

PLUG-IN ON-SITE CREW MENTAL HEALTH WELLBEING DIGITAL SUPPORT PACK

IT'S A TOUGH GIG ALWAYS BEING THE FIRST TO ARRIVE AND THE LAST TO LEAVE. THE FOLLOWING GUIDE IS BROUGHT TO YOU BY SUPPORT ACT & CREW CARE. IT'S HERE TO HELP YOU LOOK OUT FOR YOURSELF AND FOR OTHERS WHEN HEADING INTO A BUSY WORK PERIOD.



Take a moment to check in with yourself. **Are you hungry, angry, lonely or tired?** When feeling like this, you can overwhelm your ability to focus, and might find it tough to remain calm and do your job effectively. **Note if you often tend to be out of balance in one area.** By proactively making sure you never get too hungry, angry, lonely or tired, you can help protect yourself against injuries, illnesses and mental health issues.

CHECK IN WITH YOURSELF

WHEN YOU'RE FEELING A LITTLE OFF, CHECK IN WITH H-A-L-T

HUNGRY? Eat something nutritious to provide energy to sustain you through a demanding shift. Ensure you're staying hydrated with regular water top-ups.

ANGRY? Notice when those feelings start to bubble up and catch yourself before you react. Take a moment to plug into calm with the breathing tips below.

LONELY? Have a chat with someone at work. Open up when someone asks how you're doing. Check in with folks at work who don't seem to be doing great.

TIRED? Understand your sleep, rest and recovery needs. Talk to your manager if you think you're at risk of fatigue and do something to manage it, such as taking a break or doing regular stretching.

TAKE MICRO-BREAKS

Short breaks of around **10 minutes** — taken during a work shift are surprisingly effective for recovering from work stress.

For example, short moments of meditation or relaxing, taking time to eat a nutritious snack, enjoyable social interactions, or activities that require some degree of focus (such as reading) are strategies that can improve motivation and concentration, shape your mood, and sustain your energy during the day.



**RESIST THE URGE
TO PUSH THROUGH
THE DAY.**

Don't assume that it will be easier to recover later, or to "save up" your recovery for your next day off, or at the end of the tour.

SCAN THIS CODE FOR
A 2-MIN CALMING, GUIDED
BREATHWORK TRACK.



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PLUG INTO CALM

Notice when you are getting **stressed out, angry** or **feeling overwhelmed**. Instead of trying to use rational thoughts and talk yourself out of it, **do something physical that will help you hit pause** and avoid acting out in hasty and unhelpful ways. Take a breath. Take a sip of water. Touch your tongue to the back of your teeth. Go to the bathroom. Do whatever you need to do in order to create a pause between your strong emotion and your response. **Even a two-second pause can be enough to stop you from reacting destructively.**

LOOK OUT FOR ONE ANOTHER

When you are working with folks for more than 40 hours a week, it's easy to notice when they are not quite themselves. They might seem stressed, irritable or have a reduced ability to concentrate on the job. **Looking out for a mate means identifying when your co-worker is not quite right and starting a conversation that can make a real difference.**

It can be difficult to openly discuss emotions and thoughts. You might be used to folks keeping their feelings to themselves, to just 'get on with it'. This kind of thinking can be harmful, not just for you, but also for the people around you. **Truly looking out each other means starting the tough conversation**, especially if there is growing concern about their mental wellbeing. It could be the moment you're there for them in their darkest of moments, and the impact you could have is worth the temporary awkwardness you might feel when starting the chat.

FOR FREE, CONFIDENTIAL ADVICE AND SUPPORT FOR YOU AND YOUR FAMILY,
CALL THE SUPPORT ACT WELLBEING HELPLINE:

1800 959 500

PLUG-IN CREW RECOVERY

AFTER-CARE RECOVERY DIGITAL SUPPORT PACK

RECOVERY IS THE PROCESS OF RESTORING SYMPTOMS OF WORK STRESS (ANXIETY, EXHAUSTION, AND ELEVATED LEVELS OF THE STRESS HORMONE CORTISOL) BACK TO PRE-STRESSOR LEVELS. RECOVERY IS A SKILL, BECAUSE KNOWING HOW AND WHEN YOU CAN BEST RECOVER FROM STRESS REQUIRES BOTH KNOWLEDGE (OF WHAT WORKS FOR YOU) AND PRACTICE (ACTUALLY DOING IT).



When our bodies and minds need to recover and reset the **most** (i.e., when we're most depleted), **we're the least likely – and able – to do something about it.** For example, when work is demanding and we're feeling overwhelmed, we quickly slide into a negative cycle of working longer hours and taking fewer breaks. During those stressful times, we also tend to eat less healthily, even though adequate nutrition and hydration are important to replenishing energy levels. Further depleted, we have less energy and motivation to take time out to relax or engage in exercise, leading to low recovery and in turn further exhaustion the next day. Rinse and repeat.

FIND WHAT WORKS FOR YOU

BE MINDFUL ABOUT HOW YOU USE YOUR RECOVERY TIME.

EAT WELL. Fuel your body with nutritious food and stay hydrated to help your body re-energize and recuperate. Find a range of meals you enjoy.

REST. Understand your sleep, rest and recovery needs. Implement good sleep hygiene by sleeping at roughly the same time each night, for at least 6 hours.

CONNECT. Make time for the important people in your life.

MOVE. Get your body moving with regular exercise. Find an activity that you enjoy that works for your body and is easy to commit to regularly.

GET ACTIVE TO RECOVER WELL

While it may seem that relaxing, watching TV, or other "passive" or "low-effort" activities are best for recovery, on the contrary, research shows that **more active activities can be even more effective for recovery.** If you don't enjoy going to the gym or playing team sports, find a type of exercise that you do enjoy, such as a fast walk, a hike, or a swim.

Beyond exercise, other activities that work well for recovery are engaging in **effortful activities**, or "**mastery experiences.**" *Mastery experiences* require high levels of dedication, focus, and time – resources that usually zap you of energy during the workday. While it seems counterintuitive that drawing on these resources during non-work periods will benefit your recovery, mastery experiences such as **pursuing a hobby** (learning a new language, learning to play the guitar, volunteering, etc.) helps you generate new skills and replenishes depleted resources that can be applied back to your work, thereby approaching recovery from a different, productive, angle.

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SWITCH OFF FROM WORK

Dedicate a fixed (and if needed, short) time each day when you can fully devote attention to a **non-work-related activity.** Even starting with a few minutes will reap benefits for recovery. **Practicing mindfulness** as a supplementary activity helps with this – over time, you're training your brain (and its tendency to ruminate) to focus on the present moment. **Learn which triggers prevent you from psychologically detaching from work.** If, for instance, the presence of your phone prompts you to check work emails during off hours or breaks, turn it off or shut off notifications temporarily.

TALK IT OUT

For crew, speaking with a health professional might seem like you are 'weak'. When in fact, **it is probably the strongest thing you can do.** If you are finding it difficult to cope with everyday life or are simply feeling confused, overwhelmed or isolated, speaking to a third party who doesn't personally know you is often easier. Health professionals deal with mental health concerns every day and are trained to support you with sensitive issues. You also don't need to wait until things are *really bad* to get support. Often, it's reaching out to deal with issues before they spiral out of control that makes the biggest difference. *Importantly, anything you discuss with a counsellor or health professional is strictly private and confidential.*

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SUPPORTACT

 **CrewCare**
For ALL Live Music Crew