

Wellbeing – A guide

Safety Seminar
AOPA Luxembourg
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Why was a guide needed?

Regardless of its technical nature, the aviation industry is founded on its dedicated professional people.

‘Safety performance is directly related to the manner in which people from front line staff to CEOs perform their various roles, and overall performance relies on individual and collective states of wellbeing.’

Purpose of the 'Wellbeing guide'

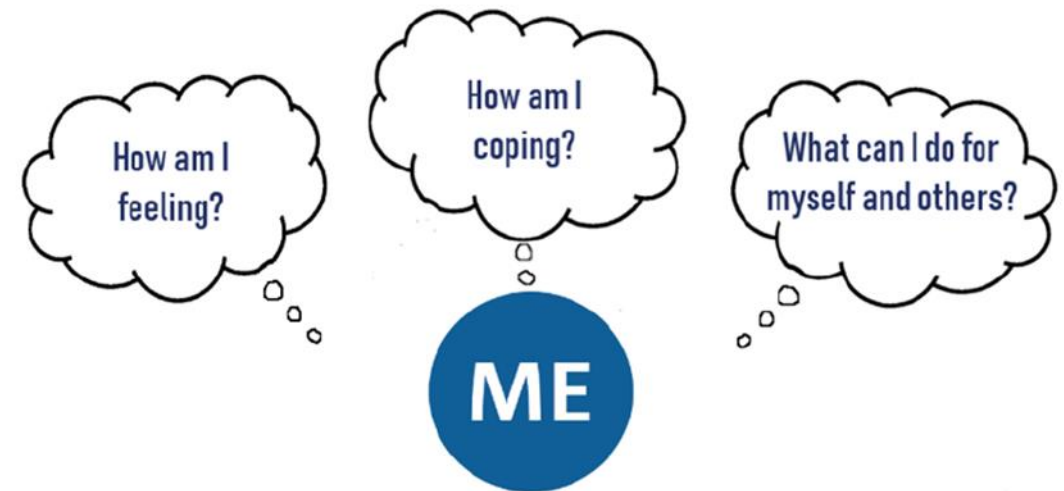
The purpose of this document is to **help you improve your personal wellbeing**. Through this process, it should also help those with whom you socialize and work. We are critically dependent on each other in both a wellbeing and a safety sense.

This document describes the idea of wellbeing and offers some simple tools based on **some fundamental psychological concepts** that will help each one of us to make decisions and take actions that will maintain or improve our state of wellbeing.

Starting point

Answering these questions honestly opens the door to the toolkit and starts your journey to a more resilient state and an improved state of wellbeing.

By following the process you will become more self-reliant and feel more in control of your feelings, your emotions and your moods.



What is wellbeing?

The World Health Organisation defines wellbeing as **“a state of complete physical, mental and social wellbeing, and not merely the absence of disease or infirmity”**.

We are all familiar with the idea of mental wellbeing, but it is only one pillar of our overall wellbeing and does not exist independently of our physical and social health.

BioPsychoSocial model of Health

This 'BioPsychoSocial model of Health' allows us to think of our health as a **three-legged stool**, in which each of the legs represents one of the pillars: biological, psychological and social.



The physical, mental and social aspects of our health are interdependent and a **holistic approach** is needed to look after them.

The pillars

For simplicity, from this point onwards we will refer to these pillars as:

'Body' (biological),

'Mind' (psychological), and

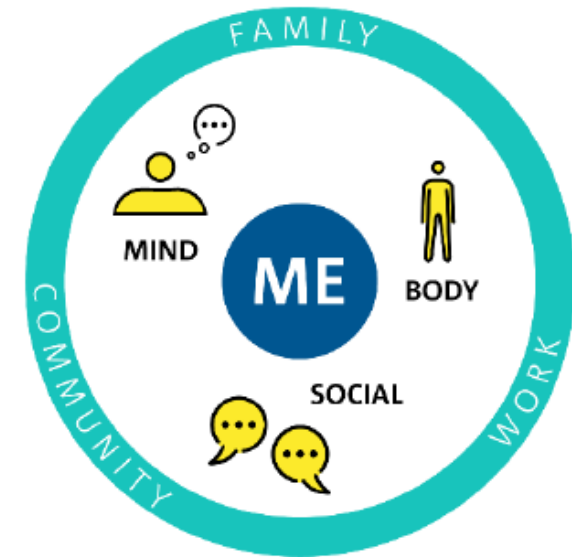
'Social'.



Why should you care?

Our wellbeing influences the nature and quality of our relationships with others (i.e. family, friends, work colleagues and community) and it **impacts directly on human performance** – on our awareness, decision making, and concentration.

Finally, our performance in the aviation environment, under-pinned by our wellbeing, **impacts directly on safety**.



This diagram shows how you can think of yourself (your body, mind and social aspects) existing within connected family, community and work environments.

Foundation of this guide

A study of 1,059 aviation professionals undertaken by researchers at Trinity College, Dublin, revealed **key lifestyle behaviours** and **coping strategies** that allowed many to remain resilient in the face of significant work-related stress.

Because most sources of work-related stress are common to all aviation workers, especially shift-workers, the lifestyle factors and coping strategies adopted by the most resilient group should offer substantial wellbeing benefits for all.

These insights form the foundation of this plan.

The wellbeing wheel

The most significant lifestyle factors affecting your wellbeing:

Stress
Sleep
Diet
Exercise
Activities
Relationships



Starting point

The first two questions might be harder to answer than the last.

If you are:

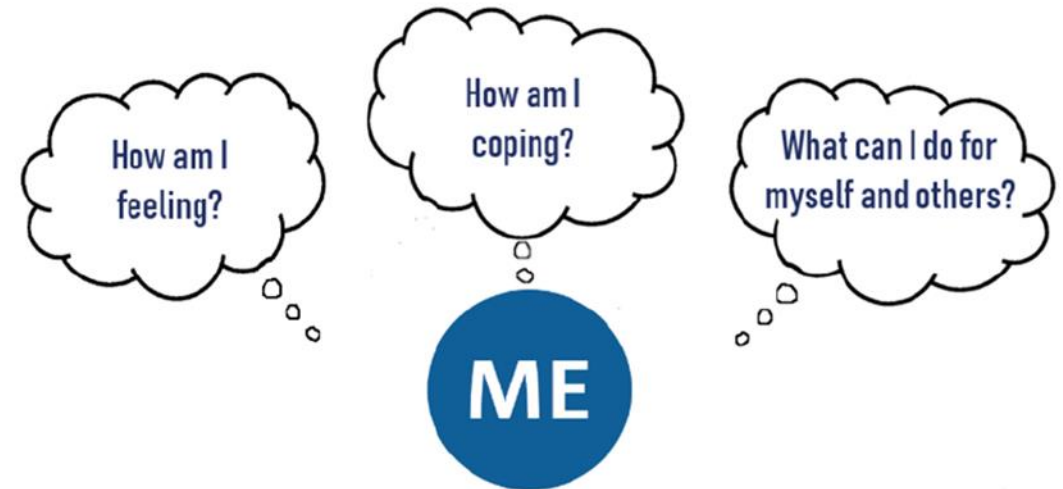
not feeling well,

or **not in control,**

or you think you are **not coping,**

Congratulations !!!

YOU ARE NORMAL



The sections

Psychological pillar – ‘Mind’

Stress – Management of stress

Stress – Anxiety

Activities

Biological pillar – ‘Body’

Sleep

Diet

Exercise

Social pillar – ‘Social life’

Relationships

1. Introduction

2. Rating and Self-Assessment

3. Impacts

4. What you can do

5. Additional information

Stress – Management of Stress

Introduction

Stress is what happens to our bodies when situational demands exceed our perceived ability to cope. Managing your stress to an acceptable level is an essential element of your personal wellbeing.

Stress – Management of Stress

Potential signs of stress

Body

- Muscle tension,
- tension headaches,
- clenched jaw,
- rapid heartbeat

Mind

- Mood swings,
- impatience,
- frustration,
- indecision,
- loss of concentration,
- anger

Social

- Bossiness,
- abrasiveness,
- curt speech

Stress – Management of Stress

What you can do

- Learn and use controlled breathing techniques when feeling stressed
- Maintain good social networks and focus on positive topics
- Engage in a personally relaxing activity that you enjoy on a regular basis
- Ensure you get some physical activity during the day
- Write down what is stressing you, and the evidence for it, to evaluate its validity
- Identify typical situations where you notice being stressed and try to see them another way
- Challenge unhelpful thoughts by looking for the evidence for them

Introduction

Anxiety is a typical response when normal concerns or uncertainty cause us, without real evidence, to worry excessively about things that might happen. Managing your anxieties at an acceptable level can help support your personal wellbeing.

Stress – Anxiety

Potential signs of anxiety

Body

- Tight chest,
- stomach churning,
- heart racing,
- trembling,
- muscle tension

Mind

- Being 'on-edge',
- nervousness,
- panicky,
- irritability,
- poor concentration

Social

- Withdrawn,
- uncommunicative,
- avoiding contact with others

What you can do

- Learn and use controlled breathing techniques when feeling anxious
- Learn and use physical distraction techniques
- Set a specific time for examining your anxieties every day and stick to it
- Write down your anxieties and try to solve them rationally by seeing them as puzzles
- Learn and use muscle relaxation techniques
- Talk with a partner or trusted friend about what is making you anxious
- Make a ranked list of things that you feel anxious about and try to deal with lowest ranked one first



Activities

Introduction

Activities in this context are the things you do for yourself that help you structure and give meaning to your day and help you understand and cope with your situation. Ensuring that you have a personal focus as part of your day is an essential element of your wellbeing.



Activities

Potential signs of lack of activities

Body

- Lethargy,
- low energy,
- snacking

Mind

- Lack of self-confidence,
- low motivation,
- low self-esteem

Social

- Disengagement,
- high social-media use



Activities

What you can do

- Create a daily routine and try to keep a positive but flexible control of your schedule
- Write/record a daily journal of positive and negative aspects of your day and your responses
- Schedule and engage in positive activities for yourself or with others
- Set yourself small daily learning goals so that you can see definite progress
- Limit daily social media/news consumption to planned times and only to trusted sources
- Do something helpful and positive for someone else, and thank others for what they do for you

Introduction

Sleep enables our bodies to recuperate from the days' activities.
Getting enough good quality sleep is an essential element of your personal wellbeing.

Potential signs of poor sleep

Body

- Fatigue,
- not feeling rested on waking,
- tension headaches,
- snacking,
- clumsiness

Mind

- Irritability,
- low mood,
- poor judgement,
- poor attention and focus

Social

- Abrasiveness,
- inattentiveness,
- distractedness,
- impatience

What you can do

- Set regular hours for going to bed and waking up
- Ensure your sleeping space is quiet, dark and at a suitable temperature (typically about 18C/65F)
- Do not eat heavily or consume caffeine or alcohol less than two hours before you go to bed
- Ensure you get some physical activity during the day
- Spend some time reading, chatting or reflecting on the day before settling down to sleep
- Do not use phone/tablet or PC screens less than one hour before settling down
- If you cannot sleep, get up and do something productive but low effort then return to bed



Introduction

What we eat and drink affects how we feel, think and behave. Eating a balanced diet is an essential element of your personal wellbeing.

“Let food be thy medicine and medicine be thy food”
...Hippocrates



Diet

Potential negative impacts of poor diet

Body

- Fatigue through the day,
- not sleeping properly,
- tension headaches

Mind

- Poor concentration,
- restless mind,
- impact on decision making (particularly if dehydrated)

Social

- Irritability and low mood,
- risk of depression,
- reduced ability to deal with stress,
- risk of anxiety and depression



Diet

What you can do

- Set regular mealtimes. If possible, eat meals in the company of others
- Consider using mealtimes as an opportunity for family members to discuss their experience of the current crisis
- Consider using cooking and baking as a social activity for the family
- Base meals on potatoes, bread, rice, pasta or other starchy carbohydrates, choosing whole grain versions where possible
- Eat some beans, lentils, fish, eggs, meat and other proteins (including two portions of fish every week, one of which should be oily)
- Have some dairy (or dairy alternatives e.g. soya drinks); choose lower fat and lower sugar options
- Limit intake of processed foods. Choose unsaturated oils and spreads and eat in small amounts
- Drink six to eight cups/glasses of fluid per day. If consuming foods and drinks high in fat, salt or sugar, have these less often and in small amounts
- Restrict alcohol intake

Introduction

Physical activity is **any bodily movement where you expend energy**, such as walking, dancing, gardening, running, swimming, cycling, household chores, games, sports or planned exercise. Getting enough physical activity is an essential element of your personal wellbeing.

It is widely recommended that adults aged 18-64 should do at least 150 minutes of moderate-intensity or 75 minutes of vigorous-intensity aerobic physical activity throughout the week, or an equivalent combination. Consider consulting a physician before starting a new exercise program.

Potential negative impacts of poor-quality exercise

Body

- Fatigue through the day,
- not sleeping properly,
- eating more food,
- comfort eating (high fat and sugary foods),
- tension headaches

Mind

- Reduced attention and focus,
- restless mind,
- irritability and low mood. Reduced ability to deal with stress,
- risk of anxiety and depression

Social

- Reduced opportunity to meet others

What you can do

- Set a regular time each day to exercise
- Find a form of activity you enjoy – it is the most effective. If you enjoy it, you are more likely to do it
- Involve others (e.g. family members, friends). Apart from being an opportunity for social connection, if you are held accountable for your actions, you are more likely to follow through with your intentions
 - Involving others also affords you the opportunity to support someone struggling and lacking in motivation, and who might benefit from your support and encouragement
- Take exercise outdoors if possible
- If you are restricted in your movements outside your home, consider the use of online resources

Introduction

The **nature and quality of our relationships** with family, friends, work colleagues, neighbours and the community **impacts on other dimensions of wellbeing**, including sleep, diet, mood, attitude and decision-making. Spending time with others, sharing confidences, helping and being supported by others provides us with a sense of identity and purpose.

Kindness to oneself and to others is a very important factor in developing and maintaining positive relationships. Honest and accurate two-way feedback is crucial in any relationship requiring trust.



Relationships

Potential negative impacts of poor-quality relationships

Body

- Fatigue through the day,
- not feeling rested on waking,
- not sleeping properly,
- eating more food,
- comfort eating,
- tension headaches

Mind

- Poor decision-making and judgement,
- reduced attention and focus,
- irritability,
- low mood,
- loss of interest,
- impatience,
- outbursts

Social

- Lack of interest in others,
- withdrawing from people,
- reducing frequency of social interactions,
- not talking about problems and feelings,
- unwillingness to seek help



Relationships

What you can do

- Be kind to yourself and those around you
- Decide which relationships in your life are most important to you, list them in order, and remind yourself often
- Plan to invest quality time in those relationships important to you
- In your own relationships, honestly assess their quality, your role and responsibilities
- Make a shared social activity of cooking and eating
- Spend time with friends and family – talk, listen, laugh, sing, dance, take exercise, play games, watch movies together
- If possible, turn off your phone and other devices in the company of friends and family
- Provide help or do favours for others (family, neighbours, colleagues, community)
- Consider volunteering with a charity or community group
- Engage in positive two way communications with others
- Consider involving others in physical activities
- Listen to colleagues, talk, learn from them, offer help, and let them help you

Tools – Quick View

This table is a visual aid intended to assist you in reaching answers to the questions below:

How am I feeling?

How am I coping?

What can I do for me or for others?

It is intended to help you quickly identify which areas of your wellbeing may need some attention.

WELLBEING ACTIVITIES		
 BODY	 MIND	 SOCIAL
<ul style="list-style-type: none">• Exercise Daily• Diet and Hydration• Sleeping OK	<ul style="list-style-type: none">• Family Situation OK• Not Very Anxious• Positive Activities (Hobbies or Learning)• Low Stress Levels	<ul style="list-style-type: none">• Good Connections with Friends• Good Connections with Colleagues• Good Connections with Extended Family
<ul style="list-style-type: none">• Occasional Exercise• Negative Change in Diet• Change in Sleep Patterns	<ul style="list-style-type: none">• Family Situation Unbalanced• Anxious About Situation• Irregular Positive Activities• Manageable Stress Level	<ul style="list-style-type: none">• Limited Connections with Friends• Limited Connections with Colleagues• Limited Connections with Extended Family
<ul style="list-style-type: none">• No Exercise or Activity• Irregular or Unbalanced Eating• Disturbed Sleep/ Tiredness	<ul style="list-style-type: none">• Family Situation Negative• Constant Anxiety• No Positive Activities• Feeling Constantly Stressed	<ul style="list-style-type: none">• Little or No Connections with Friends• Little or No Connections with Colleagues• Little or No Connections with Extended Family

Body: Sleep, Diet, Exercise

Mind: Activities, Stress

Social: Relationships

Tools – Quick View

Where your response to any element is in the **green**, then continue with what you are doing but always look to maintain or enhance your current level of perceived wellbeing.

Where your response to any element is in the **amber** or **red** section, review the sections of the guide in that box and compare with your current activities. Then, decide what you will do to improve your situation toward a green assessment.

Remember to use a holistic approach.

WELLBEING ACTIVITIES		
 BODY	 MIND	 SOCIAL

Body: Sleep, Diet, Exercise Mind: Activities, Stress Social: Relationships

Tools – Activity Plan

Using the quick view shown before, any changes you wish to make to your wellbeing routine can be included in the daily **activity plan** presented in the following part of the document.

WEEKLY TO DO

AREA	MON	TUE	WED	THU	FRI	SAT	SUN
Stress	Meditate Cycle	Meditate Talk with wife Run	Meditate Talk to friend	Meditate Run Chat with friend			
Sleep	6 hours	6 hours	6 hours	7 hours			
Diet – Breakfast Lunch Dinner	Good Good OK	Good Fair OK	Good OK Good	Good Good Good	Take – Away		
Physical Exercise	Cycle - 30 mins	Walk the dog Run - 45 mins	Walk with family	Walk the dog Run - 30 mins			
Activities	Read - 30 mins Gardening with kids	Read - 20 mins Paint wall	Gardening with kids	Baking Shop for elderly neighbour			
Relationships	Bring kids to park Phone parents	Movie night with Kids Talk with wife	Walk with family Phone a friend	Group online chat with friends	Date night DVD + Wine		

Where to find the Wellbeing Guide

You can freely download the Wellbeing Guide on the Flight Safety Foundation website under toolkits and resources/ COVID-19 crisis resources:

www.flightsafety.org

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Questions?



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Conclusion of the Safety Seminar 2023

0930-1000	Registration and Coffee	
1000-1015	Opening remarks	UPL
1015-1100	DAC Safety Review and National Plan for Aviation Safety	Jean-Claude Petesch Direction de l'aviation civile
1100-1120	Neues aus der Nachbarregion/dem Saarland	R.Hubo, AeCS Marpingen
1120-1145	Coffee break	
1145-1230	European Action Plan for Airspace Infringement Risk Reduction V2.0	Stijn de Graaff Eurocontrol
1230-1400	Lunch	
1400-1445	EASA safety update part 1	Lynch Wendell EASA
1445-1525	Situation Awareness	Martine Konsbruck Luxair
1525-1545	Coffee break	
1545-1615	EASA safety update part 2	Lynch Wendell EASA
1615-1645	Wellbeing	Pascal Kremer Luxair
1645-1700	Closing remarks	UPL

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