

# Flourish

Staff development that bears fruit

## March News & Views



Finally, the days are getting longer and the evenings that bit lighter. I think this time of year can feel like gradually waking up after a long sleep, so this month we are thinking about staff **morale and rejuvenation**. How can we develop a more **consistent inner positivity** and 'pass the positive' on to others (a bit like pass the parcel)! This is something very dear to my heart so I hope you enjoy this edition. Wishing you a happy March.

Best wishes from Lainy Russell, Flourish Founder

*Lainy R*



### Quick Tip

You wake up groggy and tired. You push yourself to get going. When you get into work you look at the clock, "how many hours until I can go home"? This is never going to give you a 'fruitful' day, you have already set your brain up to be bored, tired and disengaged, you have literally programmed yourself for a mediocre unfulfilling experience. So, you need to **Change your brain**:

- Cold air or water on your face first thing
- Music that makes you bop!
- Stretch however feels good
- Protein not sugar for breakfast
- Breathe deeply & slowly being still for 2-5 minutes
- Hydrate, really, just drink lots of water!



### Deeper Dip

#### Shifting Your Brain's Natural Inclinations: A Journey to Positive Thinking

Transforming our natural habits and thoughts of our brain requires practice. Over time, we have developed well-used paths in our neural networks; think of them as superhighways. However, many of these routes may lead us to places we did not intend to go, repeating habits and patterns we wish we could change.

#### Understanding Neural Pathways

The brain's neural pathways are like intricate networks of roads. When we repeatedly engage in certain thoughts or behaviours, we reinforce these pathways, making them easier and quicker to pass through. These established routes become our default responses, guiding our actions and reactions without conscious thought. Think lying on the sofa when you want to be in the gym or eating yet another biscuit when you want to start a diet!

To shift our brain's natural inclinations, we must intentionally build new neural highways. This involves consistent practice and commitment, allowing the old, less desirable routes to diminish in use and significance.

Cont...

### The Trip!

#### Don't go into battle with yourself

One of the mistakes that trips us up, is getting 'angry' and then saying things to ourselves such as, "right you idiot you need to change", "I am not accepting this anymore", "I really annoy myself"

Change the language into positive phrases in the present that define you e.g. I am someone who walks 30 minutes everyday, be specific not general [more info here](#)





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### Deeper Dip cont.

Creating new pathways is like constructing a new road through dense forest - it takes time, effort, and perseverance.

**Positive thinking requires more than just occasional optimistic thoughts; it demands a fundamental shift in our habitual mindset.**

Although we can adopt some quick tips to give us quick kick-starts, they essentially, be combined with some deeper thinking. They firstly need to become habitual not just every now and then, secondly, we need to have a word with the chatterbox in our head. The one that 'automatically' says: "I am soooo tired", "I wish it was the weekend", "I am not a morning person", "I have so much work I hate doing today", "I feel bored", "I am so fed up" etc.

#### The toolbox

We need to create a personalised box of tools that we have proof of working for us. You may need to experiment with different things to find out what works best for you. But essentially, we need to change the chemical balance in our brain to change our mood, our internal chatter to change our mindset and behaviour, and often some things in our lifestyle, you know the boring stuff like healthy food, exercise, fresh air and of course cutting down on caffeine, sugar and other stimulants or depressants.

However, it needs to be one small step at a time, otherwise we will overload ourselves and achieve nothing, our brain likes familiarity, so don't try to change everything in one go if you want lasting change.

#### Focus on:

- Your strengths – what have you done well and feel good about
- Note either in writing, on your phone, recording yourself whatever works, even telling someone else what you are grateful for – there is real science behind this
- Learn breathing techniques that calm stress, overactive thoughts and relax you

[Here is some information to help you](#)

A great read on making lasting habitual changes that I have become addicted to is Atomic Habits  
[Go here for some more great help https://jamesclear.com/atomic-habits-summary](https://jamesclear.com/atomic-habits-summary)

Enjoy the month  
Best wishes

*Lainy P*