

Behaviours that Support Wellbeing – hints & tips

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Penryn
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Resilience – what & why?

Work-life balance	Working relationships
Change	Looking after yourself

Quick exercise in pairs:

Consider behaviours that can help to enhance wellbeing in each of the categories.

Select one for each category and write it down on a Post-it.

Work-life balance

- Realist expectations – self/others
- Time management and prioritisation
- Talk about concerns over work pressure with your manager and monitor your working hours together
- End of working day “rituals”
- Hobbies/leisure that provide sense of balance
- Use of breaks and well-spaced holidays

Working relationships

- Showing enthusiasm for the team's work and sharing/respecting ideas
- Demonstrating empathy
- Acts of kindness
- Welcome back those returning from sick leave or holiday
- Appropriate humour!

Change

- Understand the normal emotional responses to change
- Take time to consider the possible benefits of the change and the practical steps that may help you feel better prepared
- Try to accept what you have no control over (this does not necessarily mean liking it!) – positive distraction or techniques such as Mindfulness can help

Looking after yourself

- At work, keep well hydrated and take a proper lunch break
- If sitting most of the day, how about a walk at lunchtime.... and see if any colleagues fancy joining you
- Consider ways of incorporating exercise into your routine, like cycling or walking to work
- Think about your mental health – take opportunities to relax and have some fun

Individual exercise:

Commit to one new behaviour that you think will be positive for your wellbeing – write it on a Post-it and keep it somewhere safe.

Feedback to large group.

Useful contacts & information:

Robertson Cooper i-resilience tool:

<http://www.robertsoncooper.com/iresilience/#free-for-individuals>

Workplace Pressures Risk Assessment: from

http://www.exeter.ac.uk/staff/wellbeing/safety/guidance/managing_wellbeing/

Care First: <http://www.exeter.ac.uk/carefirst/>

Occupational Health: occupationalhealth@exeter.ac.uk

Training available: Managing Wellbeing & Building Resilience (for managers), Introduction to Resilience (for all), Mental Health Awareness (for all)