



The Importance of Wellbeing

with

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Baseline

TAKING STOCK

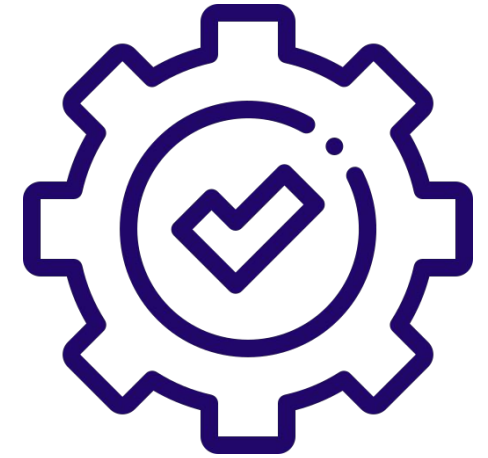
- Where are you now?
- Baseline the situation
- Identify what you want the future to look like
- Identify what help you can offer



Managing your own wellbeing

WHAT WORKS FOR YOU?

- Establish a routine
- Socialize
- Move and get outside
- Focus on what you can control
- Manage your relationship with the news and media
- Don't panic Mr Mainwaring!!
- How likely is it to happen?
- Learn from experience
- Quit comparisons
- Engage a mindful approach and make it RAIN



Managing your own wellbeing

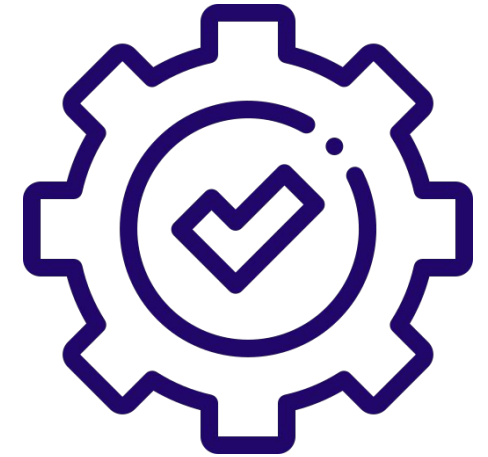
WHAT WORKS FOR YOU?

Make it RAIN

- Recognise what is going on;
- Allow the experience to be there, just as it is;
- Investigate with interest and care;
- Non-identification.

Take it to court - CBT

- Is there any truth in your thoughts
- Do they stand up to scrutiny
- **Defence** - convince me the negative is true
- **Prosecution** - convince me the negative is untrue
- **Jury** - what the verdict is and what next



Senior team engagement

THE VOICE FROM THE TOP

- Let people know that wellbeing is important
- Speak out about wellbeing
- Demonstrate how you care for your own wellbeing
- Normalise mental health and wellbeing
- Raise awareness in others
- Provide support internally or externally



Engaged staff

INVOLVE EVERYONE

- Everyone is affected by wellbeing issues - everyone needs to be involved
- Develop staff forums
- Mental Health First Aiders
- Ask for and listen to feedback
- Staff surveys



Be open

A CULTURE OF OPENNESS

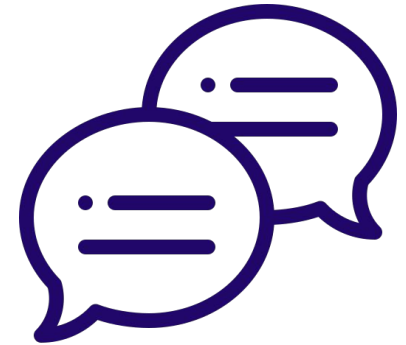
- Bringing your whole self to work
- Encourage open dialogue
- More than an open door!
- Normalise conversations about wellbeing
- Beware of “Clumsy Help”
- Train staff and colleagues to be aware of wellbeing issues



Communicate

NEVER STOP TALKING OR LISTENING

- Communicate communicate and then communicate some more
- Inform but don't overload
- Be mindful of different audiences and their needs
- Consistent messages
- ABC
- Mind the gap!



Work Life balance

WORKING 9 TO 5

- People as whole beings
- Work is different now and doesn't stop at the factory gate
- Encourage breaks
- Allow thinking time
- We work best after a rest!
- Think about procedures that enforce breaks - the French Connection
- Flexible working
- Sickness absence isn't a crime!



Positive relationships

WE'RE ALL IN THIS TOGETHER

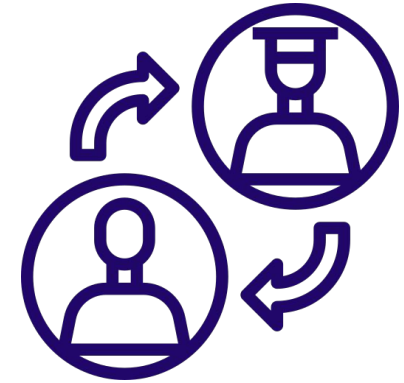
- Manage and address conflict
- Promote positive behaviour
- Encourage support, team and joint working
- Think about personality types
- Remember not everyone is an extrovert
- Not everyone plays well with others!



Mentoring

WHO CAN HELP?

- Think about starting a mentoring system
- Encourage mentoring and coaching - it doesn't need to be official
- Remember it's about support not punishment
- Disclosure aside its Chatham House rules



Environment

IT'S MORE THAN THE PEOPLE

- The right environment plays a big part in staff engagement
- Ensure the spaces are clean, fresh and well maintained - think Maslow
- Natural light is always better - let it in where ever you can
- Think about temperature and ventilation
- Allow employees to personalise their work area (where appropriate) - nesting is natural
- No one wants to spend the bigger part of their day in a sterile unnatural environment



Internal support

WHAT CAN YOU OFFER?

- MHFA
- BUPA/health care options
- Staff benefits
- Wellbeing desks
- Duvet days
- Team events/lunches - be careful not to force these



External support

YOU'RE NOT ALONE

- If you can look at providing external support
- MIND and others
- A non workplace voice is often seen as non-partisan
- MHFA



Top tips*

MIND

- Lead by example
- Build your confidence with mental health
- Normalise mental health
- Take stock
- Promote a health work life balance
- Be available to your staff
- Beware of “clumsy help”
- Treat everyone as individuals
- Embed employee engagement
- Create opportunities for coaching, leabeg and development
- Promote positive work relationships
- Raise awareness



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Final thoughts

TAKEAWAYS

- Wellbeing is everyone's responsibility
- Everyone is affected
- The cost of getting it wrong can be enormous
 - Human
 - Reputation
 - Recruitment
 - Retention
- Be kind
- Be human

