

WAYS TO LEAD WELLBEING AT WORK



GREEN 'Mostly Good Days'

Fully Charged

What you might notice:
Normal mood fluctuations, thriving & sociable, good levels of energy, healthy habits.

Celebrate & Savour

What you could do:
Encourage & continue doing the things that are keeping them well. Notice natural ebbs & flows.

YELLOW

Warning, Losing Power

What you might notice:
Notice physical & emotional clues that you're off your game. E.g. tension, more negative, out of sorts. Withdrawing socially, slip in performance.

Notice & Support

What you could do:
Be curious & supportive, encourage recharge as soon as possible. Talk privately & reassure.

BROWN

Emergency Repair

What you might notice:
Likely feeling overwhelmed with much more (and bigger) negative emotions than usual. Avoidance, poor performance or workaholic.

Discuss Requirements

What you could do:
Explore ways to get back on track. What you can do and they can do. Consider mental health first aid support.

RED 'Mostly Not Good Days'

Rock Bottom

What you might notice:
Sometimes life is a massive struggle. Flat battery. Significant illness, unhealthy habits, not performing, big negative emotions. Checked out.

Seek Help

What you could do:
Mental support required. Connect with HR team, GP, Employee Assistance Programme or local health support line. Consider work adjustment.



Emotional Truth (mental wellbeing)

- Share a positive note with a colleague to build their confidence.
- Catch somebody doing something right. Let them know you noticed.
- Celebrate good news - explore "what's gone well today?"
- Talk about (and listen to!) the music that makes you feel good.

Self-Care (spiritual and physical wellbeing)

- Have a walking meeting and notice how it inspires new ideas.
- Ditch office emails and walk to speak to each other instead.
- Activate movement stations (e.g. calf raises when you're on the phone)
- Build a word cloud of things you enjoy most about your work. Ask colleagues for input.

Connections (social wellbeing)

- Enjoy a team meeting outside in the sunshine, start by sharing what's made you laugh this week
- Host an inter-team challenge to recharge tired batteries.
- Practice presence. Put phones away and listen deeply.
- Say hello to somebody you don't know, chat for a while.

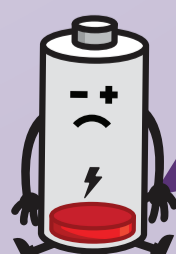
Learning (intellectual wellbeing)

- Host The Great Recharge events, make them part of your culture.
- Find out who you work with - e.g. favourite book? Holiday? Food? Documentary?
- Offer to help somebody with a challenge they are facing. Share your expertise.
- Start informal shared learning events. Book club? Podcast discussion? TED talk lunches?

Leaders aren't just the people at the top of the hierarchy.
All of us lead wellbeing in the way we support each other. If you want to inspire more (mostly) good days, please join

the
GREAT
recharge

www.careerbalance.co.nz



If you are worried about having a red battery or can't seem to charge it back up, please seek additional support from a mental health professional by visiting your GP, contacting your EAP or calling your local health support line