

Psychological flexibility in the work place

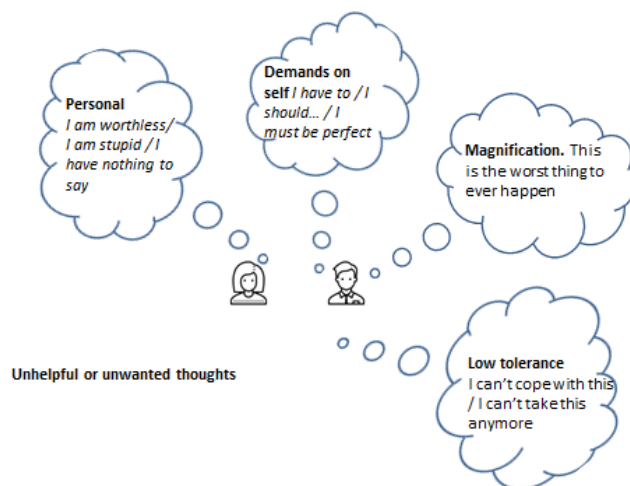
Evidence has accumulated to support the positive role of psychological flexibility in reducing workplace stress and in building wellbeing and resilience.

ACT has been widely used in the workplace.

For example, if one of your personal values focuses on your work / career it is likely that at some point along the way to career progression you will experience thoughts, feelings and sensations that are difficult, unwanted or unpleasant. We all have this is common.

In the work place environment these may involve challenging work colleagues, anxiety to perform, self-doubt in the face of high work load or changes in the workplace. Identifying such thoughts, noticing and accepting them, can help you develop psychological flexibility and committed action to goals and behaviours which develop your confidence and skills to boost your career. In contrast treating them as something to fear or avoid may mean that opportunities to move towards your values are missed.

For example, focusing on conflict in the workplace may mean opportunities to network are missed, or feeling overwhelmed due to high work load may mean you become easily distracted and lose concentration and are not able to complete tasks on time. Over time these events can accumulate and lead to poor wellbeing (Bond and Hayes 2002).



Contact with the present moment can help you focus on what's happening and to identify situations where you can use the techniques you've learnt in order to respond in a way that moves you towards your values not away from them.

By holding thoughts lightly (and accepting that they are there) you can avoid spending too much energy on suppressing and avoiding them. This will give you more time to consider purposeful actions. This can support job performance, engagement and satisfaction (Bond & Hayes, 2002).