



# TOGETHER IN WELLNESS: A GUIDE FOR LEADERS AND WELLNESS CHAMPIONS

## REFRAMING YOUR THOUGHTS

We're constantly faced with new and challenging situations. Often, these situations are positive: they motivate, help us grow, foster learning, and open the door to new possibilities.

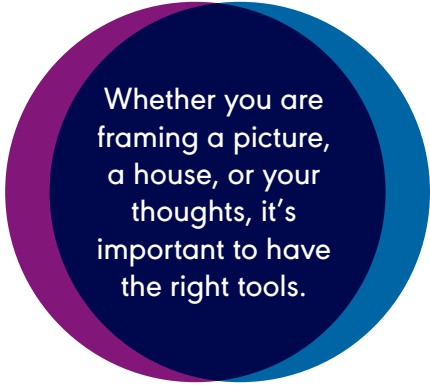
However, some days and circumstances may feel more challenging than others. During these harder days, we may fall into negative thinking patterns that impact how we perceive our own actions and interactions around us.

Our internal dialogue may sound something like... "I shouldn't have..." or "I never..." or even "What's wrong with me?" We often *overestimate* the negative aspects of our lives, feelings, and abilities to manage challenging situations, while *underestimating* our resilience, inner strength, support networks, and ability to care for ourselves.

Reframing is a powerful way to transform your thinking. It helps you take challenges and look at them as opportunities, possibilities, and discoveries, while finding ways to adapt to life's ups-and-downs.

Reframing is about recognizing a difficult situation and looking at this event, thought, or feeling from another perspective. It's about empowering you to focus on the things that are *within* your control, which can help reduce stress, improve your mood, validate your feelings, and build your resilience, while finding new opportunities for growth and connection.

In a workplace setting, many things are set out in organizational policies and processes. Some days, it may feel like few things are within your control. But, when you dig a little deeper, you may find what *is* within your scope and ability to influence. You don't need to rationalize or agree with a challenging situation, but you can reframe your perspective to uncover what's possible and within your ability to change.



Whether you are framing a picture, a house, or your thoughts, it's important to have the right tools.

### TEAM ACTIVITY

#### How to prepare:

Encourage your team to review [Reframing Your Thoughts](#) in our Together in Wellness Planner. Pay special attention to the following tips for [Reframing in Action](#) to help reframe thinking when faced with a challenge.

#### Reflection

Take a closer look at your self-defeating or negative thoughts. Use this time to simply reflect and hear the chatter in your mind and feel the impact on your body.

### Check the facts

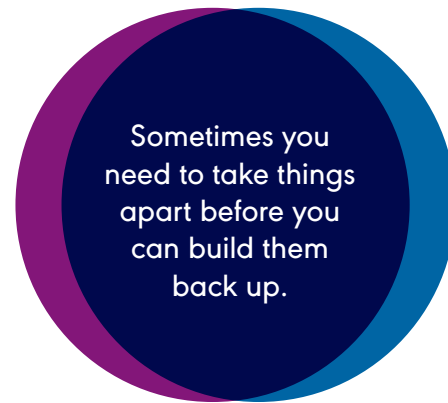
What facts support the negative thoughts you have? Look at the facts and focus on what you do know, versus allowing negative self-talk or perceptions to impact how you view and react to a situation.

### Reframe it

Try writing down the negative thoughts you have and then reframe them into positive ones. For example, *I can't do it* can become *I have overcome difficulties before* or *I never should have* can become *next time, I will...*

### Create positive actions

Identify what you can do versus getting stuck on what you can't change. Do things that make you feel good! Talk to a friend or colleague with a positive outlook, try getting outside for a short walk to clear your thoughts, or partake in other healthy, self-care practices.



### How to include your team:

You may choose to try this activity when your organization is implementing a new policy, procedure, or directive, as it provides an opportunity to reframe as a group and identify what is within your scope of influence.

1. Distribute copies of [Reframing Your Thoughts](#). This can be done prior to or during the meeting.
2. Ask your team to review the first page and complete the [Reframing Your Thoughts activity](#).
3. Next, discuss what elements of the policy, process, or directive the group has control over. Consider all 'wins', big or small, and identify any positives that have emerged.

*Remember to collect this information so the entire team can see and review it, such as on a whiteboard or other group sharing device, such as a laptop with a projector.*

### How to debrief:

Now that you have a list of things you do have influence over, it's time to go back to the issue at hand and reframe it in a positive light.

### How to continue:

Check back with the team and ask if their control and influence has unearthed any new opportunities or areas to exercise reframing.

Use this exercise with your team to explore where they feel a loss of control with any new policies, processes, or directives that impact them in the workplace.



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