



EMPOWERED WELLBEING SERVICES

October NEWSLETTER

Conversations and Capacity

2026

Empowered Wellbeing Services

Welcome to October

Welcome!

September was such fun! Hectic but so rewarding.

Last month our theme was conversations. This month I want to talk about what so many of these conversations keep circling back to: capacity. Not how much we can do, but what it means when we do too much.

October is Mental Health Month and its theme this year is, "raising community awareness, reducing stigma, and encouraging people to seek mental health support." So I want to challenge those leading, that this October, we aim to do at least one thing in your workplace that does this.

This edition is about the leader behind the role. The one who is still functioning, still delivering, and running on less than they would like to admit.

How are you going? Really?

Brooke Josephsen



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This month reminded me why I left my career. To step into my real potential and help others realise theirs.

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What's Been Happening?



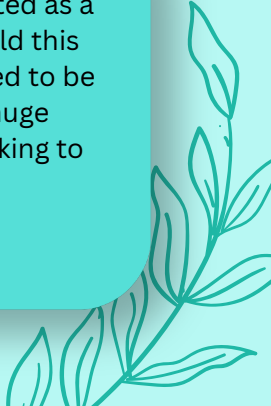
I joined *Mental Health Australia's* webinar unpacking the National Mental Health Commission's latest report card, and two findings stayed with me. Firstly, "Mental health in the workplace emerged as the most significant area of growth in terms of workers compensation." Secondly, AI poses as a psychosocial threat with people reporting a sense of reduced purpose, autonomy and motivation in the workplace and, its impact on employees decision making processes had been challenged. These points reinforce the impacts the work environment can have on staff; which left unrecognised and supported, may have long term impacts on our workforce.



Partnering with Asset Protect WA to bring Jack's initiative to life has been a highlight this month. This has been in the pipeline for a while now, so seeing it launch was so rewarding. Pilbara Safe Conversations, aims to lead consistent opportunities for conversation and connection, centred around mental health and wellbeing in our community and workplaces. On September 25th, PSC was activated with a low key event where we met with the community to exchange insights into the experiences and concerns of mental health. A core purpose of this initiative is to ensure important conversations continue throughout the year, not just as once off events. I am proud of this project and this partnership because it really is an example of a community member recognising a need and authentically responding to it.



I am incredibly excited and proud that Empowered Wellbeing Services has been shortlisted as a finalist at this years KDCCI Business Awards, for the category, Best New Start Up. To be told this news was such a pinch me moment! I do not take this moment lightly and am so honoured to be recognised among the other finalists, *Prologic Group* and *Pilbara Vet Care*. This is a huge milestone for the business and recognition of the impact on our community we are working to build moving forward.



This months theme:

Conversations and Capacity



On the 11th of September, a table of invited female leaders gave themselves a day to stop and look at the woman behind the role.

The women that joined us were already leaders in their own right, and did not need more stats, data and literature to tell them how to be great leaders. They've heard this time and time again. They've attended the PD's where they've eagerly taken notes to take back to the team, or to go back to try implement, but this wasn't one of those workshops. This was about only them.

The workshop was born from the fact there are plenty of great female leaders in our region who are in these leadership positions because they have earned them, but we wanted to recognise that leadership is hard and it doesn't mean your failing. We get spammed with a lot of literature about good leadership, but it's often not contextualised and with the ever growing awareness of leadership and management, it's overwhelming and becomes another skill to perfect often while still doing your job. This is for all leaders, not just women, let me be clear about that. In the end, we often feel like we're not leading our teams well and we're exhausted ourselves despite our best efforts. The hamster on the wheel is real.

“Sustainable leadership for individuals is the ability to continue leading effectively without repeatedly borrowing from your health, relationships, values or future capacity to lead.”

This is exactly what we explored at the workshop - what factors were impacting our leadership. Focusing on how our physical, emotional and cognitive health impacts our ability to lead well. Leaders often report feeling drained, tired, overwhelmed and no energy in the tank, so we looked into why that is for each leader who sat at the table.

Anna Jarvie, founder of Aligned Health and Lifestyle, provided education around the value of nutrition and how fueling ourselves properly, aligned to our own individual health, supports better leadership with improved focus and energy for



decision-making, difficult conversations creativity etc. We recognised that often, leaders skip meals, eat on the go, don't drink enough water but this session was never about 'you need to eat better', it was about recognising the signs of when your body and brain might benefit from nutritional support. The leaders at the table shared that they appreciated the chance to do an audit of their physical health and seeing their ratings of their health was eye-opening and hit home that this is impacting their ability to lead without feeling exhausted more than they realised.

Transitioning to our emotional and cognitive health sessions, we distinguished between capable and sustainable leadership with reflection of our own leadership journey and experience of leadership. This helped us identify the emotions that sit behind our leadership, why we do the things we do (good and bad) and the impact that has. Specifically, we identified the emotions we feel and how that's presented as externalised behaviours and what we actually need in those moments to lead effectively.

We also addressed our hormonal health at the various stages experienced by women, how that doesn't affect our performance, but it does impact our capacity. This doesn't mean the job doesn't get done, it means it's harder to do at certain times of female hormonal stages. Considering the unpredictable nature of hormones for some, we recognised the value in tracking patterns and looking at our own work design at these times. When our capacity is low, that's not the time to take on more. If work is flat out and deadlines are looming, that may not be the time to take on babysitting friends' kids. If capacity is low, this may not be the time to schedule a difficult conversation when you know your capacity will be greater another time. I know this isn't always possible to do, but the awareness of it is something we *can* control, and at the very least, have awareness for other females we work with and how their capacity may be low, not their performance or attitude.

It was also an honour to showcase some of our dedicated female-owned small businesses at the table, who contributed to the day.

A huge thank you to Benee, from *Brands by Light and Lens* for capturing the day, Rachel from *Juiciest* for the juice and hydralite samples, and Kristy, from *Nola Granola*, for providing the delicious bliss balls.

We loved seeing the feedback come through like these comments:

"It challenged me to reflect on myself and the leader I am, the leader I thought I would be and it helped me recognise that my leadership shapes not only how my team see me but how they see themselves."

"... I've worked with coaches over the years and some of the content I was familiar with, but the [sustainable leadership] session was practical, insightful and gave me tools that I have taken away with me and will use."

The feedback from the day was lovely to receive and echoed that there is a need for investing in our local leaders, which we will continue to do in 2027.

Keep an eye out for more information about these opportunities or reach out directly to get more details.





Looking ahead to

October

September kick started October! Here's a sneak peek at what's ahead...



Mental Health Month

I am working with SMEs to audit what they adjust to support their teams wellbeing this month, If you're planning to recognise MH Month, I encourage workplaces to have an honest conversation instead of catering and posters. Need help? I'm here to help!



PSC October Activation

Asset Protect WA and EWS will be activating another low key opportunity for a conversation. Stay up to date with the details by following us on socials.



Pilbara Ports Forum

I am attending the Pilbara Ports forum in Perth, an opportunity for networking and importantly, learning about the workplace wellbeing and psychosocial risks associated with the shipping industry which is the heart of our region.



Thank you!

for being part of our community
Together we're creating healthier workplaces
and healthier communities.

SEE YOU NEXT MONTH!



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