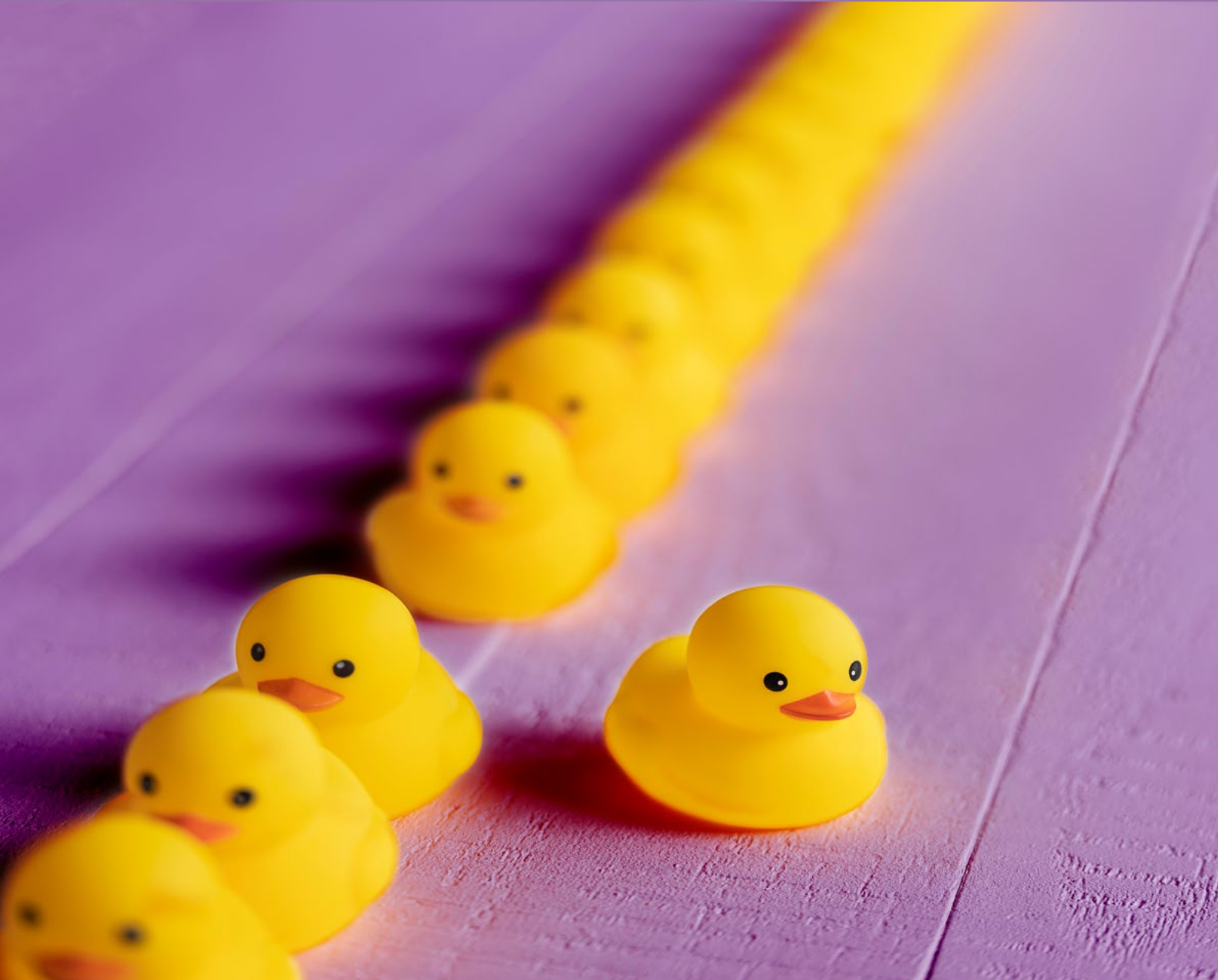


Overcoming vulnerability

- what to do if you feel vulnerable



A toolkit to use in your organisation



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activate employee performance

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Introduction

Life can sometimes be difficult for us all, but for some it can be particularly hard.

Worries about health, finances, relationships and life events affect everyone to some degree, but for someone who doesn't have the capacity to recover quickly, or who may not have the life skills to deal with these challenges, the world can seem a scary place.

What is the aim of the toolkit?

This toolkit is designed to help you and your colleagues understand more about the causes and drivers of vulnerability and to introduce some simple tools and techniques to help manage these feelings better.

There are exercises to complete with three supporting handouts, and a webinar to watch on the Sovereign Resource Hub website to help bring them to life.

We have also provided some useful links to further resources and support.

The toolkit can be used in different ways, including:

- As a discussion document, helping you to share the exercises and tips with your employees. Exercises can be explained and encouragement given to give them a try.
- 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.

Why not try introducing the exercises to individuals in 1:1s or a coaching session, or to a group of people in team meetings or briefings?

Please note: Worries about our health, ability to pay the bills, relationships and life events can affect everyone.

For some, there may be multiple factors affecting them which can make the challenges even more difficult, leading to feelings of vulnerability.

If you need help and support – click here to visit the support page in this toolkit

TOP
TIPS

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

Activity - Controlling the controllables



One of the greatest drivers of stress and worry is a feeling of not being in control. A person who is feeling vulnerable, will often experience this emotion too.

Whilst some things may be out of our direct control, we can try to focus on the things that we can have a positive impact on rather than dwell on those we can't. We call this 'controlling the controllables'.

Using the 'Circles of control and influence' handout overleaf, try it for yourself.

Handout 1 - Circles of control and influence
In the box below, write down the problem you are facing.

The problem
e.g. Rising interest rates, inflation rates, fixed costs (mortgage, rent, fuel, etc.)

e.g. Contacting bank / mortgage company / energy provider to say you are struggling, making a list of all expenditure to get a clear picture, asking for a pay rise

e.g. Reducing / cutting down spending in non-essential areas

ACTION:

Write down all the things, however small, that you can control in the inner circle.

Write down all the things you can do to influence the situation positively in the outer circle.

TOP TIPS
Don't forget to visit the Sovereign Resource Hub for more top tips and download the digital banners in the useful resources for employers section!

www.sovereignresourcehub.co.uk

Sovereign Health Care

Write down the problem you are facing at the top and then in the centre circle write down all the things, however small, that you can control about it.

Then in the blue circle, write down all the things you can do to influence the situation.

We've provided you with an example on Handout 1.

Why this could help?

By learning to focus our thoughts in a positive way, we can begin to remove some of the feelings of helplessness and lack of control. By achieving positive outcomes, however small, we actually get a feeling of success, which triggers our reward hormone, dopamine. This hormone can help to improve our mood, encourage self-belief and help stabilise our emotions.

See Handout 1 overleaf



Don't forget to visit the Sovereign Resource Hub for more top tips and to watch to the **webinar!**

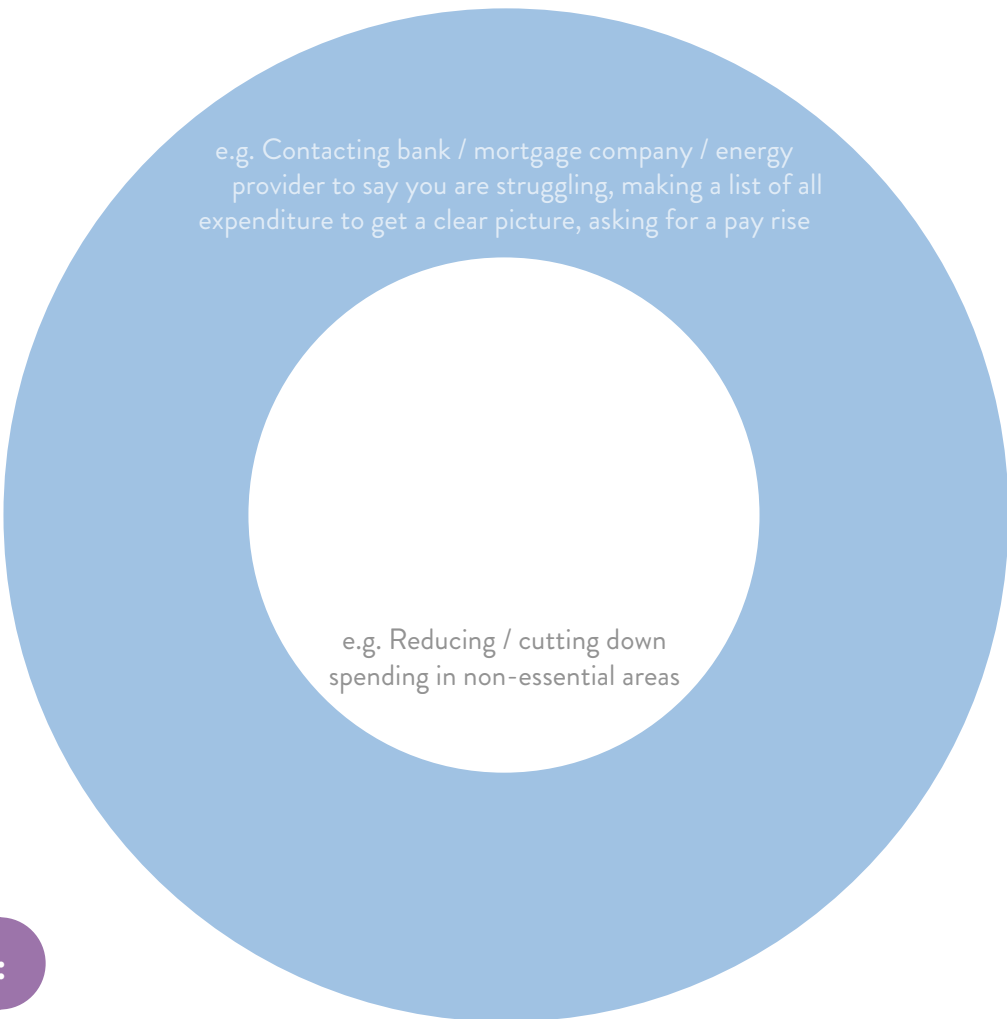
Handout 1 - Circles of control and influence

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e.g. Rising interest rates, inflation rates, fixed costs (mortgage, rent, fuel, etc.)

The problem



ACTION:



Write down all the things, however small, that you can control in the inner circle.



Write down all the things you can do to influence the situation positively in the outer circle.



Don't forget to visit the Sovereign Resource Hub for more top tips and download the digital banners in the 'Useful resources for employers' section!

Handout 2 - Table legs

Think of your life as a table. What are the 'table legs' in your life that keep it from falling over?



The 'table legs' in your life may be things such as your job, family, friends, sports or hobbies, or your health and wellbeing. It's important to look after these by spending time with family and friends, making the effort to do the things that make you happy, taking regular exercise, etc.



What makes my table stable?

Table leg: e.g. My job	How I look after it / add to it: e.g. Turn up on time, work hard, collaborate with colleagues, put myself forward for new opportunities, learn new skills
1.	
2.	
3.	
4.	
5.	



Visit the Sovereign Resource Hub and try the 'mirror mirror' activity to help boost your self-belief!

Handout 3 - Overcoming vulnerability

When we feel vulnerable we can begin to experience self-doubt, this is a time to try and be **BRAVE**.



Be positive

When we feel vulnerable it can become easy to dwell on how difficult things are. Focus on what you can and will do to improve things. However small these are, they encourage you to see a better, more positive future.



Remember you can't be everything to everyone

One cause of vulnerability is the fear of letting people down. Sometimes you must put yourself first. This isn't you being selfish, it's you simply being honest and knowing your limits.



Access support

No matter what you are going through, there is someone out there who can help. This support might be practical, helping you solve the problem, or emotional, someone who simply listens to your worries.



Value what you have

An 'attitude of gratitude' is a powerful tool to help improve your emotional resilience. Writing down all the things you are grateful for in life can encourage you to see the world through a different set of eyes.



Embrace your mistakes

You are only human. Sometimes you will get things wrong. These 'lessons in life' can give you a wealth of experience to draw on moving forward. Not only can they help you to make better choices, but they can also help you to offer support to others.



Don't forget to visit the Sovereign Resource Hub for more top tips and to watch the **webinar!**

Helpful links and resources

Many of the websites have downloadable fact sheets and take-away information which support the use of this toolkit. The links are also available on the Sovereign Resource Hub.

The following links provide helpful support with some of the life events which might make us feel vulnerable:

Addiction

<https://www.nhs.uk/live-well/addiction-support/>

<https://www.mind.org.uk/information-support/guides-to-support-and-services/addiction-and-dependency/addiction-and-dependency-resources/>

Menopause

<https://menopausesupport.co.uk/>

<https://www.nhs.uk/conditions/menopause/help-and-support/>

Money worries

<https://www.nhs.uk/mental-health/advice-for-life-situations-and-events/how-to-cope-with-financial-worries/>

<https://www.mind.org.uk/information-support/tips-for-everyday-living/money-and-mental-health/>

<https://www.citizensadvice.org.uk/debt-and-money>

Bereavement

<https://www.mind.org.uk/information-support/guides-to-support-and-services/bereavement/useful-contacts/>

<https://www.cruse.org.uk/>

Child care support

<https://www.childcarechoices.gov.uk/>

Cancer

<https://www.nhs.uk/conditions/cancer/>

Redundancy

<https://www.citizensadvice.org.uk/work/redundancy/check-your-rights-if-youre-made-redundant/>

Infertility

<https://www.nhs.uk/conditions/infertility/>

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Don't forget to visit the **Sovereign Resource Hub** for more health and wellbeing topics!