

Insurance and Care NSW

OOOSocialIIIIConnectionsMatter

"Did you know"

Social connections have a greater effect on health than obesity, smoking and high blood pressure.

(Yes, really)







Social Connections What do we mean?

- Feeling close to (and valued by) others is a fundamental human need
- We don't function well in the world without social connection... this goes for our work lives too
- No matter your age, gender, background or role, social relationships are crucial for promoting physical and mental wellbeing
- Social support acts to help maintain good physical and mental health, it appears to buffer against the full impact of mental and physical illness.





Positive social connections, or meaningful relationships, are built on these fundamental qualities:

- o Trust
- o Integrity
- Good communication
- o Appreciation
- o Empathy/Care
- o Fun
- o Authenticity
- o Support

(All good stuff)



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Social connections When you're at work

- When people are connected, they feel they belong. They have more tolerance and more capacity to accept differences in thought, culture and ethnicity
- o 'Belonging' can make work feel like a community
- Socially connected individuals have increased capacity to celebrate diversity
- People become more aware of the needs of others more considerate
- Fostering social connections at work is about focusing on the positive impact that social support at work can have on us all.





Social connections and Work performance

- Positive social connections encourage us to collaborate with colleagues more
- o Increase focus and desire to do well
- People become more involved in the planning of work
- Social connections encourage engagement within the workplace, promote overall wellbeing and ultimately help build work environments where people reach their potential.





Benefits of workplace Social connections for everyone

Individual Benefits:

- Higher self-esteem and empathy
- Lower rates of depression and anxiety
- o Better emotional regulation
- Less likelihood of being injured.

Business Benefits:

- o Higher productivity
- o Lower absenteeism
- Higher engagement
- **o** Greater loyalty
- o Less likelihood of workplace injury
- Quicker return to work rates for the injured.







"Did you know"

A Harvard study of adult development found that close relationships, more than money and fame, are what keep people happy throughout their lives.

(Are we sure? Yes, it's true...)





Social factors and Returning to work

- After an illness, trauma, accident or workplace injury, social factors play a big role in returning to work.
- In fact, did you know that social isolation and low levels of social support is associated with the worsening of a host of medical conditions?
- For this reason, the idea of "all work and no play" is being challenged.





Can you help with Returning to work?

- Contact your colleague in the first two days they are away. Find out how they are and wish them a safe and speedy recovery - this small gesture can help their wellbeing and speed up recovery times.
- Make regular times to catch up for a phone call or coffee – connected colleagues have increased wellbeing and it hastens recovery.
- Encourage recovering colleagues to attend social events at work (birthdays etc) – feeling part of the team aids recovery.







This Social Connections Toolkit aims to:

- help employers create workplace environments that promote positive social connections
- show how social connections support better return to work outcomes.

Social Connections Toolkit resources include:

Educational Poster





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Social Connections Toolkit resources include:

Event Invite Poster

Come and enjoy some nmuni**tea** A socially connected workplace is a happier, more productive and safer workplace. R Have some morning tea and enjoy catching up 齨 with your work colleagues. It's fun, and benefits us all. \bigcirc See you there! 200 Social Connections Matter h n D icare





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Social Connections Calendar





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Injury Prevention A4 Fact Sheet







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Injury Recovery A4 Fact Sheet

S of 5 FACT SHEET: RECOVERY Social Connections Toolkit When a worker is off work with an injury Make contact within the first 48 hours Invite them to birthday, anniversary and Contact your worker in the first two days they are away. Find out how they are and regular celebratory events at work." • WHY? Feeling part of the team aids wish them a safe and speedy recovery. WHY? Feeling part or the team aids recovery. An injured worker who feels like a valued member of the team will want to • WHY? This small gesture builds trust and WHY? This small gesture builds trust and can see around a 400% improvement on can see around a 400% improvement on return to work outcomes.' Social support is Encourage positive self-care also associated with decreased pain.* Recommend recovering workers seek Set up a 'buddy system' Recommend recovering workers seek social and physical welliness outside of the office. This could be exercise, creative Ask your worker to identify a friendly colleague and ensure they have regular activities or even volunteering to help colleague and ensure they have regular times to catch up for a phone call or coffee. their local community. 3 WHY? Keeping injured workers positively o WHY? Social commitmer mood, increase wellbeing and aid recovery engaged is known to increase wellbeing and hasten recovery and return to work? speeding up return to work outcomes.³ Schedule regular contact Stay in contact and maintain engagement throughout their recovery process. "Did you know?" • WHY? A worker recovering from injury who Feels connected to their work colleagues is more likely to want to return to work 4 Making the effort to ask a recovering worker about their wellbeing and Invite them to work events When appropriate, encourage recover wishing them a speedy recovery (within the first 48 hours), builds workers to attend social events at work trust and can see a 400% inc on return to work Social Connections Matter Te find out more about social connections visit icare.nsw.gov.au/socialconnectionsmatter icare





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Social Connections Toolkit resources include:

Employers and Managers Guide

Social Connections Toolkir Connecting work, home and community Welcome to the Social Connections Toolkit. Use this guide to help you to understand and initiate positive social understand and initiate positive social connections - they keep us happier and healthier throughout our lives. Social connections at work matter Fostering social connections in the Postering social connections in the workplace is about focusing on the positive impact that social support at work can have

Feeling close to (and valued by) other people is a fundamental human need. Without it, we don't function well in the world... and this on employees and organisations goes just as much for our work lives. It's a simple idea, social connectiv No matter your age, gender, background incourage engagement within the or role, social relationships are crucial for iorkplace, promote overall wellbeing and where employees reach their potential

promoting physical and mental wellbeing When social support acts to help maintain good physical and mental health, it appears to buffer against the full impact of mental to ouner against the run impact or mental and physical illness. The result at work is the

prevention of injury and illness generally. So, good supervisory support and leadership So, good supervisory support and measured at work can encourage wellbeing, reduce absences and increase productivity.

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WELCOME

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