




**LET'S TALK...**

*Early Signs,  
Effective Response*

Director: Karen Marshman – Let's Talk Australia

[karen@letstalkaustralia.com.au](mailto:karen@letstalkaustralia.com.au) or 0449 822 144

## Register of Injuries

Date	Person Injured	Description of injury	
27/02/2008		Fight between cooks broken head cut back concussion	Re Re

# Common experiences after Injury

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- Grief & Loss
- Our motivations in areas of our life & the broader impact of injury on wellbeing
- Stages of Change
- Signs & symptoms
- What to do: Support plans & Communication

# What is Success at Work?

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- \$ financial
- Position
- Achievement
- Helping others
- Executing skills
- Learning
- Travel
- Prestige
- Development
- Valuable contribution

# Stages of Grief & Loss

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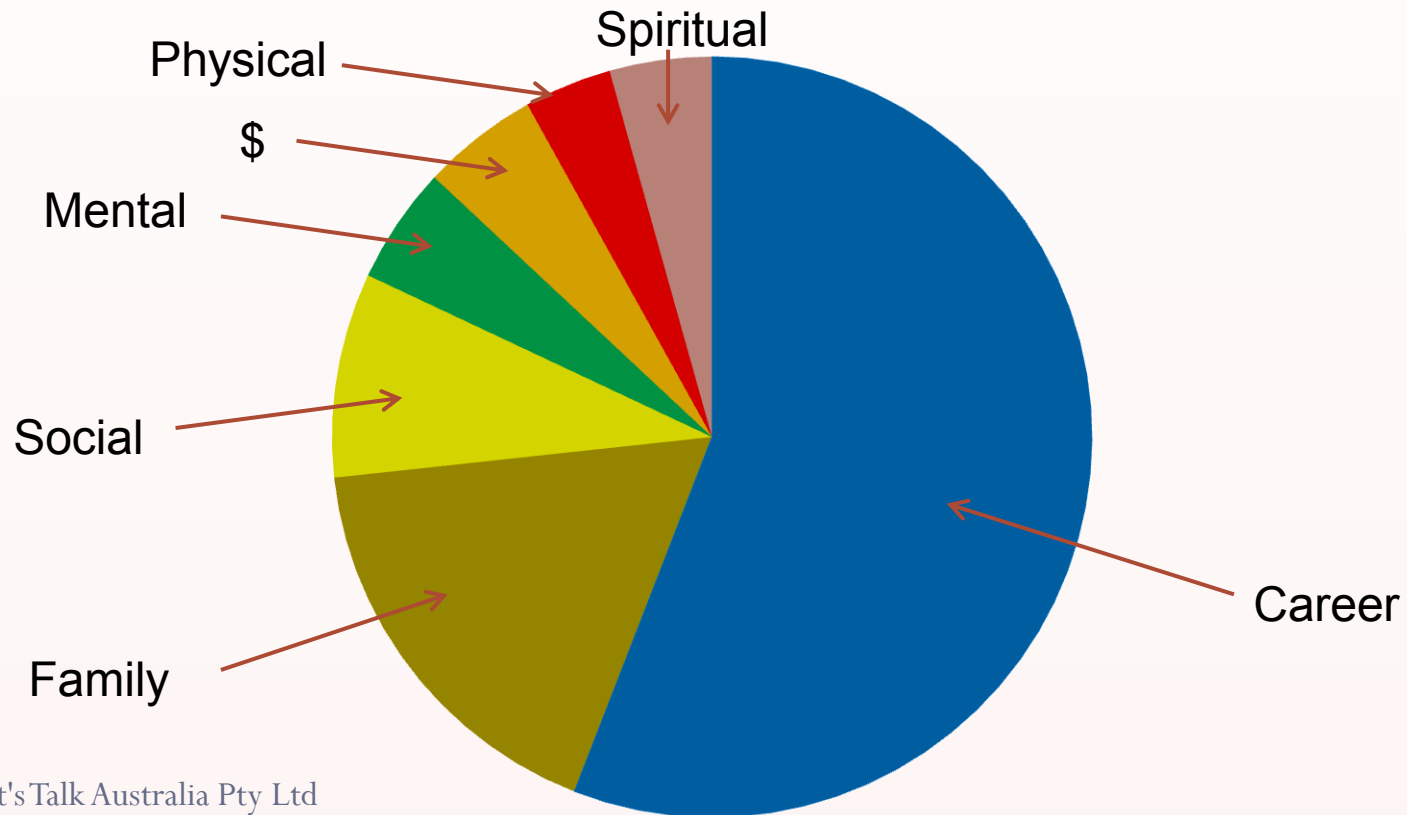
1. Shock
2. Denial (or bargaining)
3. Anger (& blame)
4. Sadness/depression
5. Acceptance

# Life Areas

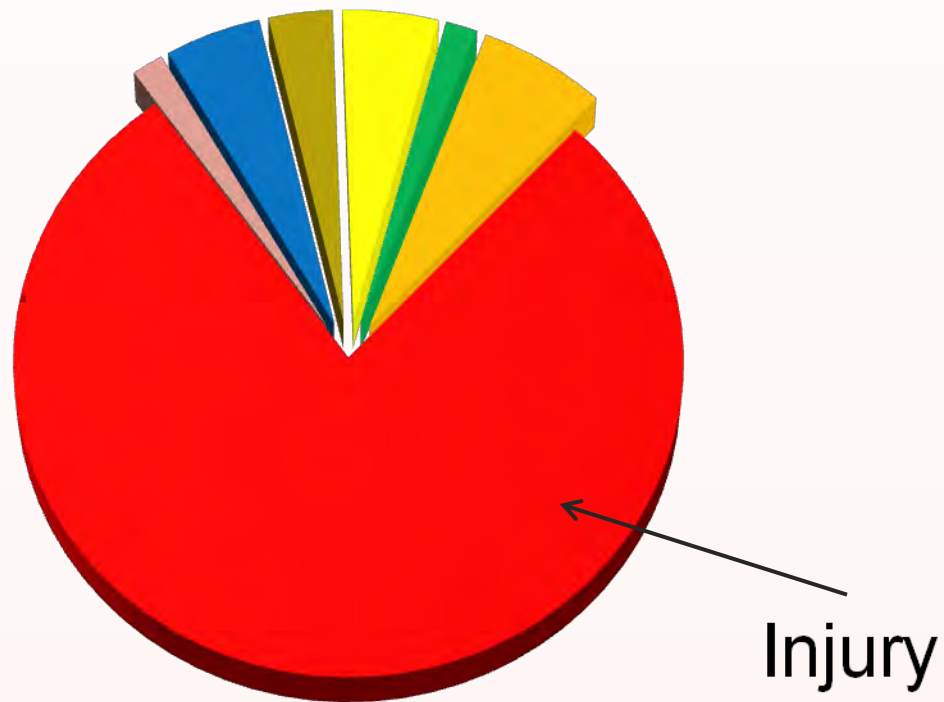
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- Career
- Family
- Social/Recreational
- Financial/Wealth
- Mental Development
- Spiritual

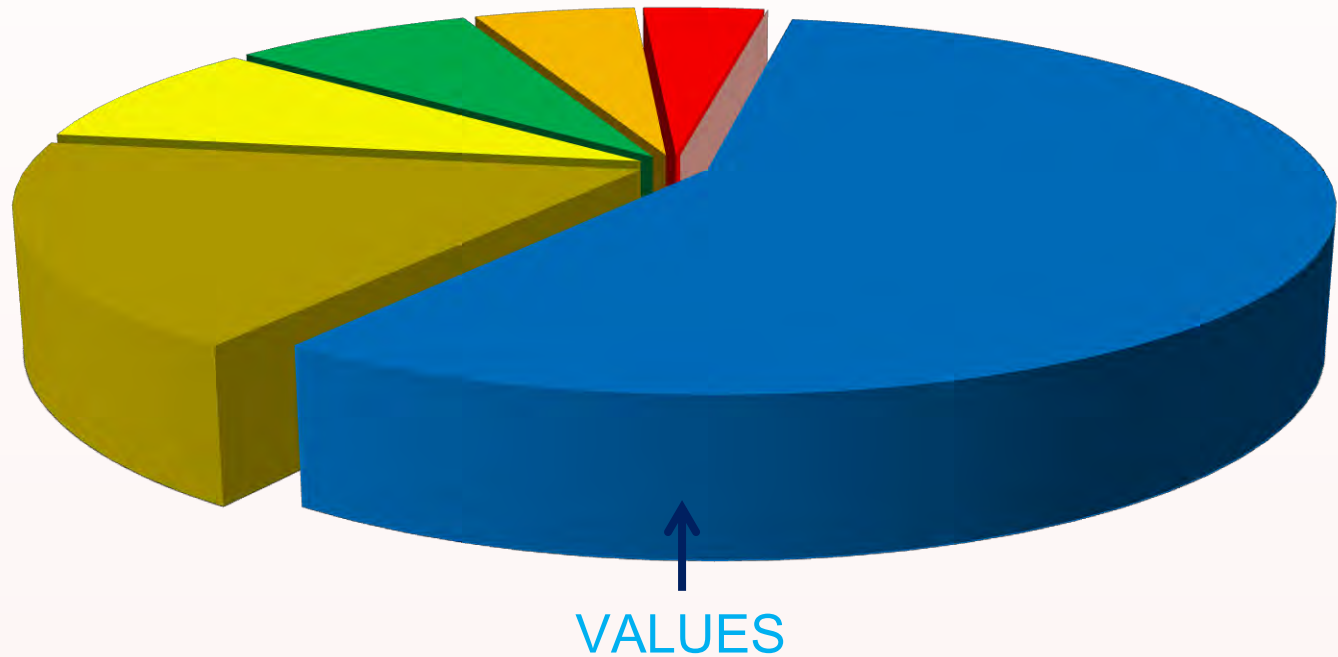
# Life Areas: Priorities



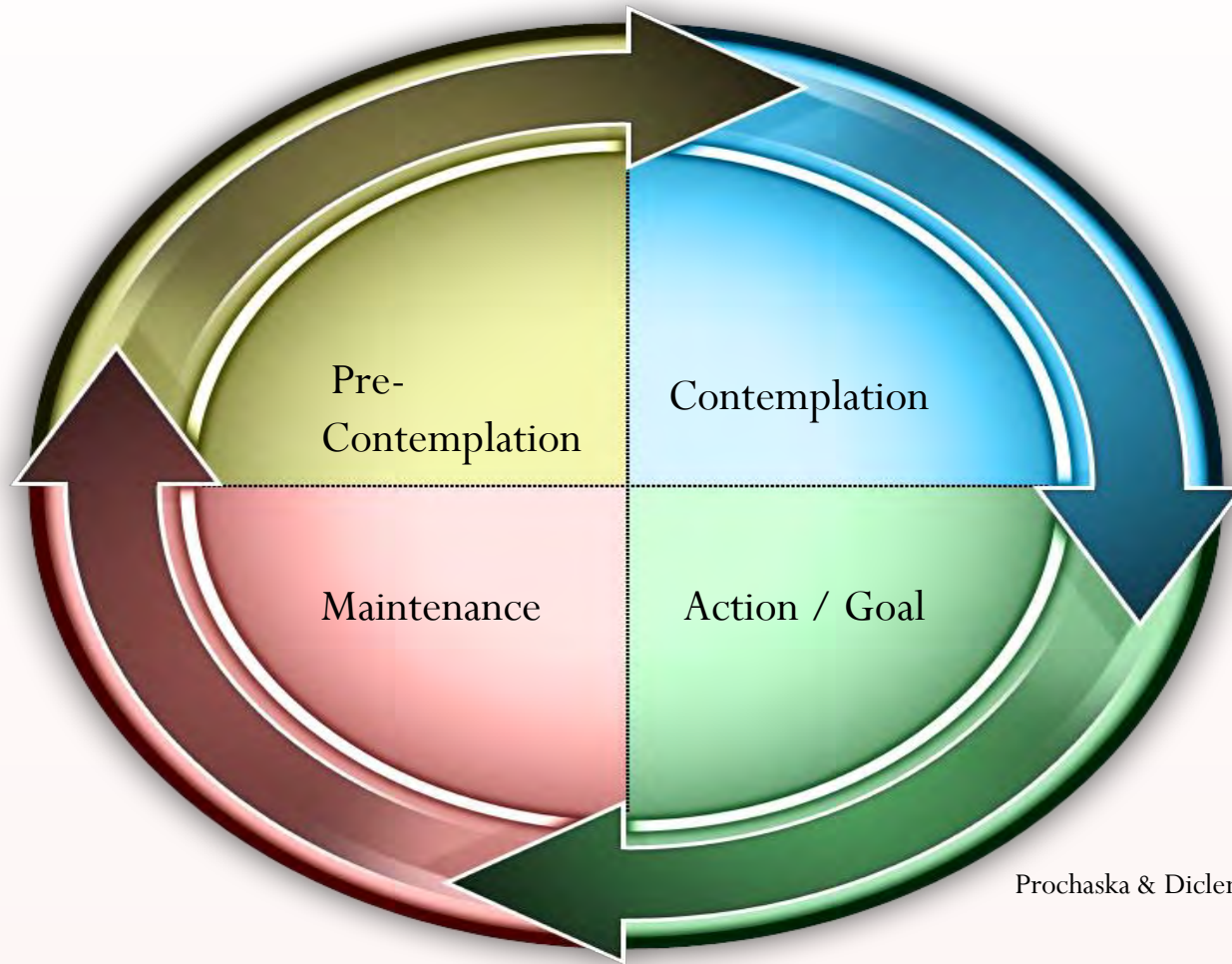
# Life Areas: After Injury



# Life Areas: Underpinning Values

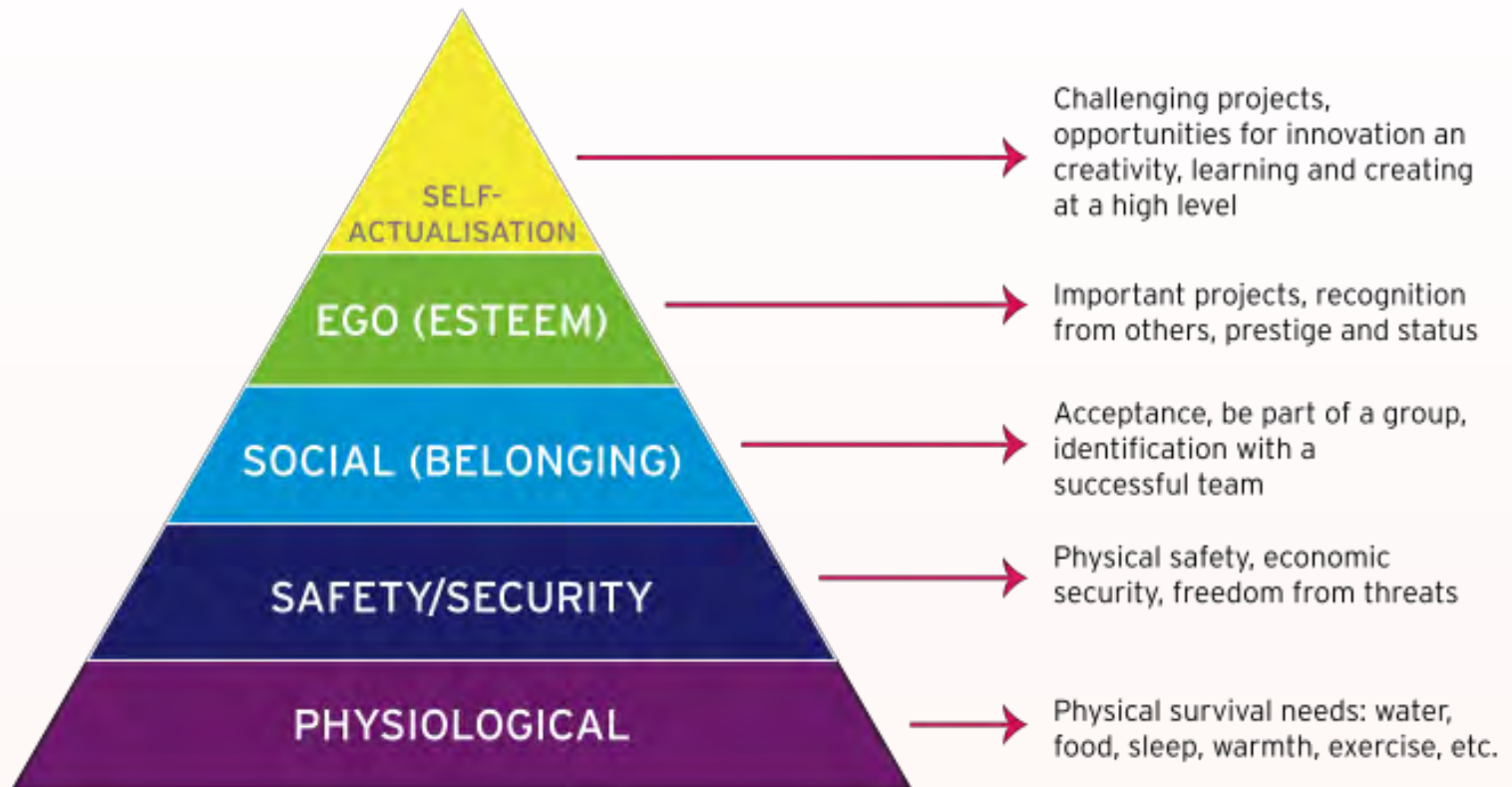


# Stages of Change Model



Prochaska & Diclemente, 1984

# Maslow's Hierarchy of Needs



Maslow's Hierarchy of Needs is shown above. The pyramid illustrates the five levels of human needs. The most basic are physiological and safety/security, shown at the base of the pyramid. As one moves to higher levels of the pyramid, the needs become more complex.

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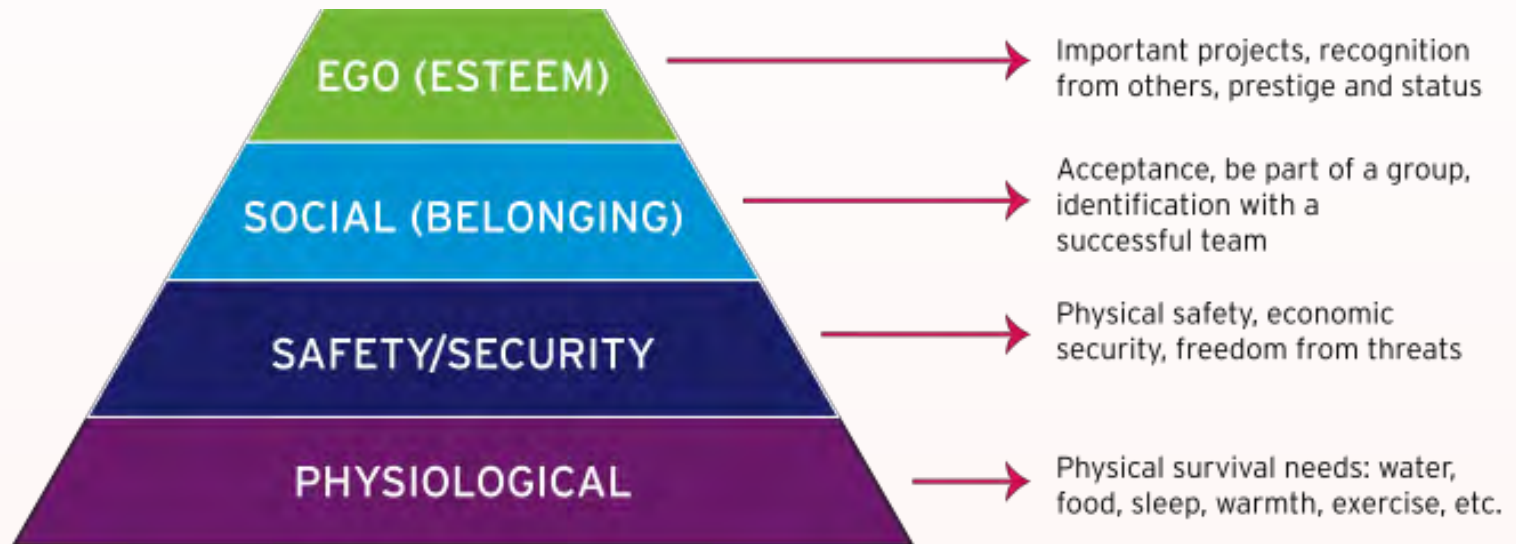
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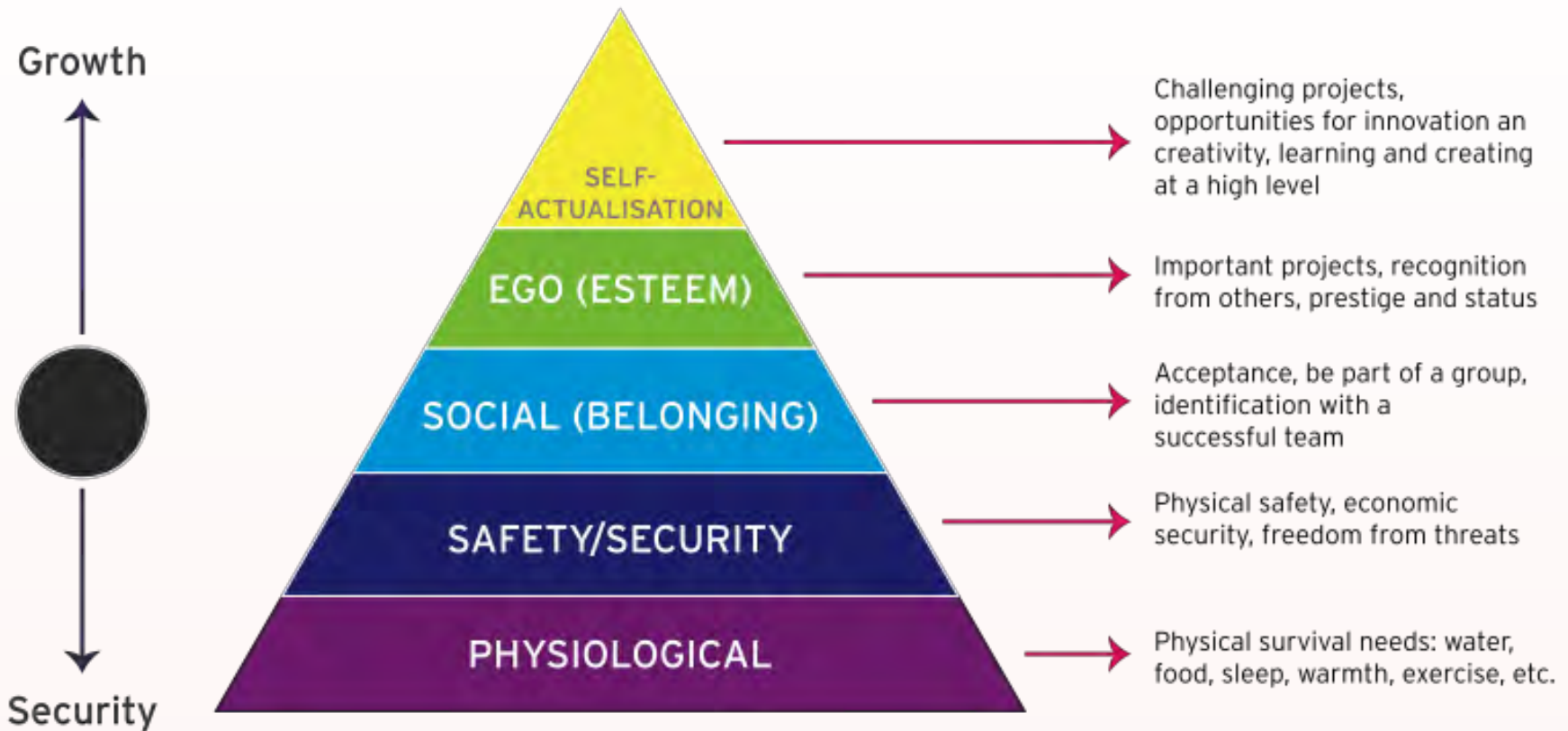
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# Maslow's Hierarchy of Needs

Growth



Security



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# Considerations in Managing Wellbeing at Work

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- Increased prevalence of depression & anxiety in society
- Increased illness at work
- Pressure on workplace to manage and prevent
- Increased liability and costs
- Responsibility on managers to have increased responsibilities
- Organisations are at significantly greater risk

# Signs and symptoms of Depression

- Feeling sad, empty or tearful most of the time
- Loss of interest or pleasure in most activities
- Feeling tired, no energy
- Withdrawal
- Poor concentration, indecisiveness or difficulty in thinking
- Sleep problems: too much or too little
- Changes in appetite
- Feelings of worthlessness
- Morbid thoughts

# Signs and symptoms of Anxiety

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- Excessive anxiety and worry
- Difficulty controlling worry
- Feeling fatigue or worn out
- Irritable
- Muscle tension
- Poor concentration or memory
- Difficulty sleeping

# What it looks like at work

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- Coming to work late or taking days off
- Not returning phone calls and messages
- Difficulty concentrating or making decisions
- Longer hours spent in the office, often alone
- A concern around performance
- Conflict with other staff
- Irritable or defensive
- Withdrawn or unfocussed
- Concerns about availability or timely production of work

# Other signs

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- Are there internal issues?
- Signs can also be events/recognition of environmental factors
- A traumatic incident or event has occurred
- Significant personal upheaval
- An ongoing period of prolonged stress
- A physical injury

# Principles of Support Plans

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- Fear of unknown or potential loss
  - “What if’s”, Communications
- “Sandbagging”
- Identifying common triggers and minimise
- Build in communication lines & exit strategies
- Best practice is to build into overall management

# What to do: Communication tips



- Give up your own fear
- Acknowledgement
- Aim for common goal
- Enrol in actions
- Aim to hear and understand feedback

# Thank-you!

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0449 822 144