

WoM

M A G A Z I N E

WINTER EDITION
2020

The
WINTER
ISSUE

SUPPORTING LOCAL BUSINESS THROUGH WORD OF MOUTH

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A NOTE FROM THE EDITOR



As the winter chill sets-in and the season ebbs and flows, sweeping us up in the frenzy of holiday preparations and depositing us into the denouement of January, WoM presents some of the quieter joys that this often-challenging season provides.

Returning to work after time away with family and friends needn't be so stressful and in this issue we offer some insight into managing a micromanaging boss. We also explore some must-have apps that are designed to support our mental health, essential in today's culture of office burnout.

In appreciation of all things winter, we look at how the image of the robin became synonymous with this season. And while we are on the theme of animals, there are more serious considerations, specifically on behalf of those with whom we share our lives; are we treating our non-human companions with the compassion they deserve, or do we need to re-examine our understanding of their needs?

So, while these cold months roll on, there is plenty of culture to explore, with some great examples in our winter photography special. Or, perhaps check out some of the exhibitions on in London, including the retrospective of photographer, painter and poet, Dora Maar now showing at Tate Modern.

Lastly, and perhaps most crucially, this issue looks to nourish our minds and bodies, to get the most out of the season and recognise its more unusual gifts. Winter is not just about the cold and the dark, it is a necessary balance, a call to all of us to return to our quieter selves, to recuperate so we may reawaken in the spring with renewed enthusiasm as the year picks up once again. So, from all of us at WoM, we wish you a delightful and restful winter as we welcome in another wonderful New Year.

Emma Kirsopp | Guest Editor



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WINTER

PHOTOGRAPHY

This time of year is a glorious one, with enormous potential for taking some beautiful outdoor winter photographs. This potential can be found in parks and gardens; steeped in their white-tipped, frosty grass, or perhaps you want to catch an unusual shadow thrown onto the ground by a low winter sun. During the winter months there are lots of extremes around for you to focus on, from frozen ponds to flooded fields, icy steps and colourful, bustling shopping crowds. Whatever your preferred subject, now is the time to go out and capture your winter photos. But before you do, here are some great tips for navigating your way through the winter gauntlet to get those perfect shots. Summer doesn't always guarantee superb images.

WRITTEN BY **SARAH HAYNES**



A dramatic landscape photograph of a coastal cliff. In the foreground, a steep, dark rock cliff face is partially covered in vibrant green grass. A thin waterfall cascades down the cliff into a pool of dark water. Above the cliff, a small village with several houses is nestled on a green plateau. In the background, a large, flat-topped mountain rises against a sky filled with soft, layered clouds. The ocean is visible to the left, with white foam from waves crashing against the rocks.

Cloudy skies

Whilst the rest of us are probably cursing the lack of sunshine, you can make use of the typical, UK, weather by harnessing the cloud effect. You can use these to create some excellent black and white landscapes, adding shadowy drama to your photos.



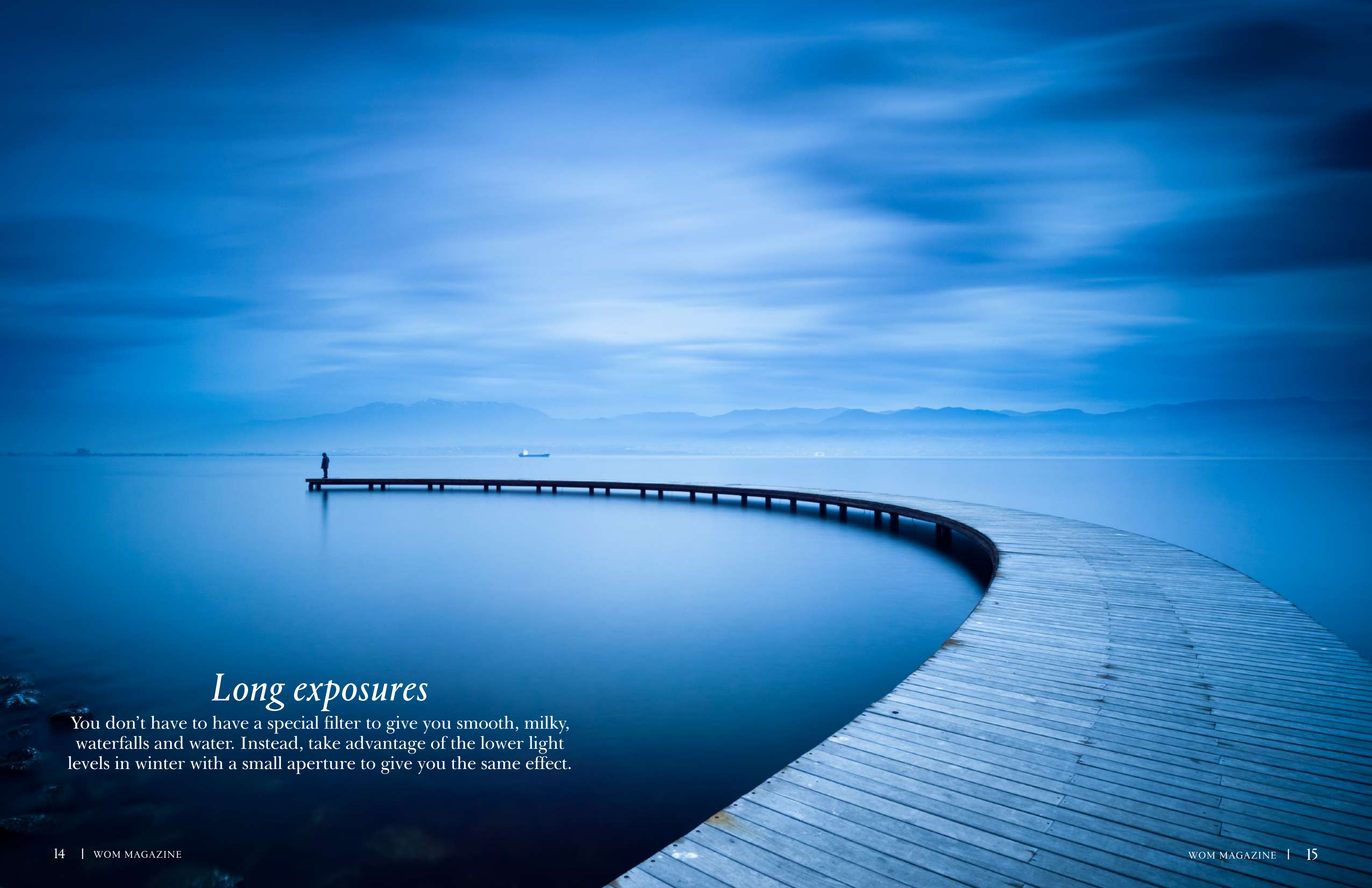
Snow landscapes.

Classic snowy backgrounds make great winter photos, so whether you're off skiing in the mountains, or just looking out of the window at wintry weather, take advantage of this medium by adding one stop of exposure so that the snow doesn't look grey.



Late sunrise and early sunset.

The best hours to shoot are just after dawn and just after sunset, which are much more manageable times with our compressed winter daylight hours.



Long exposures

You don't have to have a special filter to give you smooth, milky, waterfalls and water. Instead, take advantage of the lower light levels in winter with a small aperture to give you the same effect.



Go for a walk.

It's simple, free and gives you endless photography opportunities. Some of the best dramatic winter views are from the top of a hill where foliage and grass doesn't matter so much, so grab your camera, head out for a walk and enjoy being in nature.



Cityscapes.

If town is more your thing, then the best time to get out there is actually night time, where you'll get the best light contrasts for clear images. Obviously during winter you'll have much longer dark hours to take advantage of, so make use of these dark nights by packing a tripod.



Uh oh....it's raining.

The heavens may have opened, but that doesn't need to rob you of your photography opportunities. You can head to the woods to take advantage of the natural shelter. Your surroundings will give you perfect inspiration; evergreen trees are beautiful at any time of the year, and old growth woodlands with ivy will still have this foliage in winter. Try out different types of shots – a dusky foreground with the focus further back can draw a person into the photo and give the experience of actually being there.

A dramatic landscape photograph showing a group of sheep on a grassy hill. The sky is filled with dark, heavy clouds, with a bright light source breaking through near the horizon, creating a strong backlighting effect on the sheep and the landscape. The sheep are of various breeds, some standing and some lying down, looking towards the camera. The background features rolling hills and a distant mountain range.

Too miserable to go outside?

If you've exhausted your photo opportunities, or the weather just isn't playing ball, then you can use the time to print your photos to brighten up your home. Make a classic montage or just have a few standalone prints. Admiring your favourite photos adds an extra dimension of enjoyment to your photography.

IT'S A DOG'S LIFE

DOGS IN WINTER DISTRESS



As the winter nights draw in and it's dark before you've even left the office, you might be groaning inwardly as you contemplate your commute home during the rush hour. But it's that word, 'home', that should give you pause for thought. Sadly, even though we are rapidly approaching 2020, there are still an estimated 11,000 dogs on the streets of London who are strays with no home to go to, or which belong to homeless people who have no regular, reliable shelter. These are creatures which are human-dependant, without our input they would struggle to survive – especially in the cold. So it's totally understandable that people are desperate to help in any way they can; in which way do you think you could offer support to make dogs' lives dramatically improved this winter? As you can imagine, every dog wants to be healthy, happy, warm and fed, and making that happen could be more simple than you think.

Educate yourself. Learn about what resources for helping are available in your area. Research them, learn what they can offer. People talk about 'just take it to a shelter', but almost invariably these shelters are overrun and underfunded, so it's important that you know what you might be introducing the dog to. Sadly, some of the more well-known animal shelters have a policy of euthanasia once their number exceeds its limit. There's no blame to be attributed here, rather careful consideration of the circumstances that led to this situation, and how we can adopt a 'prevention rather than cure' approach. If we stop it at source, then it follows naturally that the available help in its different formats can be distributed to help even more animals who need it. That said, re-homing isn't always possible or appropriate. Many of the



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dogs shivering on the street this winter belong to homeless people, and they are often one of the only sources of comfort for their owners and it's simply not an option to take them away. The easiest way to make a difference is to donate money. But if you are cash-poor and time-rich, then there are other ways you can help. You could consider volunteering for a charity like DOTS (Dogs On The Streets) that relies on outside support to make the maximum difference that they can. There are a few mobile services that operate weekly 'stations' where dogs and their owners can access first line care with things like veterinary care, from vets and vet nurses, they can be made more comfortable by groomers and there are often behaviourists and dog trainers who can help keep the dog happy as well as healthy. If you have any spare time to offer, even a small amount will make a massive difference to animals living on the streets, so do contact them to see where you could help.

Though donating money remains the number one choice of charity supporters, there is also a large demand for the essential items themselves to be bought. Things like leads, collars, dog food, bedding, coats – all of which will make a massive difference to the lives of dogs on the streets. It also cuts out the middle man, making it a more cost-effective approach. When you find yourself in a pet shop or supermarket, think about picking up some small bits to donate; easy for you but very difficult for dog charities to have reliable access to. ***However you choose to help, it's guaranteed that your help will be of enormous benefit to dogs on the streets this winter.***

WHY THE RABBIT IS BECOMING THE UK'S MOST

ABUSED AND NEGLECTED PET

A recent study conducted by the RSPCA has found that a shocking 70% of rescued rabbits are being kept in hutches 24/7, and are living in squalid conditions, suffering from neglect and abuse. So why are so many people not taking proper care of their rabbits? And how can we solve this problem?



The rabbit is Britain's third-favourite pet (to dogs and cats, respectively), and there are over two million rabbits currently being kept as pets in the UK. However, according to a recent survey, almost three quarters of them are not being properly fed, are not getting enough exercise, and are living in squalid conditions in hutches that are overly cramped.

Often mistakenly seen as being 'easy' pets to care for, animal rights campaigners are becoming increasingly concerned about the rabbit's status as a pet that can simply be purchased on impulse, put in a hutch at the bottom of the garden, and left on its own 24/7 – exposed to the elements and with very little human interaction. This is the key mistake that many owners make. They do not realise that rabbits are actually very intelligent and sociable creatures, that need to live in the house with humans (like a cat or a dog), rather than in a hutch. Like dogs, rabbits require continuous stimulation and companionship. Contrary to popular belief, rabbits also do not make good pets for children, who quickly become bored with the upkeep of feeding them, playing with them and cleaning out their litter boxes and living areas. It is also common for children to mishandle them by picking them up by the ears or startling the rabbit. The situation has become so concerning, that some rabbit rescue centres will not re-home rabbits to families with children.

The problem with hutches

As rabbits were used for food during the first and second World Wars, they were placed in hutches to limit their movement and fatten

them up before being killed. Although this was a temporary arrangement based on the rationing culture of the period, the association of a hutch with a rabbit still continues to this day. Many owners of rabbits see hutches as appropriate housing, and many retailers sell hutches that are far too cramped and small. A rabbit can become up to 3 kilos in weight, depending on its breed, and grow to be as large as a small dog. Society is being viewed as hypocritical by some animal rights campaigners in its belief that it is not okay to keep a dog in a tiny cage, but it is okay to keep a rabbit (of the same size), in a cage or hutch.

The rise of the free-roam culture

Animal retailers are starting to insist that pet rabbits are either free-roam in a house with humans, or placed in a very large enclosure outside with frequent human interaction. According to US website Bunnyhugga.com, house rabbits have been increasing in popularity since 2010. Provided that a home is properly rabbit-proofed (as rabbits can chew when they are bored), and a litter tray provided, a rabbit can perfectly co-habit with humans, and can even be cleaner than most cats and dogs. Thanks to social media influencers such as Lennon the Bunny and Bini the Bunny, more awareness is being raised of a rabbit's need to be in close interaction with humans, and how being so can significantly reduce territorial behaviour and aggression, to the point of it being non-existent in many cases. In being free-roamed outside of a hutch, especially from a young age, rabbits have the ability to perform tricks, be litter trained and play with humans, just like our canine companions.



Rabbits also do not make good pets for children, who quickly become bored with the upkeep of feeding them, playing with them and cleaning out their litter boxes and living areas.



DRY JANUARY

WHERE TO GET THE BEST MOCKTAILS IN LONDON

WRITTEN BY JASMINE LEE KENNEDY

Redemption

The aptly named Redemption bar calls itself the 'healthiest bar-restaurant', as they serve only vegan food and - more importantly - a completely alcohol-free bar. There are three branches, Notting Hill, Covent Garden and Old Street, but our favourite is certainly the latter due to the vast array of signature mocktails that they offer. For example, their Thai Martini sounds like an absolute treat; caleno juniper and inca berry tropical free spirit, muddled with basil, fresh ginger, lemongrass and cloudy apple. So, if you're going to go alcohol-free, do it right and head to Redemption. *Redemption, 320 Old Street, Shoreditch, EC1V 9DR*



The Rum Kitchen

A fairly new addition to Brixton, The Rum Kitchen has made a comfortable home for itself on Coldharbour lane and has become quite a staple for many South London cocktail lovers. They have an extensive menu, with over 100 cocktails available, and a lovely list of mocktails for those who don't drink alcohol. These include fun takes on old classics, like the Pina Nolada and the Virgin Mojito as well as lots of other



delicious sounding alcohol alternatives. This place is more than just its cocktails too, it's also a great place to enjoy some Caribbean food and a boogie. *The Rum Kitchen, 437 Coldharbour Ln, Brixton, SW9 8LN.*

Nightjar

Another fantastic spot for a non-alcoholic tippie is the speakeasy-style bar, Nightjar. They're well known for their modern take on classic cocktails as well as their own innovative creations, so it's no surprise that they have an exciting selection of mocktails too. Their suggestions are all made with variations of Seedlip, which is a delicious new brand of non-alcoholic distilled spirit. Head down for an evening of excellent jazz and blues and stay for the Seedgroni Sbagliato - which we are guessing is a brave and delicious take on the original Negroni, made with Seedlip, Three Spirit, geranium cordial and bitter lemon tonic. *Nightjar, 129 City Rd, Hoxton, EC1V 1JB*

Mayfair 34

Although a little on the pricier side, Mayfair 34 is a strong contestant for the best mocktail spot in town. An incredible restaurant that serves up tasty plates of British and world meats and eats, they also have an evocative menu of cocktails to boot. And, lucky for you dry January-ers, they have a tasty list of 'On the wagon' cocktails too, which include the simple but sweet cocktails, such as the A Secret Garden, made with Seedlip, lavender cordial and lemon, and the Why Be A Stubborn Mule, which is made with Seedlip Spice, oak moss, lime and ginger beer. Just talking about them is making us thirsty! *Mayfair 34, 34 Grosvenor Square, S Audley St, Mayfair, W1K 2HD*





COLD COURTING

GREAT IDEAS FOR WINTER DATING

WRITTEN BY SARAH HAYNES

Oh, beloved winter, you've arrived at last! Our languid summer days are over. And, yes, we know that you may bring rain, snow, sleet, driving winds and shorter days, but there is also so much to love about this time of year. Don't succumb to seasonal affective disorder—grab your significant other and indulge in a winter date night.

The combination of the opportunity to enjoy each other's company and what you do together is what makes a date special. Don't let the winter months snatch that away from you. No Grinch to be found here! A roaring fire at home with a glass of mulled wine in your hand is cosy to snuggle into, but if you branch out a bit you'll find plenty of great winter date ideas to make you fall in love all over again.

Ice skating.

This seasonal delight will make your date a sparkling one. Try, if you can, to check out Somerset House. This Fortum & Mason sponsored rink has been dubbed 'London's most beautiful ice rink' and caters for all levels of skaters, right through from total beginners to the most experienced. Skating round hand in hand with your intended, executing your impressively perfect moves, is an oh-so-romantic vision.

Christmas in the kitchen.

Get up close and personal in the kitchen to make some yummy winter treats. A gingerbread house is the classic winter staple. You can make the biscuits from scratch, but if you aren't a confident chef then there are no judgments on buying pre-made gingerbread from a shop-bought kit. The important part is the construction—lovingly sculpture to make your house a home, with frosted window dressings and hard sugar decorations to create a winter garden. Once you're done with baking, how about making some cocoa? We don't mean grabbing a tin and shaking it over a mug, we mean making it from scratch. This warm chocolate beverage is surprisingly simple to make and you probably already have the ingredients in your store cupboard. Add your own twist, be it liqueur or cinnamon, and enjoy the sweet treat while cuddling up to your partner with your homemade gingerbread house.



A 'power's-out' date night.

The power does not actually have to be out to make this date night work, but if it is, this may be the plan that saves your sanity. Cut the lights and avoid appliances in favour of a candlelit room, just perfect for enjoying the pleasure of each other's company. Cuddle up to your partner, order a takeaway and relax inside, knowing that you're safe from the elements.

Go antiquing or thrifting.

You can fit a lot of laughs into a date spent thrifting. There are always unusual items on sale at antique and second-hand shops, not to mention the auctions. A top tip for the best fun is to choose somewhere that doesn't organise the merchandise. Hunting and gathering may take a little longer to find worthwhile items, but it's so much more satisfying when you do!

Dancing and dating.

Dancing has been part of mating rituals for centuries, being a tried and tested method of attracting partners. We may have evolved beyond having dancing as an essential part of our courtships, but it still remains a powerful emotional tool. Going to a dance class with your partner gives you both the chance to wow each other with your enticing moves and loosen up those limbs at the same time. If you'd rather have a more personal experience, you can always book a private lesson with your partner to make it about just the two of you.



WRITTEN BY SARA MACAULEY

THE BEST HOLIDAY BOX SETS TO GET COSY WITH

After the festivities are over and we've eaten more turkey than we thought possible, for a brief period of a few days before work beckons us back, there's little else to do than stretch out in front of the television. But what to watch? If you're anything like us, we bet you've had your fill of Christmas films and comedy specials, so we've compiled a list of the best box sets to binge instead. Sit back, relax and get stuck in.

The Marvelous Mrs. Maisel

AMAZON PRIME

One of Amazon Prime's most successful pilots ever, The Marvelous Mrs Maisel has racked up a total of three seasons so far. Set in 1958 in New York, the storyline follows Midge Maisel – a Jewish housewife with a strict family life and a newfound obsession with stand-up comedy. Not exactly the norm for a woman of her standing, Midge has to battle the conflict that ensues while she follows her passion. Directed by Amy Sherman-Palladino of Gilmore Girls fame, this is a feel-good series which focuses on female empowerment and real emotion.

Power

NETFLIX

A gritty crime drama, Power follows the life of a successful nightclub owner who moonlights as a drug dealer to New York City's A-list users. James St Patrick (also known as Ghost) attempts to balance his life of crime and business while avoiding police capture, keeping his crumbling marriage afloat and dealing with the changing economic alliances in the city. There's a whopping six seasons available, so lots of potential for an ongoing love affair in the evenings when you inevitably have to go back to work.

Game of Thrones


HBO

An obvious choice, yes, but it wouldn't be right to create a box set write-up without mentioning this cult series. Based on the books penned by George R. R. Martin, Game of Thrones had the world hooked with its massive eight season offering. GoT boasts a stellar cast, fantastic cinematic moments and twists and turns at every junction. Following the lives of nine noble families who live within Westeros in their battle for the iron throne, this show has a hugely complex (but satisfying) plot that'll keep your mind agile.

Peaky Blinders

BBC

This is a BBC drama which centres around the life of the fictional Birmingham-based gangsters known as the Peaky Blinders (after the razor blades hidden in their peaked caps). Set in 1919, the show's family-run mob is headed up by Tommy Shelby (Cillian Murphy) and his crew of motley friends and siblings. We follow the narrative as the Shelby family run into trouble with everyone from the local police, to rival gangs and even Winston Churchill. Unexpected alliances, stylish ensembles and a lot of violence entail – it's a fantastic watch.

A woman is shown in profile, looking towards the right. She is wearing a thick, brown fur hat with a pom-pom and a red and black patterned scarf. The background is a bright, hazy sunset or sunrise, with warm golden light. The overall mood is peaceful and contemplative.

The **GIFTS of WINTER PRESENT**

The world turns on its axis, the days shorten and it rains. And rains. Wintertime manifests in a flurry of themed lunch deals and decongestants, all designed to keep us on the move throughout the season's maladies of flu and cancelled transport. Propped up by this heady mix of sugar and pharmaceuticals, we 'battle on'. After all winter is simply an inconvenient backdrop to our hyper-scheduled calendar.

However, once the transient distractions of the festive season are over and the icicle LEDs are shelved alongside cranberry chutneys, we can be sure that the coldest months still await us, stretching endlessly toward the impossible horizon of spring.

I am commencing my seventh winter here in the UK. Having spent most of my life in the southern hemisphere, I am yet to acclimate to the dark mornings, damp feet and constantly running nose. Still unable to trust my feet on the ice that lurks surreptitiously on footpaths.

So, This year I plan to do more than simply survive the ever-lengthening nights. I need a new outlook, to be less caught up in those other days of easy weather and to find a perspective that allows me to be present and make peace with winter and recognise the curious gifts that it brings.

Our lives are spent busily shaping the environment to suit our needs and wants, forgetting that it is the environment that in fact shapes us. Should we care to pay attention, the very landscape prepares each community, human and non-human alike, for the coming seasons. As we head into winter, even the light, now so late to arrive, begins its day wrapped in mist.

First to notice this change are the trees. They respond to the loss of their nourishing sunlight by denuding themselves of their leaves, the very organs that, not too long ago, were vital for their survival. Absorbing and storing their remaining sugars, the trees commence their dormancy process, a kind of hibernation where they will sustain themselves until the light returns and they can feed again. This dormancy state is essential for their health and being deprived of this process (such as in an artificial environment) can dramatically reduce their lifespan.

Like the trees, perhaps my own health depends on accepting a state of dormancy. When the season's parties are counted-down and the festive celebrations have finished, just as the trees have shed their leaves, I too can shed those things that no longer nourish me by turning away from the outcome-focused drive toward continual growth.

Our own human bodies also answer to the new darkness by entering a kind of hibernation state. The Cleveland Clinic states that 'We experience an annual cycle of insulin resistance that prepares us for the lean months too, one (that for most of us) reverses back to an insulin-sensitive state around late winter/early spring to get ready for summer and an abundance of food' (Hatipoglu, 2015).



The key to managing this physical change is not found in some Amazonian berry or other exotic compound, it lies before us in the humble ingredients that make up the trimmings on our Christmas dinner. The winter produce that we take for granted plays an important role in protecting us against the ravages of seasonal indulgences.

For example, red cabbage contains specific antioxidants that have been linked to the potential to reduce the risk of heart disease. Brussels sprouts provide, within their tightly curled heads, fibre and alpha-lipoic acid, which have both been proven to help keep blood sugar levels stable.

Carrots and parsnips respond to cold temperatures by converting their starches into sugars to prevent the water in their cells from freezing. Thus, becoming sweeter. The vitamin A in carrots is important for immune function, while the high soluble-fibre content of parsnips can help slow the absorption of sugars into the bloodstream. (Kubala 2017).

By accepting the season's nourishment for both body and mind and using this time to let go of that which does not serve me, I too can make room for retreat and review, trusting in my ability to sustain myself without the futile battle against the inevitable winter.

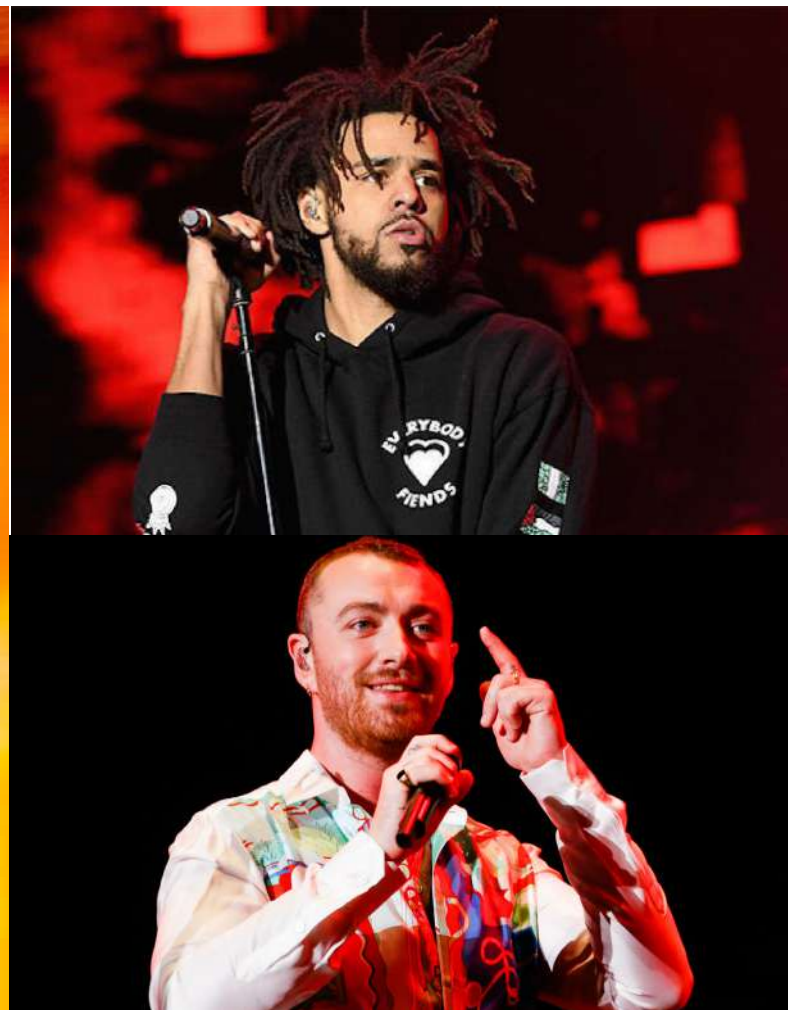
Winter makes different demands of us. It asks that we draw on our reserves and to understand that certain needs are not met in sweet indulgences and pharmaceuticals, rather by going outside into the quiet evenings, noticing the way the moon still lights the dark sky or how the air tastes after cold rain. I will accept the season's gifts, learning to be more open to the dark because, who knows, the light may fall all the more brightly in spring.



ALBUMS TO LOOK FORWARD TO IN 2020

WRITTEN BY JASMINE LEE KENNEDY

It's been a fabulous decade for new music - iconic, really. And yes, it's great to look back and reminisce about our favourite albums, but we also love looking into the future - of what's to come. So, we've created a list of the most exciting albums to look forward to in 2020 to pique your interest too.



Tame Impala, *Slow Rush*

One of the biggest names in modern psychedelic rock is, of course, Tame Impala. *Slow Rush* will be the fourth album in the Australian band's repertoire, scheduled to be released on 14th February 2020. Have a listen to 'Borderline', the project's lead single, as well as 'Posthumous existence' - an emotional slow jam. They'll give you a delicious taste of what to expect come the new year.

J. Cole, *Fall Off*

We've known for a while now that J. Cole was up to something exciting, but it was only recently confirmed that his sixth album, following *KOD*, will be set to released in 2020. While *KOD* was arguably underwhelming compared to his previous works, it's undeniable it has some tasty tracks and we're hoping 'Fall Off' will be just as juicy. There's not much information out yet about what to expect on his newest album, but we're always excited for some new J. Cole.

Sam Smith, (TBA)

Smith rapidly gained fame after featuring on Disclosure's famous tune 'Latch', and has since released two albums, with his third due to released in 2020. His beautiful combination of soul, R&B and pop previously won him Grammy award, so his new release is definitely an album to watch out for. If it's anything like his previous work, we're expecting more of his terrifically haunting, signature voice over stunning pop production.



Everything Everything, (TBA)

Everything Everything's new album is shrouded in mystery; the only evidence is a short interview with Dork Magazine. However, since it's straight from the new-age pop band's mouth, we can only believe that it really is true. It's been a while since we've heard anything new from these synth masters, so we actually have no idea at all what to expect - but isn't that even more exciting?!

Weezer, *Van Weezer*

Since the 90s, Weezer have been an iconic alt-rock band. We all know the classics 'Pork and Beans' and 'Island in the Sun' (it was hard to miss them if you grew up through the 2000s). However, it's been over 10 years since those tracks were released and the band have of course evolved, although haven't lost their retro 90s rock vibe. Did we mention they're also going on tour with Green Day and Fall Out Boy this year? Talk about a blast from the past.



STREETLYTE

CHARITY SUPPORT FOR THE
HOMELESS AND VULNERABLE

WRITTEN BY SARAH HAYNES

Homelessness is a problem with remains as rife now in the UK as it did fifty years ago. The economic downturn, lack of appropriate shelter, or housing, and very few accessible jobs means that there are still a huge number of people within the UK who – quite rightly – call themselves homeless. These are some of the people who are suffering most in London, which is unacceptably astonishing considering the breadth of our social support remit. Whilst there are big pushes going on within the Government to help end this sorry state of affairs, there are also proactive measures being put in place every single day to stop those most vulnerable people from suffering on the streets.

Figures from Shelter suggest that there are in excess of 300,000 people in the UK who are either homeless or in temporary accommodation. The latter is not ideal, especially for families with school age children who have no security of living, but it's the former who desperately need help. It's not uncommon to hear of adults who haven't eaten for 48 hours, because there's simply no way that they can find reliable sources of food. They have no support network in place and being homeless means it's very difficult to find a suitable job, as you can imagine if you have no access to clean clothes or shower facilities. So it's on a grassroots level that homeless people need the most support, which is why charities such as Streetlytes are so important. Streetlytes does enormous work in supporting the homeless and vulnerable across West London. Supported by Shepherds Bush Housing Group, who currently have 5000 properties on their books and with this number ever increasing, Streetlytes offers immediate assistance to those in need. It opens its doors every Monday night and has the capacity for 100 guests each time. The charity provides a three course hot meal as standard, but it also offers far more than just food. Streetlytes believes in helping the vulnerable to take control of their lives where over-burdened state support cannot.



Free clothing

In a world where your clothes will regularly be wet/muddy/heavily stained and it's impossible to wash them regularly, the offer of free clothes is invaluable. Not only does it make life more comfortable, it also means gives the ability to be able to take advantage of places such as libraries, and even hold down a job – however menial – in a bid to get back on their feet. With Streetlytes opening so regularly, there is also the tantalising promise of routinely fresh clothes.

Medical care

Streetlytes recognises the frustrating loop that means with no address, you can't register with a GP surgery. So little problems can swiftly spiral into bigger ones, and major illnesses simply go untreated. This is why it's placed an emphasis on having access to medical care early on, firstly to help to improve quality of health and secondly to go some way to removing pressure on A&E departments, which is where the homeless ill will end up through eventually having no other choice. It's entirely possible that they won't receive the best care there and quite simply become stuck in an unyielding cycle of despair.

Supplies

Food is the number one priority, but Streetlytes also stocks other essential supplies that are needed; sanitary protection for women, soap, shampoo, plasters, etc. These little bits that most of us take for granted soon become the foundation of an improved life.

Advice and support.

Homelessness somewhat removes the ability for people to help themselves. It's easy to become bogged down in what CANNOT happen, rather than what CAN. This is why Streetlytes provides advice and support across a whole range of topics, from practical help to emotional support and friendship for those guests who need it.

Streetlytes welcomes around 600 guests per month to offer comprehensive help to. In terms of donations, it costs just £3 per person to keep the charity running. It's also volunteer reliant so any spare time that could be donated is invaluable. To learn more about the charity, and how you can help, visit <https://www.streetlytes.org> for ideas and information.



So it's on a grassroots level that homeless people need the most support, which is why charities such as *Streetlytes* are so important.

WRITTEN BY EMMA KIRSOPP

DORA MAAR

Tate Modern

Tate Modern presents the first UK retrospective of the photographer, painter and poet Dora Maar, a show that explores the work and identity of an artist, who until recently, was known primarily for being Pablo Picasso's muse, most famously represented in his painting *Weeping Woman* (1937). However, since her death in 1997 the full breadth and creativity of her work is finally being realised.

The exhibition is curated across nine rooms, each dedicated to a creative direction she took during her life and though these seem to shift dramatically in theme, there is a continuum of influence and feedback that threads throughout her work, from her early commercial assignments through to her final experimentations with camera-less photography. The show also includes portraits of Maar, as taken (or painted) by her contemporaries, providing a political, professional and social context to her life and work.

Born Henriette Th  odora Markovitch, in 1932 she opened her first studio and 'invented' herself as Dora Maar, photographer. Her commercial work was born from a determination to take her place in the professional world rather than through financial necessity, demonstrating the freedom that her circumstances afforded her. However, this is not to diminish her talent and influence in anyway. The iconic images from her commercial assignments include portraits, erotic nudes and fashion photography that



mixes the uncanny with the familiar. So much of the aesthetic that we take for granted in contemporary advertising, we owe to Maar. Driven by her strong political convictions, Maar channelled her energy into documenting the struggles faced by the urban poor in Europe during the 1930's. In 1933 she travelled across Costa Brava, Paris and London, capturing images of people in the heart of the Depression, from demonstrations in Paris, to lottery ticket sellers in London. Her Surrealist photomontages that she produced shortly afterward bear the starkness of her documentary photography, lending a discomforting edge to these images. Her sensitivity to the other side of society and people's struggle to survive enabled her to represent our own shadow with honesty and clarity, using surrealism as a mirror to what we would rather not see.



The iconic images from her commercial assignments include portraits, erotic nudes and fashion photography that mixes the uncanny with the familiar. So much of the aesthetic that we take for granted in contemporary advertising, we owe to Maar.

This exchange of influence is evident during her tumultuous relationship with Picasso, where she began to move away from photography toward painting. Her early paintings clearly bear his influence, like anyone who carries the scars of an unhappy relationship and this is most obvious in the bold, cubist-style of "The Conversation" (1937). Yet, questions arise of Maar's influence on Picasso, not just in terms of his political engagement, but also in a practical sense where she expanded his skills within the darkroom, specifically the technique of cliché verre, a process combining photography and printmaking.

In 1937, Maar documented the creation of Picasso's Guernica, gifting us a rare window into the construction of a great painting. Rather than a mysterious alchemy, where a masterpiece emerges miraculously from the studio, Maar's images reveal the bloody mess of creation where a work of art is built, torn down and rebuilt.

As the show concludes with Maar's final output of landscape paintings, abstract prints and darkroom experimentation, she scratches from the page of our collective imagination that sole status as muse to a male genius. In its place, a graphic image of the artist in her power emerges: prolific, creative and continually exploring. An artist in her own image.



HOW ROBINS BECAME A Symbol of Winter

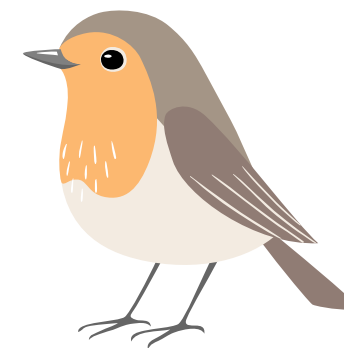
WRITTEN BY **SARA MACAULEY**



For years, Robins have flagged the beginning of winter and adorned the front of Christmas cards. We're used to seeing them fluttering around our gardens and gathering around the bird feeders we hang out for them. Contrary to popular belief, both male and female robins bear the red chest that they're famous for, but younger birds only start to develop colour as they get older. One of the only birds that doesn't migrate away from the UK during chilly spells, you'd be forgiven for thinking that the reason we associate the red-chested animal with winter is because of its propensity to stick around. That's not quite the whole story, however. To uncover the truth about why the robin is associated with all things festive, we have to delve back through history to the 1880s.

The species' link is due to the creation of the postal service in the Victorian era, when workers wore red uniforms. Red was associated with royalty and the British flag, so naturally the Royal Mail workers donned the same colour. The delivery staff adopted the nickname 'robins' and the birds eventually made their way onto greeting cards and wrapping paper, when artists decided that rather than depicting postal workers delivering letters on cards, they'd illustrate the bird instead. The robin was shown carrying a letter in its mouth even back then, and the symbol still remains the same on today's cards and wrapping.

Another alternative folklore story that was set before the Victorian era suggests that the robin got its name at the birth of Jesus. When the



Whatever the reason for their association with winter, it's always a welcome sight to see a robin in our gardens.

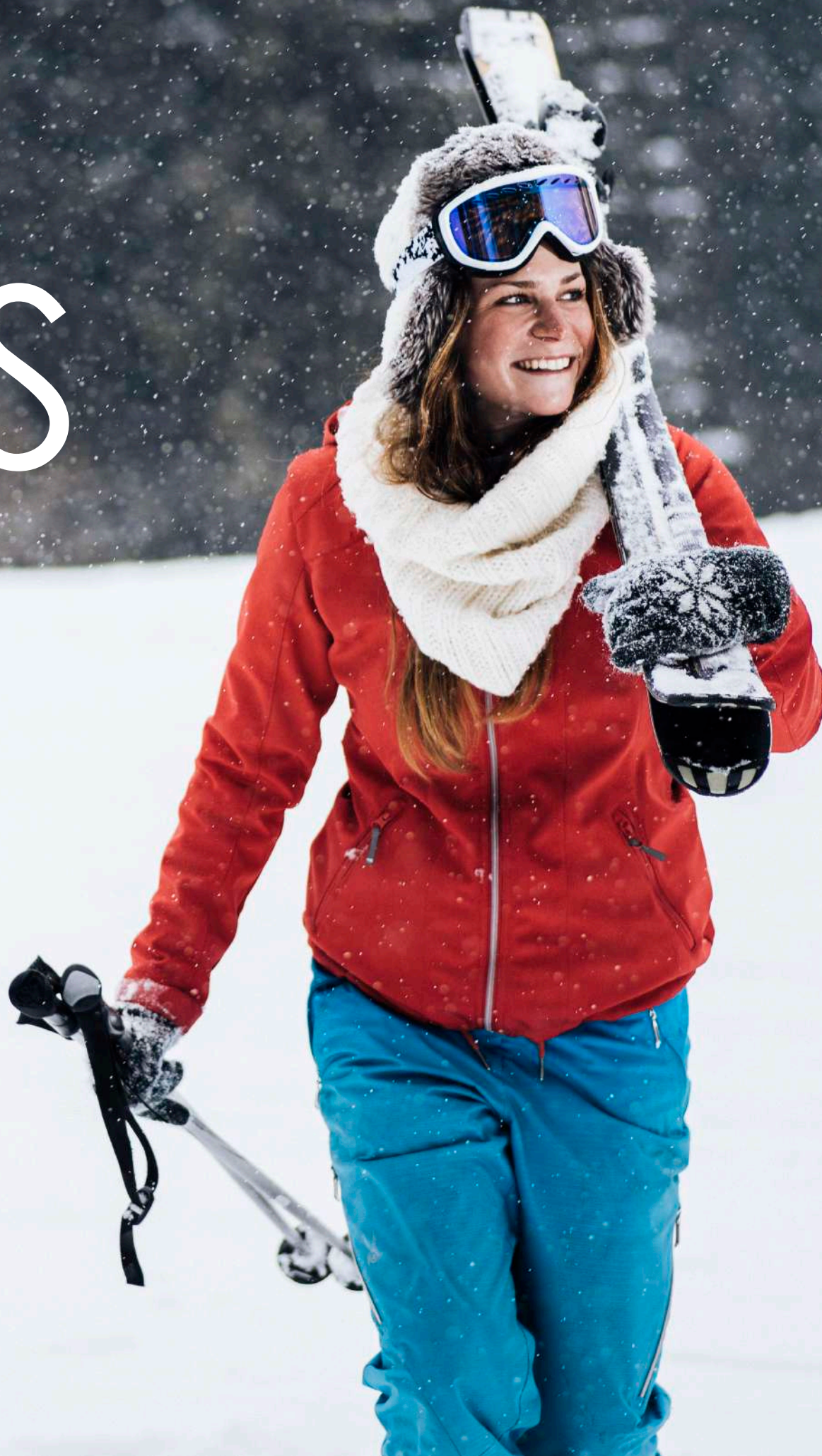
flames of the fire in the stable that Mary was giving birth in were dwindling, legend has it that the robin flapped its wings to rekindle them. It's said that an ember from the flame made the bird's chest glow red and upon seeing this, Mary decided that the red shade was a symbol of the bird's kind heart and from then on, its descendants would wear a red-breast with pride.

Whatever the reason for their association with winter, it's always a welcome sight to see a robin in our gardens. If you want to see them regularly, leave out a selection of fatty nuts, seeds, kitchen scraps, crumbs and cake in your garden to ensure they get the food they need to stick around.

WINTER SPORTS

Winter has cast its icy fingers over us once again. And whilst some of us will be content to wander around a Christmas market or two, sampling the mulled wine and keeping our eyes often for that perfect gift, there are others among us who prefer a more adrenaline-packed approach to the winter season. There are dozens of ski resorts to choose from, most of which will offer their clientele disparate sports, rather than just catering for the skiing/snowboarding crowd. So, what options are out there for you if you're looking for something different or more challenging?

WRITTEN BY SARAH HAYNES





Ice Climbing

The name speaks for itself – this sport is literally all about climbing ice. It's very similar to rock climbing, using crampons and ropes for ascending, and depending on your level of fitness you can usually take guided lessons in the resort. Ice climbing is a superb way to see beautiful winter sights such as frozen waterfalls and rock faces, cliffs and icefalls.

As for location, head to the Lake District. For a great day of Lakeland ice climbing, the ice-filled gullies at Great End, near Scafell Pike come highly recommended. Other good spots include Blea Water and Helvellyn – England's third highest peak. If you need a course to learn new skills or brush up on existing ones, you'll be able to find one to cover everything you need - from climbing techniques to avalanche safety. Like the rest of the UK, Cumbria's best ice climbing conditions usually show up in January and February.

For total beginners, starting off on an indoor ice climbing wall is definitely a good idea. There are multiple venues for these, with multiple packages, so you can choose the one that suits you best.



2

Ski Biking

If you're into your skiing, snowboarding or mountain biking, then a natural step to ski biking is a great sport to try your hand at if you're looking for something similar, but with a more challenging vibe. As the name suggests, you'll be biking along the snow, but with mini skis instead of the more traditional bicycle wheels. There are no brakes to co-ordinate, if you want to slow down or stop, then you simply dig your heels into the snow. Who needs brakes when you have your feet?

The unique topography of Scotland makes it a great place to go ski-biking. There are really large hills that you can enjoy. Since it is really further up North, snow falls much closer to the sea level. Among the resorts that you can go to includes Aviemore, Nevis Range, Glenshee, and The Lecht.

If the whole thing is new to you, you'll be glad to hear that you can start on the nursery slopes; the real challenge comes with the steeper routes. So make sure you assess your bravery levels before you start!



3 Sledging

This quintessential winter pastime is always a fun one! Both in the UK and abroad, sledging (also known as tobogganing or sledding), involves sliding down a snowy slope, sitting on, well, a whole host of things. Traditionally you'd be on a wooden sled, designed for one person to fly down that slope, but you can also choose a longer sledge for multiple people to sit on if you'd like to whiz down in company. This snow sports activity is a fantastic one to do with your family, children, or after you've enjoyed a vin chaud.....or three.

So, you don't need to curb your sporting desires just because it's a bit nippy out there with snow on the ground, you just need to find the right alternative for you, both UK based and abroad. The snowy mountains of Scotland are a great choice at this time of year and of course you then have the familiar, over-seas places; Courchevel, Zermatt, Val d'Isere and Aspen, to name but a few.



4 Bob-Sleighbing

The UK is not famed for its winter sports, but this is where bob-sleighbing jumps right in, making an unusual appearance. We have our own Olympic bob-sleigh team in the UK, based at the University of Bath.

So, you fancy trying it, do you? Bobsleigh - or bobsled - is a team winter sport that involves making timed runs down narrow, twisting, banked, iced tracks in a gravity-powered sleigh. It's been an Olympic sport for almost 100 years, first beginning in 1924, with teams of two or four. It is a mixed gender sport, but usually in separate competitions.

If this has piqued your interest, check out <http://bobsleigh.uk/> for all the info you need to get you started.

7 MENTAL HEALTH APPS

If you suffer from a mental health condition such as anxiety, depression or an eating disorder, remember that you are not alone.

Sometimes, it can be difficult to find help for a mental health condition, which is where mindfulness and mental health apps come in.

Here are some apps that can help you deal with your symptoms until you are able to find more professional help.

WRITTEN BY EMILY HADDINGTON



7 Cups

If you're feeling alone, anxious or isolated, 7 Cups enables you to instantly connect with one of 160,000 trained therapists and volunteers. This app enables you to freely talk to a therapist or volunteer about what is on your mind. All conversations are anonymous and confidential, so you can talk about anything you like. You can also take part in group support chat rooms or connect with other users if you wish to.



Eating Disorder Management

This app is designed for those with suspected or confirmed eating disorders such as bulimia, anorexia and binge eating. The app is designed to help users re-establish a healthy relationship with food by a Recovery Record tool. Techniques used include cognitive behavioural therapy (CBT) and self awareness. The app can help users record their feelings when they eat or have a meal, and work towards recovery goals.



What's Up?

This app is designed for those who struggle to switch off their minds and relax. If you are suffering from anxiety, stress or depression, this tool enables you to learn and embrace coping techniques and positive thought patterns. Users can use the app's diary to log feelings and thoughts, and learn breathing techniques to stay calm when stress or anxiety levels rise.



SuperBetter

For those who want a more light-hearted approach towards dealing with mental health, this app turns coping mechanisms for depression, anxiety, post-traumatic stress disorder (PTSD) and other stress-related conditions into a game. Users can gain rewards for carrying out exercises that help them develop a more positive mindset.



Anxiety Relief Hypnosis

If you tend to struggle with anxiety and an inability to switch off the numerous thoughts running through your mind, you need this app in your life. This handy tool helps you to target the source of your anxiety through hypnosis. Listen to audio read to you by a certified hypnotherapist, and embrace hypnotherapy through serene and calming music. The app claims to reduce stress and anxiety in three weeks (if used daily).



PTSD Coach

Created for those who have come out of the armed forces and who have suffered from PTSD as a result, this app is a highly useful resource for understanding more about the causes of PTSD, and how to get it professionally treated. The app enables users to carry out a self assessment and learn coping tools such as anger management and positive speech therapy.



Headspace

Meditation has been known to effectively treat many mental health conditions that are related to anxiety and stress. Designed for people who are complete novices to the world of meditation, this app is a simple step-by-step guide in how to meditate and use mindfulness techniques, so that you can learn how to combat stress, stay calm and focused. A subscription fee is required to access the full meditation library.

The Best Places to See Reggae in South London

WRITTEN BY JASMINE LEE KENNEDY

Hootananny, *Brixton*

Any Brixtoner knows that Hootananny is a musically diverse hub of the brilliant and bizarre. It's open every night with an incredibly eclectic range of music bubbling away on its intimate stage. They host hip-hop, Latin, punk, ska and more - including, of course, reggae. They're especially famous for their reggae Thursdays, which have live bands and DJs playing 'till 2am. If you have the energy to stay up on a school night, make sure to check this one out. **95 Effra Rd, Brixton, London SW2 1DF**

Fox & Firkin, *Lewisham*

Go a little more east, and you'll find this legendary live music pub. It's become a community well known for its treat-for-the-ears live music events, DJs sets and even its regular knitting classes. Self-proclaimed to be the home of underground music, they play a variety of different genres but are best known for their reggae slots. Here, you'll find the likes of Prince Fatty, Lutan Fyah and the Deptford Dub Club, as well as many others playing reggae's younger brothers, dancehall and jungle. **316 Lewisham High St, Lewisham, London SE13 6JZ**

The Railway, *West Norwood*

Found right by Tulse Hill station, meaning it's the perfect place to drop in for a drink and a spot of live music on your way home from work, The Railway is a local favourite. They host fantastic bands, DJs and solo singers all year round, with a delectable emphasis on roots reggae music. Although it's a little on the small side, that just means the gigs have an intimate feel to them. And, in the summer, they've been known to have gigs outside in their huge garden, where you can enjoy the tunes with a sunny pint in one of their booths. **7 Station Rise, West Norwood, SE27 9BW**



Hideaway, *Streatham*

Don't forget to check out the Hideaway at least once in your South London life; it's Streatham's very own live jazz bar, and it's pretty classy. You can enjoy a couple of casual pints with your friends or even dig into a sit-down dinner with cocktails on a cheeky date. You can enjoy this all while being serenaded by the outstanding records of some of the biggest names in reggae, such as the legendary Marcia Griffiths. They also host amazing music from all over the world, hosting gigs with Brazilian funk legends like Marco Valle and regular Cuban jazz nights. **2 Empire Mews, Stanthorpe Rd, Streatham, London SW16 2BF**

The Dispensary, *Camberwell*

If you love roots reggae and heavy dubplate selections, make your way down to Camberwell and visit The Old Dispensary. Expect sets from Creation Rebel Sound System and The Sisters of reggae, as well as lots of exciting resident DJ sets playing both old and new reggae hits. You'll find a lot of the friendly Camberwell locals hanging out here, so if you want a true taste of Camberwell, here's your spot. **325 Camberwell New Rd, Camberwell, London SE5 0TF**

How to Deal With a *Micro-managing Boss*

When you have a micro-managing boss, it can be very challenging to do your job to the best of your ability. Your boss may make you feel like you are not capable of doing your job, or give the impression that they don't trust you. It can be difficult to speak up when you have a manager watching your every move, constantly scrutinising your every task – here's how to try and improve the situation.

Find ways to prove that they can trust you

Many micro-managers find it difficult to trust their staff, which stems from a need to constantly control situations and people. If you have a manager that finds it difficult to delegate tasks to you, discuss ways in which you can take on smaller tasks that may give them more confidence and trust in you. If you can figure out ways for you to earn credibility, they may give you more freedom. Also remember that a person in a position of power micro-manages because of insecurity. To ease your manager's insecurities, keep them posted with any developments or updates that are relevant to the project you are working on, and have a weekly meeting with them so they are informed of what you are doing. This should help to put them at ease.



WRITTEN BY EMILY HADDINGTON | ILLUSTRATION SORBETTO

Try and improve interaction with them

Managers who are inexperienced tend to micromanage because they do not feel in control. If their micromanaging is bothering you, begin compiling a list of examples of their behaviour towards you and try to find ways in which you can improve interactions with your manager to prevent them from behaving towards you in such a manner. Don't show your manager the list – just use it as a point of reference for yourself.

Use the 'mirror' technique

Your manager might micro-manage you because they believe that you will not do the job as well as they would do themselves. If this is the case, Keep communicating with them about what exactly you are working on, always deliver the work on time and keep them informed of any delays. Try to think ahead and mirror some of your manager's communication and work styles. If they feel that your work is just how they would do it themselves, they may back off in their overbearing approach.

Don't undermine your own credibility

Although we may not realise it, by treading on eggshells around micro-managers and by asking their permission to do things all the time, we are actually undermining our own professionalism and credibility. Don't ask your leader for permission on everything – show them that you can effectively make your own decisions, but would like their feedback following the action. For instance, go to your boss with a plan, tell them that you intend to action it, and tell them that you would appreciate their feedback following your action.

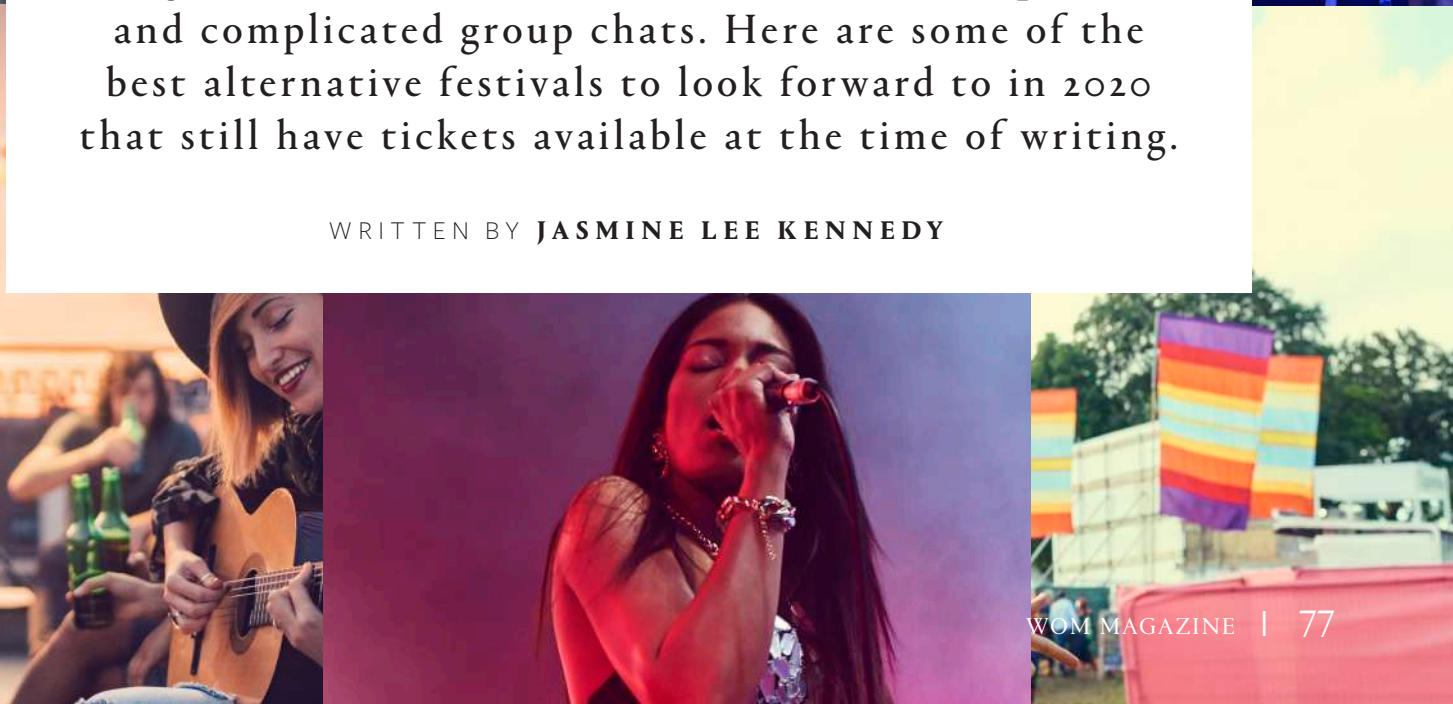


If all else fails... call them out

If you've tried all of the above and still don't get anywhere, arrange a meeting with your manager. Bring examples with you of instances when you have felt micro-managed and undermined. Explain to them clearly yet professionally that they need to put greater trust in you, and that by doing so, you will become better at your job. Ask them what they need from you that causes them to micro-manage you. Do they want more meetings and updates on projects? Do you need to step up in your role? Talk through a plan to move forward in an honest but calm manner. You can address certain behaviours and communications from them that have displeased you. Micro-managers are often unaware of how suffocating their management style is, and lack self-awareness. Be as truthful (yet polite) as you can be – this could force the positive change you need before you start to consider whether or not to hand in your notice.

Your manager might micro-manage you because they believe that you will not do the job as well as they would do themselves.





THE BEST ALTERNATIVE UK Festivals IN 2020

The new year is upon us and with it comes a whole new roster of festivals - although some of the mainstream ones have already sold out! Lucky for you, there are still lots of alternative ones that you can bag tickets for without the stress of online queues and complicated group chats. Here are some of the best alternative festivals to look forward to in 2020 that still have tickets available at the time of writing.

WRITTEN BY JASMINE LEE KENNEDY

We Out Here Festival

Curated by the one and only Giles Peterson, We Out Here festival will soon be hosting its sophomore session, following its stunning debut in 2019. Situated in Abbots Ripton, Cambridgeshire, the festival is totally immersed in the beautiful, British countryside. It's not just a festival, it's a haven for music lovers, with anything from funk, jazz, soul, hip-hop, R&B, afrobeat disco and just so much more being played through the airwaves. Go now, before it gets too popular! **We Out Here, 20th - 23rd, August 2020** /www.weoutherefestival.com/

Green Man

Since 2003, Green Man has set up camp, quite literally, in the Brecon Beacons, Wales every August. Though having quite a few years under its belt, it still has only evolved to having a 20,000 capacity, making it still feel quite intimate. In the day, the families come out to play, with headlining bands playing on the main stage and children's performances happening in the garden, but in the evening, the kiddies go to sleep and the jungle ravers come out of the woodworks. The festival truly has something for everybody, with dancers, poetry, acting, as well as massages and palm readings. Line up for 2020 yet to be announced. **Green Man, 20th - 23rd May 2020** <https://www.greenman.net/>

All Points East

While not a camping festival, the 2020 lineup is looking so juicy we had to include it. It's held in Victoria Park, London, which has long been a popular spot for daytime festivals. On 23rd May, you have the chance to see Tame Impala (and



how hard is it to usually get tickets to see them?!), Glass Animals and Caribou are all slaying the stage that day. On the 29th you can expect Kraftwerk, Iggy Pop and Grandmaster Flash. A truly iconic line-up. **All Points East, 22nd - 31st May 2020** www.allpointseastfestival.com/

Farr Festival

For you house heads, Farr festival is a dreamscape of electronic music set in the middle of the forests of Hertfordshire. It's an independent festival that hasn't lost its small-festival touch, keeping it an intimate and friendly festival to go to with friends. This year, you have amazing producers such as Hunee and Antal playing as well as Shy FX and Young Marco. It's gonna be insane. **Farr Festival, July 2020 (TBC)** www.skiddle.com/festivals/farr-festival/

Funk and Soul Festival

Funk and Soul Festival changes location every year - in recent years it's been at Pontins in Cambersands, Brighton Beach and this year it's going to be in Dreamland Margate, an amusement park by the seaside. Included in the price of your ticket is, brilliantly, unlimited rides. So far, they've had huge names in the world of funk and soul and this year will be no different, with Sister Sledge (!!), Norman Jay and Craig Charles headlining. **Funk and Soul Weekender, 29th - 31st May 2020** funkandsoulweekender.com/

4 GIFTS THAT KEEP ON GIVING

WRITTEN BY SARA MACAULEY



Joe Malone charity candle

As we all know, the festive season has become somewhat of a materialistic holiday. We spend, spend, spend to ensure our loved ones feel, well, loved – and who doesn't like receiving a beautifully wrapped gift themselves? As much as we should enjoy the act of giving and receiving presents, it's important to be aware of how lucky we are to be able to splurge like this. That's why we're proposing a Giving Gift Guide for your next birthday or special occasion: a list of products and companies that make great presents with a cut of the profits going to worthy charities. Give, and feel good about it. Jo Malone London Iris & Lady Moore Charity Candle This beautiful candle from Jo Malone smells like a country garden, with notes of iris, geranium and vetiver grass. While the brand's candles are known for being a bit on the pricier side of things, we don't feel too bad about purchasing this one: for every candle sold, Jo Malone will donate 75% of the retail price to individuals and families affected by mental illness through a range of charities. <https://www.jomalone.co.uk/product/19904/49806/for-the-home/charity-candle/iris-lady-moore-charity-candle#>

Vivienne Westwood Save the Rainforest T-Shirt

The Queen of ethical fashion, Vivienne Westwood, once again proves to be a force for good, creating this abstract t-shirt in aid of the rainforest. According to the lady herself, "rainforests contain six million species and contribute to twenty percent of all of Earth's water and oxygen, but they are also home to more than 350 million people." With

deforestation on the rise, it's more important than ever to put saving the rainforest on our priority list. By buying this arty tee, you'll be contributing to Cool Earth - a charity that so far, has saved nearly one million acres of rainforest. Team it with sustainably-made denim jeans and wear it with pride. <https://www.coolearth.org/shop/t-shirts/vw-save-rainforest/>

Ethical Stories Ethical Me Chaand Hammered Gold and Pearl Earrings

Designed in London and made in Mumbai, these beautiful round earrings are made from hammered brass and faux pearls. The jewellery is made through small-batch manufacturing in a workshop, so no mass-producing here. What's even better is that 10% of your purchase goes towards the charity Future Hope, which works to provide a classroom education for children who live on the streets and slums across India - all for under £50. <https://ethicalstoriesethicalme.com/collections/sami/products/chaand-round-moon-gold-pearl-earrings>

Neal's Yard Remedies Bee Lovely Bath & Shower Gel

Neal's Yard Remedies is probably a staple of your bathroom cabinet anyway, but this Bee Lovely bath and shower gel is a little different from the label's other products. Made from fruity organic orange and honey, when you buy this delightful little bottle of goodness, 3% of profits go to charities which help save and protect the bees. www.nealsyardremedies.com/bath-and-body/bath/shower-gels-and-soaps/2404.html



The RISE OF BURNOUT CULTURE IN THE OFFICE

WRITTEN BY EMILY HADDINGTON

With over half of British employees answering phone calls and work messages out of hours, and 43 per cent of people prioritising work over their personal lives, we are living in an 'always on' culture that has given rise to mental burnout. So what causes burnout culture? And how do we tackle it?

The issue of burnout is a growing concern in many modern workplaces. More and more companies and staff are feeling the pressures associated with longer and more inflexible working hours, balancing work with life and family commitments, financial pressures, rising workloads and limited resources and staff. All of these things combined are contributing to mental and physical exhaustion. In order to have healthy staff who can maintain an equal work/life balance, it is vital that companies create a sustainable working culture and give support wherever needed. It is also up to the employee to maintain realistic expectations and not raise the bar too high.

Signs of work-related burnout Signs that you could be suffering from mental and physical burnout include intense fatigue, with little energy or enthusiasm, lack of sleep, difficulty concentrating, a hazy mind, virus-like symptoms (such as a raised temperature and a compromised immune system), increased anger and heightened senses. Many people also experience a sense of detachment, with little or no love for things they used to enjoy. Cases of workplace burnout are on the rise, causing long-term problems for employees' well-being, and for companies' costs (due to staff absence). According to Business Insider, the World Health Organisation has predicted that the annual cost of burnout to the global economy is over \$323 billion. The organisation has also speculated that burnout will become a global pandemic by 2030. Many companies are not offering employees solutions for rising stress levels, instead attributing blame onto those employees who are struggling to perform. This creates a cycle, as the blame culture



leads to resignations, which leads to staff shortages, which leads to fewer resources and more strain being put upon the company.

What causes work-related burnout?

A combination of low staff morale, an increase in job duties without compensation or praise, increased hours, increased workloads and a political office culture are all to blame for work-related burnout. Some people cope in an office environment far better than others. How stress is perceived is also a contributing factor. Many people worry that their employers may find out that they feel overly-stressed working in their

jobs, so continue to try and carry on, even when they are suffering with stress-related mental health problems. Burnout also depends on the type of person you are. Those who are more impatient, competitive and who have a desire for power and control are more likely to succumb to the pressures of burnout.

How do we tackle workplace burnout culture? Firstly, companies need to consider that every employee is different, and handles stress differently. Support systems in place within a company may not suit every employee. Employers need to focus on supporting

employees individually, working with them to achieve a more adaptable work-life balance. For instance, introverts may find it more stressful to work in a highly collaborative environment as part of a large team – organisations need to recognise individual staff members' strengths and personality types, adjusting working conditions to the employee's needs. Of course, the employee also needs to actively manage their own stress levels. This includes learning to switch off during evenings and weekends, knowing their worth and value within a company, and refraining from setting themselves overambitious or impossible targets that can lead to burnout.



WoM

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In our fast-paced digital world, time is money, and there's no reason to sugarcoat the fact. At Word of Mouth Magazine, our sole mission is to equip your business with the tools of the trade needed to keep your online presence in the spotlight, 24/7. Social media marketing is perhaps THE most successful way to interact on the web. But to be able to influence people and leave them hungry for more means you must be able to capture their attention from the outset and maintain their interest with vibrant and relevant ongoing content.

Facebook, Twitter and Instagram are 3 top networking platforms to establish a strong brand identity, showcase your business and gain more valuable customers. Additional platforms that may also prove very relevant to your business include google+ and youtube, a little underutilised, these roads less travelled are an absolute must for search engine optimisation. If you want to raise your social profile, build brand awareness and loyalty with your customers, we are here to take the process off your hands..

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WoM

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6 website articles

Minimum Montly Reach 10,000 people

YouTube clips

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Blog Management Services

Are you constantly thinking about exciting ways to establish trust with your online visitors? Blogging is a cost effective avenue to explore if you want your brand to stay ahead of the content curve, without getting lost in cyberspace. Google SEO rankings are worth their weight in gold when it comes to promoting products and services across the web, so it makes sense to use blogging to benefit your business wherever possible. Now more than ever there are a million and one reasons to go down the blogging route, including relationship building, building trust to through resourcing, lead generation and SEO to name a few. High quality blogs are great if you want to add a personal touch to your business or brand. Blog posts can be written for many purposes - to inform, educate, promote or entertain your online audience as you encourage them to check out what else your website has to offer. Well crafted blogs provide the perfect platform to showcase your knowledge on a particular industry, niche or subject. Blog content serves to position your business online as an authoritative entity.

Maintaining an active voice with current blog content helps to drive more traffic towards your website. As a result, an increased number of online visitors often leads to more customer purchases and repeat business.

For more information on how we can take over the management of your Blogging for business, please email us at sales@wommagazine.co.uk

Contact Word of Mouth Magazine and Unlock the Full Potential of Your Business

Advertise your business directly with our social media campaign service, or to be featured in one of our future issues, email our sales team directly: **sales@wommagazine.co.uk**

We will return your call by the next business day.
Alternatively, you're welcome to email our sales team directly:
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