

Employment First Aid is here to help young people stay in work

Are you feeling unhappy or struggling at work and you're not sure why?

If you've been feeling this way lately, you're not alone. There's so many ways to get your mojo back! Before you think about quitting your job, here are a few things you can do:

Step 1: Recognise the symptoms

We all have moments when motivation hits a low point while the to-do list keeps growing. Do you recognise the following behaviour in yourself?

- That 'Monday morning' feeling.
- Making careless errors in your work.
- Procrastinating more.

Step 2: Think about reasons why

There's so many different factors that can affect our happiness and satisfaction at work. While each individual is different, here are a few common reasons:

- Being overworked and feeling 'burnt-out'.
- Boredom and not feeling challenged enough in your work tasks.
- Feeling lost with no clear path of how to achieve your goals.
- Unresolved conflict with colleagues.

Once you've pinpointed the reason why you feel the way you do, the more able you are to manage your own behaviour and improve your ability to adapt to changing circumstances.

Step 3: Make a change

- Step back and take a breather for a few weeks to clear your head.
- Do something extra-curricular or learn something new that's unrelated to work.
- Ask for support from friends, family, colleagues or E+.
 - At E+, we know first-hand the pressures and stresses of homelessness, addiction, relationship problems, bullying and social isolation and how they can affect you at work.
 - Better still, we know how to help you in your specific situation and can meet with you at a convenient time and place.

Workplace conflict

Even healthy workplaces will have conflict in some form or another. But when you're not feeling great at work, everything seems to get on your nerves. Workplace conflict is more likely to occur as a result. If you find that taking control of the situation yourself with the above steps isn't working - don't worry! Here's what you can do next:

Know that you're not alone - Ask E+ for help

- Our team of friendly and professional mentors are skilled at helping you resolve personal and workplace issues that are affecting your ability to stay in work.
- We're trained and experienced in mediating workplace disputes to reach a satisfying settlement for all parties involved.

General Tips and Tricks for Conflict Prevention and Resolution

Keep an eye out for conflict warning signs

- A feeling of tension, like something is brewing under the surface.
- Non-verbal behaviours such as:
 - Crossed arms
 - Eyes lowered
 - Someone keeping back or away from you or the group

When tension arises, ask yourself:

- What bothers me about this person?
- Why is it impacting me so much?
- What have I contributed to this situation?

Acknowledge the conflict

- Accept that conflict is natural and it happens to everyone everywhere.
- Choose to address the conflict directly rather than trying to sweep it under the rug. Generally the longer the conflict goes on for, the harder it is to resolve.

Be cool

- Stay calm and reasonable. Don't yell back, or take the abuse silently.
- Explain politely that you don't appreciate being spoken to in such a way.

Be prepared to compromise

- Focus on what the people involved need and what's important to them, not on trying to judge who's right or wrong.
- Aim to solve the disagreement, rather than win the argument.
- Explain your opinion logically rather than demanding agreement.
- Remember that your colleague or boss is not obliged to feel the same way about things as you do.

View conflict as an opportunity

- Virtually every conflict has the potential for personal growth and skills that will help you in your future career.
- With every conflict resolved, you'll build resilience while becoming more comfortable with addressing complex workplace situations.
- Learning to see things from another person's perspective can stimulate innovation and learning in ways that like minds can't even imagine.