

# Coping with Change

## When change is not as good as a holiday

Change as a part of life, is often beyond our control, and at times may involve loss and growth, crisis & opportunity. Common reactions to change can include resistance, denial, interpersonal conflict, loss of control, sadness, and anger. Reactions may vary given an individuals' personal values, cultural background, life experience and individual circumstances, and can take a significant toll on our mental health. October is mental health awareness month, and an important time to acknowledge and address how we manage unexpected situations such as change. Helpful coping strategies include challenging how we think, acknowledging what is and isn't within our control, looking at the pros and cons, what can be done about the cons and how to build and buffer resilience. Try thinking things through, writing out possible outcomes and choosing the best/worse case scenarios can also be helpful. A positive attitude and optimistic outlook, even when not feeling so, will be helpful in maintaining a sense of capacity and empowerment. Challenging resistance by labelling the feeling e.g. fear/anger/disappointment, can then give you the option to moderate it. It is also worth recalling the last time you made a big change & got through it. It may provide you with some much needed perspective. Remember, BSS is available to support individuals with these, and other tailored coping strategies to help deal with change.



### THURSDAY 12 SEPTEMBER Ask R U OK? ANY DAY

This year we are being reminded regular, meaningful conversations with the people close to us can help prevent small things from becoming big things. By checking in regularly, we build trust and normalise talking about what's really going on, So don't just wait for R U OK? Day on September 12, Ask R U OK? Any Day of the year because a conversation could change a life. Click the link to view our latest [R U OK Day](#) video or simply search BSS Psychology in vimeo. [ruok.org.au](http://ruok.org.au)

## Psychosocial safety for women at work

Ensuring women's psychosocial safety at work involves creating an environment that actively supports mental well-being. This includes addressing factors that can contribute to stress, anxiety, and other mental health issues. It's important to recognise that women may face unique gender specific stressors, such as balancing work and family responsibilities, gender bias, or under-representation in leadership roles. This Women's Health Week (2 - 6 September), we encourage workplaces to create safe spaces for women to discuss their concerns and experiences. This can include regular check-ins and anonymous feedback systems.

Encouraging open dialogue about mental health and normalising discussions about stress and mental health to reduce stigma and support help seeking behaviour. By addressing these aspects, organisations can create a safer and more supportive work environment for women, promoting both their mental well-being and overall job satisfaction.

Seeking professional support is always an option. Our Clinicians can work with you and your team to develop personalised plans which may include practical techniques such as practising mindfulness and other strategies that form part of our [Wellness Support Program](#) to help support women at work. To find out more, email [appt@bsspsych.com.au](mailto:appt@bsspsych.com.au) or call 1800 30 30 90.



Please call 1800 30 30 90 (Aus) or 0800 820 035 (NZ)  
to book a face-to-face, on-site, phone or video counselling session.



## Managing tech with your kids

Technology is a part of our everyday lives, and we have ongoing exposure to it. This exposure does not have to be regarded as negative as it can be necessary and helpful. To keep technology a positive and productive aspect of our families it is important to manage it appropriately.

Parents can manage their children's technology use by setting clear guidelines and maintaining open communication. Collaborate with your children to establish expectations and agreements around screen time limits, ensuring that children balance their technology use with other activities.



Designate tech-free times and zones, such as during family meals or bedtime, to foster real-world interactions. Utilise parental control apps to monitor and restrict access to inappropriate content, whilst encouraging accountable online behaviour. Engage in discussions about online safety and privacy when discussing social media, teaching children how to navigate digital spaces responsibly and recognising how it is often a highly curated environment. Be a role model by managing your own tech use thoughtfully. Regularly review and adjust these strategies as children grow and technology evolves, ensuring that the approach remains effective and relevant. Build trust and empower your children.

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## FIFO Preparedness Program

Working FIFO can have numerous benefits for the employee and their immediate family (e.g. greater income, and length of time off with the family on R&R). However, working away also brings its unique challenges and can place considerable strain in the worker and their family. We have created the FIFO Preparedness Program to support individuals and their families considering taking on FIFO work (or already embarked in it) so they can make the most of FIFO work & lifestyle. The Program



DID YOU KNOW?

includes support from dedicated Clinician (registered psychologist or social worker) specially trained in delivering this service. Beginning with an initial 2-hour assessment to identify possible risks to successful FIFO work, the following sessions aim to resolve/mitigate those risks and to provide psycho-education about common FIFO challenges. This program is confidential and self-referred as part of your EAP. Employees just need to contact BSS to make an appointment. For more information or to request a session, call 1800 30 30 90 or email [appt@bsspsych.com.au](mailto:appt@bsspsych.com.au)

### MEET THE BSS TEAM

Meet Shannon, our new Clinician providing support to Rio Tinto employees and their families on-site at Brockman 4 and in town, in Karratha. A typical workday for Shannon includes starting the day with a beautiful sunrise then a combination of meetings, presentations, client sessions and informal chats (and way too many biscuits).



“Being relatively new, my top challenge is trying to not get lost and adjusting to regional life however, the positives far outweigh the challenges. I love the diversity and autonomy of the role, the travel, not having to cook, the supportive team at BSS, the varied client work and meeting new people. The most empowering part of my role is that psychology encourages the ongoing growth, insights, and reflections of the individual. In my personal life, I love travelling to unusual destinations and meeting different cultures; socialising; renovating and driving my 1966 Hillman Imp with others in my car club. My goals for the year ahead is to plan a getaway and accept some of the unfinished projects around the house may not be finished!”



## ONLINE PRESENTATIONS

Each session runs for 30-60 minutes and will be uploaded at 10am Australian Western Standard Time on the date stated and will be available for 5 business days. These sessions are available at no cost.

[CLICK HERE](#) A Vimeo link will take you to the current presentation that is available for viewing or simply search BSS Psychology.

MONDAY  
**02**  
SEPT  
ADHD

THURSDAY  
**05**  
SEPT  
PERFECTIONISM

MONDAY  
**09**  
SEPT  
DARK TRIAD - NARCISSISM, MACHIAVELLISM AND PSYCHOPATHY

THURSDAY  
**12**  
SEPT  
USING DAYS OFF WISELY FOR MENTAL HEALTH

MONDAY  
**16**  
SEPT  
BEING A GOOD MODERN DAY LEADER

THURSDAY  
**19**  
SEPT  
SUPPORTING QUALITY AND QUANTITY OF SLEEP

MONDAY  
**23**  
SEPT  
PERMA MODEL OF WELLBEING

MONDAY  
**14**  
OCT  
CONFIRMATION BIAS - THE MIND'S TRICKSTER

MONDAY  
**21**  
OCT  
SUPPORTING FAMILY MEMBERS WITH MENTAL HEALTH

### BSS ON LINKEDIN

Keep up to date with the latest BSS Psychology news, updates on our programs and helpful videos and tips. Click the LinkedIn icon above or search BSS Psychology.

