



Training & Events

GDPR Breakfast Event 23 May 2018

Still unsure about GDPR? Join us for Breakfast and we will help you get a plan of action to demonstrate your compliance.

[Book your place](#)
Just £9.95 + Vat

Short Courses and Masterclasses

Our upcoming short courses are being added to all the time, [click to find out more](#)

13 June

Developing your unique Employee Value Proposition: A Workshop on Employer Branding
[Book your place](#)

20 June

Stepping Up - A Guide to Managing and Supervising Others
[Book your place](#)

27 June

Effective Appraisals
[Book your place](#)

Enrolling for September!

Take your career to the next the level with one of our accredited courses

VOLUME 7 ▪ ISSUE 54 ▪ DATE 21 MAY 2018

A reflection on Mental Health Awareness Week and the importance of compassion in the workplace

Written by Matt Higgins - Resourcing Manager @ [RBHR](#)

Last week was Mental Health Awareness Week, and saw many employers, including the RBHR team, get involved with a variety of activities in support of the cause. We [played netball](#), [smashed our personal bests](#), and most importantly took some time to get away from the pressures that come with work to instead reflect upon something equally important - the wellbeing of ourselves and our colleagues.

Coincidentally, last week I also delivered the second session of our ILM accredited Management Development Programme (for more information click [here](#)) and had the opportunity to listen to some of the leadership challenges that our cohort are currently facing, as well as their plans to overcome these difficulties. So how do these two things relate?

One of the first things many people do when moving into a leadership role is envisage the type of leader they want to become. They might have high hopes of being successful, of breaking targets, and solving difficult problems for their organisation, but most that I have encountered will also want to show empathy and understanding to the team they manage. If Mental Health Awareness Week has taught me anything, it is that empathy is only part of the leadership puzzle. Compassion is what is all-too-often missing.

So, what's the difference? Many people confuse the two, and whilst they share some similarities there is one massive difference. Empathy can be described as the *"ability to understand and share the feelings of another"*. Compassion on the other hand is *"strong feeling of sympathy and sadness for the suffering or bad luck of others and a wish to help them."*

Compassion is empathy plus **action**.

Mental Health Awareness Week has highlighted the importance of this action. Work can often feel isolating to those suffering with mental health challenges, but the past week has shown that through simple actions managers and colleagues can begin to break down some of the walls that might be built by those in need. Whether it be through formalised channels or over a simple cup of coffee, a conversation is

**ILM Management
Development Programme**

[Book your place now!](#)

**CIPD Courses
Levels 3, 5 & 7**
Call to discuss

**HR Apprenticeships
Level 3 and 5**
Call to discuss

**Want something not listed?
No problem, give us a call
and we'll aim to schedule
one!**

Contact us for further
Information or to book a
course:
on [01935 411191](tel:01935411191)
admin@rebeccabevins.co.uk
www.rebeccabevins.co.uk

often all that is needed to brighten someone's day (or perhaps be the catalyst for overcoming larger mental health challenges).

This action is particularly important for leaders, as not only do they have a duty of care to those around them, but the business benefits of a maintaining mental health and wellbeing within their team are well documented.

So next time one of your team seems 'off' on a Monday morning, rather than putting it down to a heavy weekend why not put the kettle on and find out how they are. It just makes sense, doesn't it.

You are receiving this newsletter because you are a current or a prospective client of **Rebecca Bevins HR Consultancy Ltd** - Registered Company 5892689. Registered Office - 24 Garrett Road, Lynx Trading Estate, Yeovil, BA20 2TJ.

Not interested? [Unsubscribe at any time](#)