

Supporting Health and Wellbeing in the Workplace

SUPPORTING HEALTH AND WELLBEING IN THE WORKPLACE

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PurpleBee

WHAT IS WELLBEING?

FEELING GOOD
is when we have a positive experience of life. We feel engaged, curious and open to new experiences. We are happy and experience pleasure, enjoyment and contentment.


DOING WELL
is how we function in, and engage with, the world; experiencing positive relationships; having a sense of purpose and meaning in what we do; and a sense of control over what happens to us.

HEALTH AND WELLBEING IS..

- Different things to different people.
- Not a fact, more an idea or opinion - views depend on our beliefs and values.
- About positive health, not just illness.
- Not static - reflects an ability to respond to change, demands and expectations.
- Holistic - physical, social, mental and emotional.**

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WHAT IS WORKPLACE WELLBEING?



Workplace wellbeing relates to all aspects of working life, from the quality and safety of the environment to the physical, emotional and psychological health and wellbeing and personal values of each employee.

A thriving Early Years setting is one where both staff and children feel good and are able to do well - they are **flourishing**.

WELLBEING STARTS WITH GREAT MANAGERS AND A SUPPORTIVE CULTURE



- Promoting wellbeing is not just down to the individual - we need to create the conditions where everyone's wellbeing is a priority.
- The goal should be to develop a holistic health promoting approach to wellbeing.
- The secret to happy, flourishing children is happy, flourishing staff. So workplace wellbeing goes hand in hand with child wellbeing.


<https://www.nhs.uk/healthcare/healthcare-employees/>

MOTIVATION- SELF DETERMINATION THEORY

AUTONOMY
People need to feel in control of their own life, behaviours and goals. This is about choice

RELATEDNESS
People need to experience a sense of belonging and connection with other people.

COMPETENCE
People need to gain mastery and control of their own lives and their environment. Essential to wellness.



"WHEN THESE THREE NEEDS ARE MET, INDIVIDUALS EXPERIENCE MORE VITALITY, SELF-MOTIVATION AND WELLBEING"
(Ryan et al. 2006)

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THE ACTIVE INGREDIENTS OF WELLBEING

P Positive emotions
People feel good, appreciated and enjoy coming to work.

E Engagement
People are absorbed and energised by the work.

R Relationships
People feel connected to others and feel supported and valued.

M Meaning
People have a sense of connection to something bigger than themselves and know how and why their work matters.

A Achievement
People feel a sense of accomplishment and success.

H Health
People eat well, sleep and rest well, and move regularly.

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P
Positive emotions

ENCOURAGE FUN AT WORK

CELEBRATE SUCCESS

SHOW GRATITUDE

Show gratitude: Reflect on 3 good things or 'what went well' each day.

https://www.ted.com/talks/steve_dandell_why_you_should_let_people_be_grateful_for_you

E
Engagement

USE/TAP INTO YOUR STRENGTHS

SET CLEAR GOALS

CONSTRUCTIVE AND IMMEDIATE FEEDBACK

Use / tap into your strengths: Acknowledge a strength in a member of staff and explain why it is important to the team.

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R
Relationships

GET TO KNOW YOUR PEOPLE
ORGANISE SOCIAL EVENTS
BELIEVE, SUPPORT AND ENCOURAGE


Get to know your people: Share team members hobbies/ activities outside work



M
Meaning

SHARE VISION AND VALUES
CLARIFY EXPECTATIONS
DEVELOP STRENGTHS SELF-AWARENESS & COLLABORATIVE TEAM WORK


Share vision and values: Ask three team members "What's important to you about working here?" Notice if the answers align with the vision and values of the organisation.



A
Achievement

SUPPORTIVE MENTORING APPROACH
ENCOURAGE PERSEVERANCE & LEARNING FROM MISTAKES
RECOGNISE DAILY ACHIEVEMENTS

Encourage perseverance & learning from mistakes: Share your own experiences of learning from mistakes to demonstrate that this is normal.



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H
Health

EDUCATION: ENSURING STAFF KNOW THE BASICS ABOUT NUTRITION AND EXERCISE AND THE IMPORTANCE OF SLEEP.

OPPORTUNITY: MAKING IT EASIER FOR STAFF TO MAKE HEALTHY CHOICES AND FINDING WAYS TO MOTIVATE THEM FURTHER.

MODELLING: EVERYONE MODELS HEALTHY CHOICES

Opportunity: Give staff the tools to help them to manage their own wellbeing (Wellbeing wheel)

"SIDE-LINING WELLBEING IS LIKE TRYING TO RUN YOUR CAR WITHOUT FUEL. HEALTH AND WELLBEING SHOULD BE THE ULTIMATE GOAL."

COVID-19 WELLBEING SUPPORT COLLECTION

In the PurpleBee COVID-19 Wellbeing Support Collection you will find:


- 12 Top Tips to supporting the emotional wellbeing of the team
- Wellbeing Wins Toolkit
- 12 Vital Signs your EY setting is fostering wellbeing
- Mental Health in the workplace poster







and other Free training resources inc webinars, podcasts and course discounts.

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