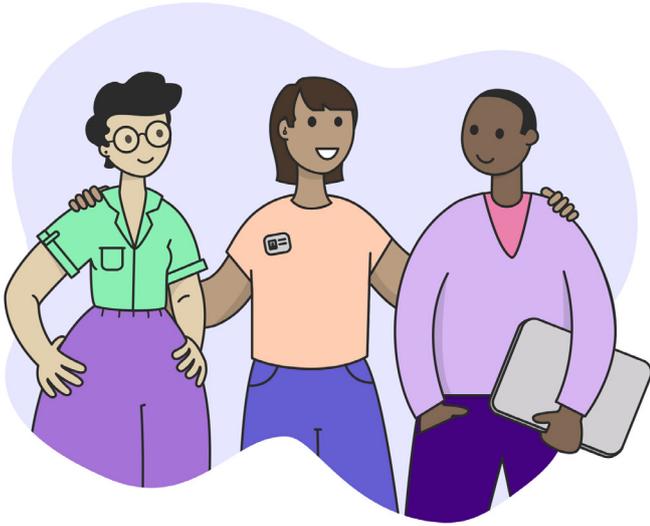


Validium Newsletter



Are You A Good Leader?

It doesn't always follow a good leader is a manager, or vice versa. In fact a manager and leader are two quite different roles. Managers are defined as task driven; they have people who work for them and ensure they have everything they need to achieve their goals and objectives; whilst a leader inspires and motivates others to achieve their goals; people follow them because they feel engaged and enthused. The leader does not have to be the manager of the team; in fact, within one team you may have different leaders for different projects and situations, according to the strengths and needs of the team.

A good leader is defined by their strengths; they may be a pacesetter, an innovator, someone who thinks outside of the box, a coach, a visionary, someone who inspires, or instils a feeling of belonging and commitment, or someone who builds consensus by encouraging inclusion and participation. Fundamental, however, to all these leadership styles is honesty and integrity, generating the trust and 'buy in' of others.

Keeping Boundaries

Have you ever found yourself doing work because it is easier or quicker than explaining it to someone else, leaving work later than everyone else or giving in to your partner or child's demands just for a quiet life? These are just a few examples of ignoring boundaries, whether in your work or personal life. We may do this to make life easier for ourselves, or are blissfully unaware that we are doing something that might be disrespectful to others.

Keeping boundaries is an important form of respect, as well as self-respect and it is also a crucial aspect of mental health and wellbeing. Setting healthy boundaries ensures we show compassion and kindness to ourselves.

Consider the following tips to help you set your boundaries with kindness, thus avoiding the likelihood that others will respond negatively:

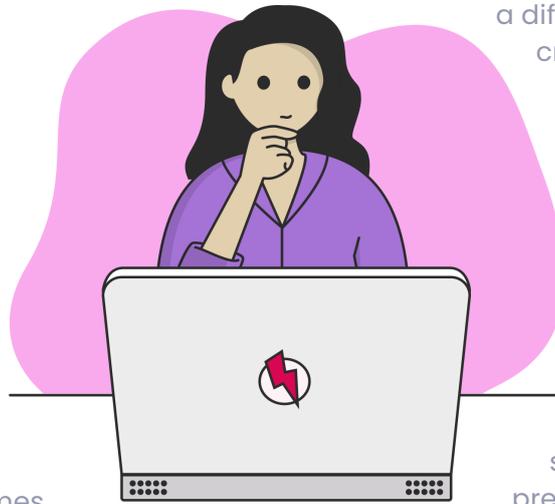
- Keep the focus on your feelings and needs
- Be direct
- Be specific
- Use a neutral tone of voice
- Choose the right time
- Consider the other persons needs



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Being Non-Judgemental

In these days of social media, we often see news reports about 'trolls' who have been prosecuted for posting offensive comments online, insulting celebrities or issuing death threats against people in the public eye. Now, new laws have been introduced to protect people against such abhorrent behaviour. Every one of us can be judgemental at times, and whilst we may not voice our thoughts or post them online, our opinions about anything and everything we encounter or experience are underpinned by our personal likes and dislikes, past experiences and upbringing.



Being open-minded to new ideas or a different viewpoint can drive creativity and innovation, whereas constantly being judgemental can be stifling, limiting our capacity to grow, especially when our fiercest criticism is aimed at ourselves. It can be hard to maintain a sense of perspective and remain non-judgemental, particularly during times of stress, so when we are under pressure it can be helpful to speak with a qualified counsellor.

Counsellors provide a non-judgemental, confidential space to explore thoughts or feelings and the support to help identify personal strengths, empower curiosity, build resilience and regain perspective.

Did You Know?

The Manager Support team offers support, help and guidance when you want to consider a different perspective on an issue

Ways to exercise and keep fit for free!

The closure of gyms and cancellation of events, fitness classes and games during the pandemic saw us all improvising the way we exercise and keep fit. Even professional athletes had to recreate their gruelling regimes within their homes and gardens.

It's opened our eyes to what we can do to keep fit at home – without the cost of expensive memberships and equipment.

We've put together a list of things you can do for free or at very little cost...whether that's to get fit, strong and lean, or just get yourself moving to improve your mental health.

Find out more by visiting the vClub Debt and Money Blog