



TOP TIPS FOR TRANSITIONING TO THE WORKPLACE

The City Mental Health Alliance Hong Kong and Mind HK partnered to host a storytelling event for new graduates and individuals in the early stages of their careers. The panel explored topics such as loneliness and challenges in transitioning to the workplace, especially in light of the pandemic.

In recent years, graduates have had to navigate through unprecedented times. On top of existing challenges of transitioning to the workplace - such as picking up new skills, getting accustomed to work colleagues and adopting new routines - new graduates have also had to manage the uncertainties of working-from-home (WFH), deal with the volatile business climate and navigate these challenges without the usual support structures and face-to-face interactions with colleagues and managers.

Big transitions and sustained periods of stress and uncertainty can negatively impact our mental health. Below are a few practical tips to support graduates and those early in their careers on their journeys as they transition to the workplace.

1. FOSTER A GROWTH MINDSET

Our careers and personal journeys will always come with twists and turns, especially in the context of the pandemic. Be patient with yourself and know that, despite any setbacks, more opportunities will come your way. Understand that, as a recent graduate, you are still learning and will make mistakes. Practise letting go of rigid expectations and allow things to unfold, while reframing your mindset to view each setback as a learning opportunity.

2. LEARN TO SET BOUNDARIES

As a new joiner, you may want to work extra hard to prove your abilities and impress your team from the get-go. This may be exacerbated through WFH arrangements, where it becomes even more difficult to make an impression with our colleagues. While it's important to prioritise work, it's equally important to learn to set boundaries. Set limits to your working hours and communicate times when you are contactable for work. Align timing and work expectations with your manager to ensure you can carve time out for your personal life whilst delivering your tasks on time.

3. BUILD HEALTHY RELATIONSHIPS WITH COLLEAGUES

While WFH has limited our social interactions and meetings to screen time, it is crucial to find ways to maintain regular contact with our line manager and colleagues. Schedule in social catch-ups or lunches with your teammates or other fellow graduates to get to know them outside of work. Practise effective communication with your line manager, share concerns and questions with your team and ask for support when needed.

4.
FIND A
MENTOR

Proactively seek out mentors, whether within the company or outside of work. A trusted mentor can offer invaluable advice, guidance and information and can be a fantastic source of support throughout your professional journey.

5.
PRACTISE
SELF-CARE

Workdays can quickly become overwhelming with meetings, calls and deadlines but don't forget to include self-care activities on your daily to-do list. This can be anything that allows you to take some breathing space for yourself - whether it be brewing and enjoying a cup of tea during your working day, going to the gym or taking a short afternoon walk with your colleague.

6.
BE MINDFUL
OF YOUR
THOUGHTS
AND BODY

As we navigate through significant transitions and uncertainty, we may notice changes to our mind and body. Pay attention to any spiralling thoughts, ruminating on certain issues and also physical symptoms such as changes to sleeping patterns or appetite. Developing an awareness of how you are affected by stressors enables you to take a step back to assess your work habits, practise coping strategies and consider whether any professional support is needed.

7.
PRACTISE
SELF-
COMPASSION

We are often our own harshest critics and are quick to layer on self-criticism, blame and doubt. The next time you encounter a set-back or feel like you are struggling to handle all the stresses and changes at work, try to speak to yourself as you would to a good friend. Be kind to yourself and understand that what you are going through is challenging, that this is a normal process and that your feelings are valid.

8.
FAMILIARISE
YOURSELF
WITH SUPPORT
RESOURCES

There may be an Employee Resource Group focused on mental health and wellbeing, an Employee Assistance Programme, in-house psychologist support or other useful resources on your company intranet. Proactively research what support is available and reach out to make the most of the resources when needed.

GET INVOLVED!

CMHA HK is looking to grow our **Early in Careers** network and resources. If you have any ideas for initiatives or resources that you would like to see in the coming year or if you are currently transitioning to the workplace and would like to share your experience and perspectives, please [reach out](#) to the team as we would be delighted to hear from you.



CMHA HK OFFERS A SUCCESSFUL TRANSITION TO THE WORKPLACE TRAINING MODULE.

This interactive workshop explores the very different demands of the workplace, examines the effects of stress and how to manage these and provides an opportunity for participants to practise exercises that can support their mental health in the workplace.

To find out more and to book a session, contact our [Training Team](#).

RESOURCES

City Mental Health Alliance Hong Kong
www.cmhahk.org

Coolminds Hong Kong
<https://www.coolmindshk.com/en/>

KELY Support Group
<https://kely.org/>

Mind HK
www.mind.org.hk

USEFUL HOTLINES

The Samaritan Befrienders Hong Kong	2389 2222
Suicide Prevention Services	2382 0000
Social Welfare Department 24-Hour Hotline	2343 2255
Hospital Authority Mental Health Direct (24-Hour)	2466 7350



香港城市精神健康聯盟

City Mental Health Alliance HK

The City Mental Health Alliance Hong Kong (CMHA HK) is a not-for-profit membership organisation. We are an alliance of businesses, working together with mental health experts and partner organisations, to achieve our vision that every workplace will protect, support and create positive mental health for their people.

We provide training, events, resources, research and practical support for companies wishing to create mentally healthy workplaces.

CONTACT

For more information, please email: info@cmhahk.org

Website: cmhahk.org

LinkedIn: [City Mental Health Alliance Hong Kong](#)