

Relationships – how to be ‘real’ in a virtual world



For more **FREE** resources to help support your employees' health and wellbeing, visit
www.sovereignresourcehub.co.uk



www.sovereignresourcehub.co.uk



Sovereign Health Care is a company limited by guarantee. Registered in England no 85588. Registered office: Royal Standard House, 26 Manningham Lane, Bradford, BD1 3DN. The information in this document is provided by Let's Get Healthy and is not regulated by the Financial Conduct Authority.



Introduction

The relationships we have with others is not only a vital part of our work lives, but also plays a key part in our overall health and wellbeing. We are a 'tribal' species – we are meant to spend time with other people. This feeling of belonging helps to manage our mood by releasing our 'happy hormones' and helps reduce feelings of stress, anxiety and worry.

What is the aim of the toolkit?

To help colleagues understand why relationships – both personal and work – are an important part of our lives and to look for simple ways of maintaining and improving these, particularly as we start to see more people working remotely or in a hybrid way.

How can this toolkit be used?

The toolkit includes exercises and handouts to help you support employees stay connected with others, strengthen existing relationships, promote inclusiveness (particularly with remote working colleagues) and avoid any unnecessary conflict.

It is important that you watch the webinar before using the handouts, as you'll hear an explanation of how to use them effectively with your colleagues.

After you've watched the webinar, you can deliver the exercises as a short session with either the whole team, smaller groups or individuals via 1:1s, coaching sessions, team meetings/briefings etc.

The toolkit can be used in different ways, including:

- As a discussion document, helping you to share exercises and tips with your employees. Exercises can be explained and encouragement given to engage in these activities
- As a short workshop, where you can choose one or two of the exercises that you think your employees will enjoy and give handouts for them to take home and try in their own time
- There are three handouts which can be used to share some of the information in this toolkit, '**Happy hormones**', the '**Spectrum of Empathy**' and '**Unconscious Relationship Bias**'. There is also a worksheet that can be used to write down thoughts and ideas when you share them with your employees.

Please note: It is important that you watch the webinar on the Sovereign Resource Hub before using the handouts, as you'll hear an explanation of how to use them effectively with your colleagues.

TOP
TIPS

Don't forget there is also a **poster** on the **Sovereign Resource Hub** for you to print and display in your workplace.

Handout 1

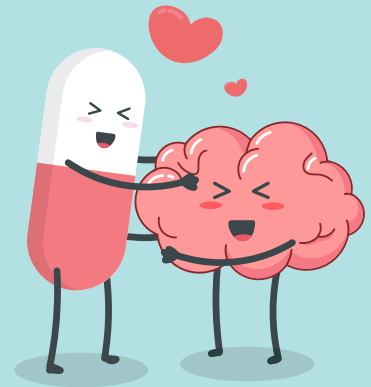
Happy hormones – how we have an in built need to develop relationships with others



Oxytocin – the love drug!

Released when we are in close proximity to people and also when we do nice things for others. It makes us feel part of the group.

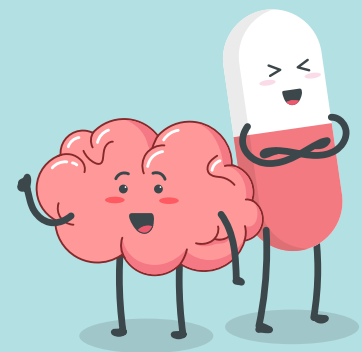
Research shows it helps with depression and anxiety.



Serotonin – the happy hormone!

When it's present, we feel good, happy and confident. Low levels can lead to depression.

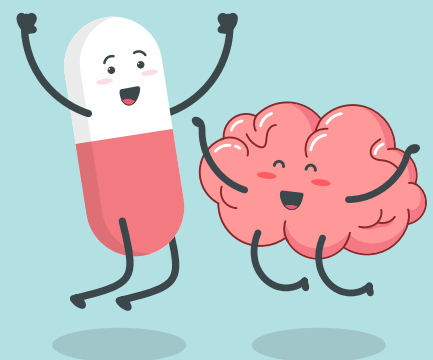
Stress can cause serotonin levels to be suppressed so it's important to maintain balance and find ways to relax.



Dopamine – the feel good drug!

Released when we do something well so it's important to celebrate success in your team.

Encourages reward related behaviour.



Please note: It is important that you **watch the webinar** on the **Sovereign Resource Hub**, before using the handouts, as you'll hear an explanation of how to use them effectively with your colleagues.

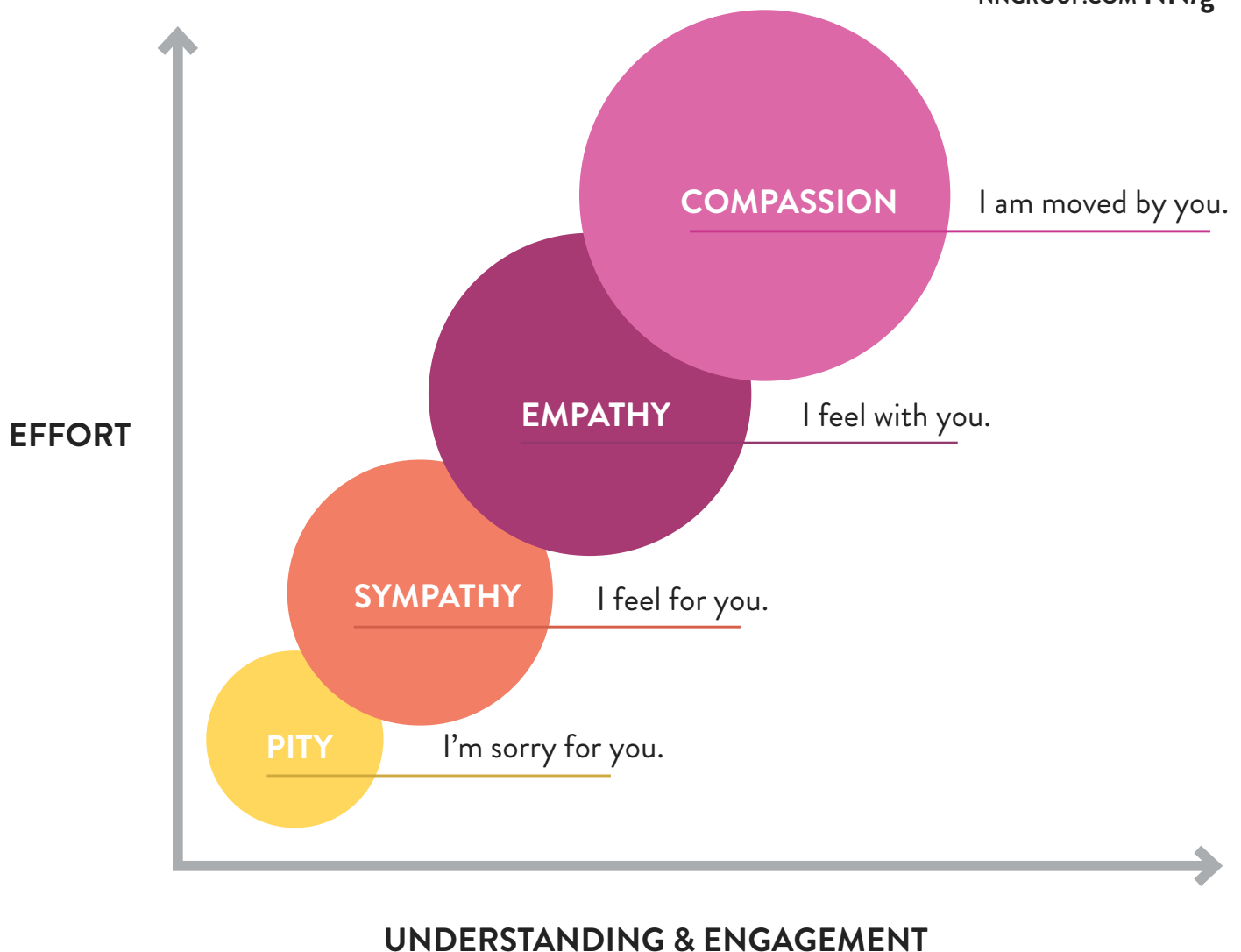
Handout 2

Spectrum of Empathy - how we can encourage 'connections' and avoid 'disconnections'

Developing empathy and a connection, helps to create meaningful relationships.

The size of the circles indicates the ability to positively impact users.

NNGROUP.COM NN/g

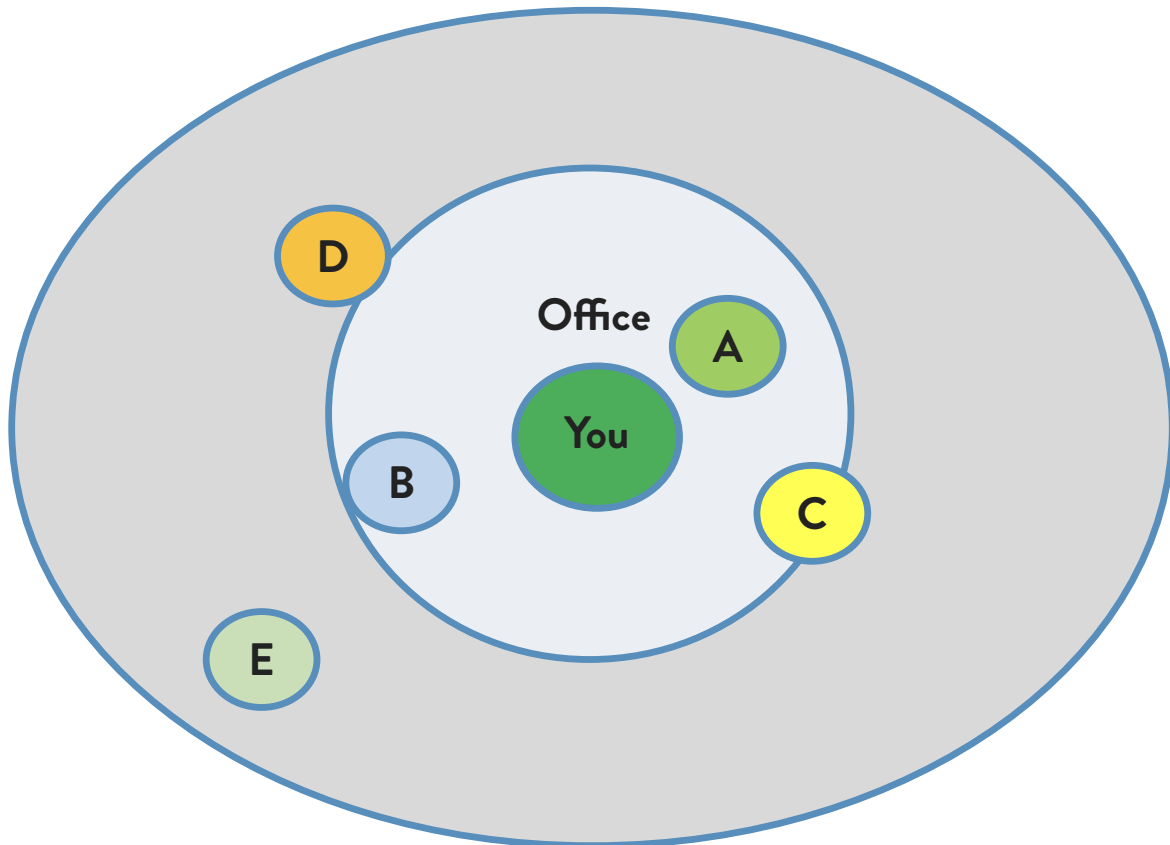


Please note: It is important that you **watch the webinar** on the **Sovereign Resource Hub**, before using the handouts, as you'll hear an explanation of how to use them effectively with your colleagues.

Handout 3

Unconscious Relationship Bias - how we can maintain balanced relationships with the whole tribe!

Without realising, we can create unconscious relationship bias which can lead to people feeling excluded and undervalued, and not really part of the group. We develop unconsciously closer bonds with those we see regularly so it's important we remember the whole group matters, and reach out to everyone.



- A** Office based (meet daily)
- B** Office based (meet most days)
- C** Hybrid working 50/50 (meet 1 day week)
- D** Hybrid working 80/20 (meet 1 day a fortnight)
- E** Remote working (meet virtually only)

**TOP
TIPS**

Please note: It is important that you **watch the webinar** on the **Sovereign Resource Hub**, before using the handouts, as you'll hear an explanation of how to use them effectively with your colleagues.

Notes

This image shows a full page of white paper with horizontal dotted lines, typical of primary school writing paper. The lines are evenly spaced and run across the entire width of the page. There are no margins, text, or other markings present.

Use this page to make notes when you **watch the webinar** and/or meet with your team. If you have any feedback, drop us a line via the **Sovereign Resource Hub**.