



# Follow the *Green* Dot

*No need to be blue ticked when you've got the *green* dot!*

We are halfway through the year, and by this time most of us have likely started to forget about prioritizing our wellbeing. We at Deloitte believe it is important to regularly equip our employees and signed students with the tools to take care of themselves because we know that this empowers them to make the most meaningful contributions to their own lives and to their communities. In this issue of Follow The Green Dot we invite you to see what we are doing to promote wellness and share some tips with you.

**Nwabisa Mpotula | HR Consultant  
Culture, Engagement and Wellbeing**  
*Wellness at Deloitte with the Africa Wellbeing Programme*



The Africa Wellbeing Programme has been embarking on a journey to ensure the mental health of our employees is top of mind. Our holistic approach is that having an energised body, engaged mind and a sense of purpose positively contributes to one's mental health. Our focus for more than a year has been breaking down the stigma that mental health carries. We have done this by being intentional about having difficult conversations across the firm, conversations facilitated by subject matter specialists. We also work with our wellness partners to provide a variety of initiatives that address wellbeing, some of which include:

- **Webinars with experts:**
  - \* Stress & Burnout    \* Anxiety
  - \* Resilience            \* Work-life Balance
  - \* Parenting during this time
- **Connect for Mental Wellbeing conversations with experts:** Informal online conversations about mental health topics
- **Weekly online fitness sessions:** Yoga | Pilates | HIIT and much more! Our aim is to normalize a healthy work-life balance for all Deloitte professionals, providing everyone with the tools to thrive in the workplace and in our personal lives.

for me; checking in with yourself and having an emotional outlet. Every Sunday I have made it part of my day to journal and reflect on how my week was to avoid being overwhelmed and anxious about academics or anything else. In terms of sleep, I have established a routine to make it easier for me to fall asleep. I ensure that the ambience in my room creates a space where I can fall asleep quicker to get enough hours of sleep. I am excited to change more things in my routine to improve my wellness.

**Jasper Botha | Milpark Education  
CTA Signed Student**  
*Students experience Deloitte's Healthy Habits for Holistic Wellbeing Series*



The Healthy lifestyle habits series has provided me with an opportunity to learn some new ways to really improve focus and balance while at the same time also reminding me of some other tools that you tend to forget about while you deal with the pressures of PGDA. One of the biggest pieces of advice I could take from these sessions is being strict about taking breaks and allowing yourself to switch off. Not doing this can so easily cause burnout because constantly just studying and spending time in front of books and laptops is not sustainable for the entire year. These sessions were a great reminder of the importance of boundaries and taking time to still enjoy life outside of studies.

**Jesmond Cloete | Namibia University  
of Science & Technology | Signed Student**  
*Students experience Deloitte's Healthy Habits for Holistic Wellbeing Series*



Over the last month since the first holistic well-being webinar was hosted, I have implemented some of the things that were spoken about in my daily routine. Although information regarding all four pillars of wellness are helpful, some of the things in terms of sleep and emotional well-being were what stood out

## Audit Graduate Recruitment

We recently hosted a **Holistic Living Wellness Series** for our signed students whereby ICAS (one of South Africa's top Employee Assistance Programmes) offered various sessions covering topics like:

- \* Minding your Mind
- \* Sleep Health
- \* Healthy Eating
- \* Healthy Movement

As part of our continued support to you, our signed students, we would like to encourage you to reach out to your respective Personal Relationship Officer for further resources on Mental Health and Stress. At Deloitte, this is just a small way we can show our students that we are invested in their wellbeing and that we understand the challenges they may be facing.



# Nuggets of Wisdom

## Mindful of Wellness

We understand that with exams just around the corner, our students need to be mindful of their wellness now more than ever. **Sachin Naidoo**, one of our signed students and magnets, share his top 4 exam tips following the Deloitte Healthy Lifestyle Habits Series to be better prepared for the exams:

### Nutrition

\* Good nutrition is important for one to operate efficiently. I recommend keeping hydrated by drinking water and also having healthy snacks throughout the day such as nuts, fruits and yoghurt to assist in maintaining energy levels.

### Exercise

\* Physical fitness and activity is important to not only improve ones productivity but also relieve stress.



\* I recommend skipping, yoga or taking walks during study breaks. This ensures that you keep your body healthy and helps you stay refreshed.

### Talk to Someone

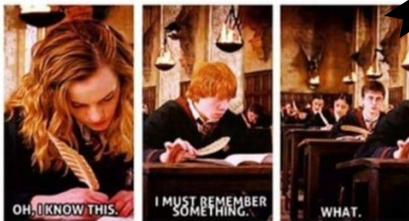
\* Remote learning has made it difficult for us to interact with others, and it is important to take time out to talk to someone and destress, vent, or even put things into perspective from both an academic and personal point of view.

### Do Not Compare Yourself With Other People

- \* No matter how much we tell ourselves not to, we all do it regardless.
- \* Set personal goals for yourselves and remember progress is progress even if its 1%.
- \* Take the victory no matter how small and reflect for the future.



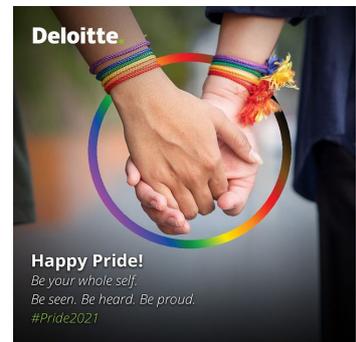
## There are three types of people in exams 🤔



It's easy to get discouraged during this time of the year and this close to the exams but make sure to remember that we are all capable of progressing from being confused like Harry, to being somewhat confident like Ron and getting even better just like Hermione if we put in the work and use the right tools.

**Happy #Pride!** At Deloitte, we want everyone to thrive at work. For our **#LGBT+** colleagues it means knowing that they will be seen and heard as their true authentic selves. Pride is about coming

together as a community to both celebrate and raise awareness of LGBT+ rights. This year during Pride, we're focusing on the importance of visibility of LGBT+ professionals as well as the role allies can play in creating a culture of inclusion and respect. In June, we will highlight the experiences of the Deloitte LGBT+ community amplifying their voices by telling their stories.



## Keeping up with the Socials

We will be running a Youth Month special edition to cover phenomenal CAs that are doing incredible things outside their qualification. We have identified a few individuals that are making an impact that matters and we believe that you as the youth would be gaining valuable insights for them. They have embarked on the CA journey and are now doing GREAT things they are passionate about.



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- *Stories of Impact: **LGBT+ Inclusion** | Video: **International Day Against Homophobia 17 May***  
- *Stay in touch | Submit your story | Questions: [zaagr@deloitte.co.za](mailto:zaagr@deloitte.co.za)*

