity to learn and grow. We talk more about this in Section 2 of this guide.

For further information take a look at the following site:

<https://forge.medium.com/worried-about-the-coronavirus-this-simple-mind-shift-helps-me-to-re-frame-my-fears-e772a2cbfd8b>



Employee Assistance Programs (EAP)

Most Australian businesses have Employee Assistance Programs (EAPs). These programs entitle employees and their immediate family members to free counselling and support for personal and/or work-related issues from an external professional provider.

EAPs can help with a range of issues and concerns including:

- » Interpersonal conflict and tensions
- » Work-related stress
- » Changes in work environment
- » Harassment and grievances
- » Relationship or family matters
- » Personal and emotional stress
- » Grief and bereavement
- » Career issues
- » Mental health concerns
- » Personal crisis or trauma

This help is free and completely confidential. Most programs offer employees (and their families) up to four hours of counselling, per issue, per year.

How to get help

Most employers provide this information to their employees in their induction pack when they commence work. You may also notice posters and flyers around the office. Ask your manager for the EAP contact details and keep them handy.

Most EAP providers have a 24 hour response line. Don't hesitate to call this number. The professionals who answer are there to help you.

You can usually choose between face-to face and telephone counselling options.


Remember

- » It is completely confidential
- » It is free
- » It is there to help with both personal and work issues
- » Your immediate family members can also receive this help

Additional mental wellbeing resources

There are a number of good organisations, and the list below is a great start.

- » www.headsup.org.au/your-mental-health/what-is-good-mental-health
- » www.beyondblue.org.au
- » www.ruok.org.au
- » www.blackdoginstitute.org.au

A photograph of a man with a beard and a young girl sitting in the front seats of a car. The man is on the left, wearing an orange jacket, and the girl is on the right, wearing a pink patterned top. They are both looking out the window towards the right. The car's interior and window frame are visible.

Counselling and support services are not just for when you feel over-stressed or in crisis. It is better to use these services when you are just starting to notice early symptoms, or if a caring family member or colleague asks if you are OK. Early intervention can save a lot of pain.

Or if you are concerned about your family member and want to consult an expert – you can use this service to get advice and support.



Being a good workmate.

How do I help?

Talk, talk, talk. Listen, listen, listen

We talk a lot about our physical health, and it is normal to ask for assistance regarding ergonomic desks and chairs and aids that help us to cope with the physical demands of work.

It is also really important to talk about your mental wellbeing and how you are feeling. It is good to talk to managers and colleagues, and also to reciprocate by showing that you care about them.

Talking and listening to your colleagues is a great way to protect the mental wellbeing of everyone at work.

RUOK?

You might notice that someone in your team is struggling with their mental wellbeing. You can help. Don't panic. Just think of it as you would any other illness or injury.

1. Ask if they are OK

"I notice you haven't been as enthusiastic in handover lately – is everything OK with you? Can I help you with something?"

2. Listen to them – don't try to solve the problem

"That sounds really difficult/scary for you. I am glad that you told me. How are you feeling?"

3. Encourage action

"I think it would be useful to get some help. Who do you think could help you through this? Let's make a plan."

4. Check in

"How did you go today at the doctor? Is there anything I can do to help?"

Appendix: Key resources

Mental wellbeing

- » www.headsup.org.au/your-mental-health/what-is-good-mental-health
- » www.beyondblue.org.au
- » www.ruok.org.au
- » www.blackdoginstitute.org.au
- » www.bcfirstrespondersmentalhealth.com/looking-for-help/self-assessment/

Mentally healthy workplaces

- » www.worksafe.vic.gov.au/mental-health-safety-basics
- » www.safeworkaustralia.gov.au/doc/work-related-psychological-health-and-safety-systematic-approach-meeting-your-duties

Shift work tips

- » www.healthyshiftworker.com/shop/
- » www.thenewdaily.com.au/finance/work/2016/11/19/shift-work-health-tips/

Sleeping well

- » www.sleepfoundation.org/articles/what-circadian-rhythm
- » www.re-timer.com/the-product/how-to-sleep-better/
- » www.theconversation.com/disrupted-sleep-wake-cycle-linked-to-mental-health-problems-new-study-96554

Eating well

- » www.jeanhailes.org.au/news/foods-for-shift-workers
- » www.worksafe.qld.gov.au/__data/assets/pdf_file/0009/109773/shifting-nutrition.pdf
- » www.healthdirect.gov.au/exercise-and-mental-health

Exercising well

- » www.puregym.com/blog/a-guide-to-working-out-for-shift-workers/
- » www.workplacewellnessonline.ca/pdfs/Shift%20work%20-%20getting%20enough%20sleep%20and%20exercise.pdf
- » www.headtohealth.gov.au/meaningful-life/physical-health/being-active

Socialising well

- » www.betterhealth.vic.gov.au/health/HealthyLiving/Strong-relationships-strong-health
- » www.headtohealth.gov.au/meaningful-life/connectedness/community
- » www.jeanhailes.org.au/news/friendships-mental-health

Dealing with a crisis

- » www.dhhs.vic.gov.au/mental-health-resources-coronavirus-covid-19
- » www.blackdoginstitute.org.au/coronavirus-anxiety-resources
- » www.coronavirus.beyondblue.org.au/
- » www.habitsforwellbeing.com/the-circle-of-concern-and-influence/
- » www.vichealth.vic.gov.au/be-healthy/exercise-covid-19

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