Embedding wellbeing at work

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Ask how people are...
Not just the casual check in when you don’t want to hear the answer
Be prepared to listen

and offer support
Think about ways to encourage the conversation
What’s in your stress container? MHFA
Stress flows into the bucket

If the bucket overflows problems develop ‘snapping’

Bad coping = tap not working so water fills the bucket

Good coping = tap working let the stress out

Vulnerability is shown by the size of the bucket
Tips for your Team: What’s in my control?
Everything in your stress container

Everything you have direct and complete control over

All the things you have direct influence over

Circle of Concern

Circle of Influence

Circle of Control
Take 5: Things to discuss
Give  Keep learning  Be active  Connect  Take notice (mindfulness)
Things to consider

- Consider the MIND wellness action plan approach building into review times
- Consider having Mental Health First Aiders
- Using different communication techniques zoom, phone, face to face
- Ability of people to hide when working remotely