

# Wellbeing and Resilience

Physically Distant, but in it together



# Agenda

**Topic**

**Welcome**

**What does Wellbeing mean to us?**

**Useful models of wellbeing**

**Practical actions**

**Scarf Model activity**

**Insights and feedback**

**Finish**

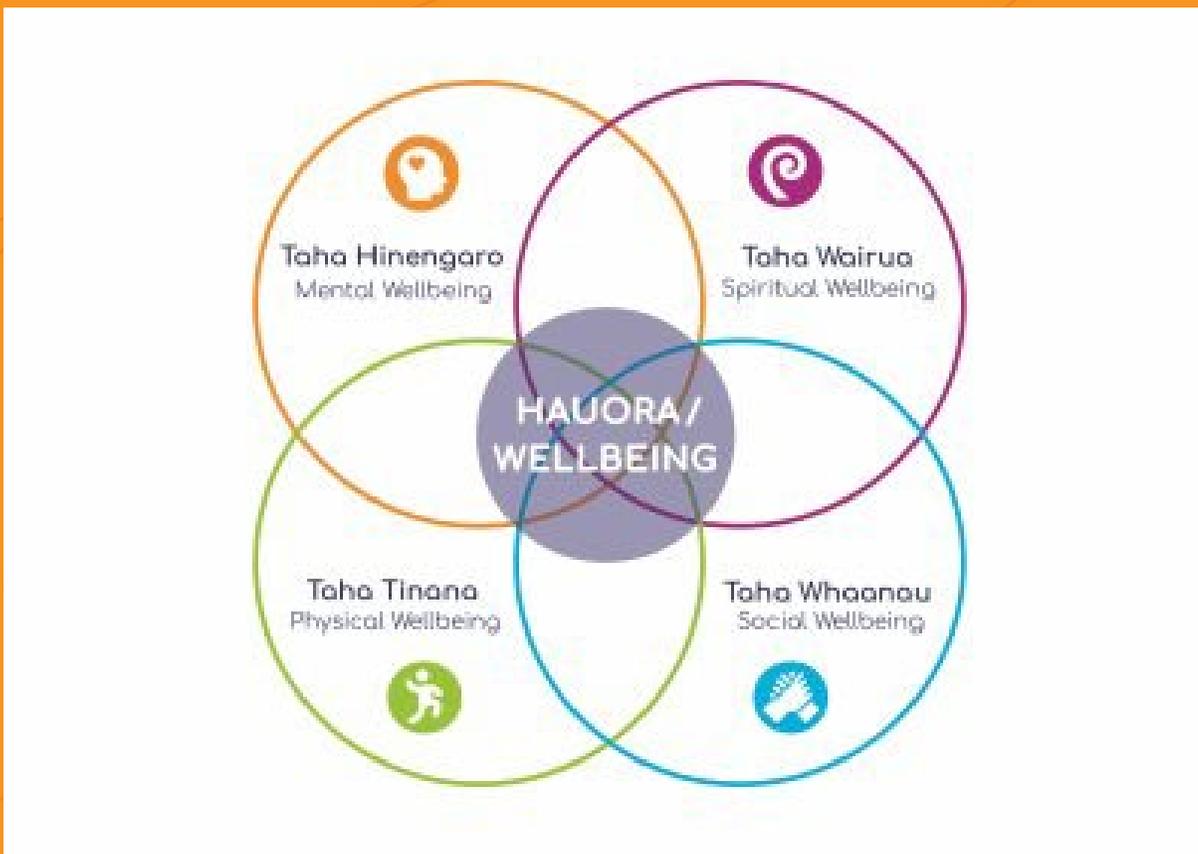
# What does wellbeing mean to you?



- From the images on the screen silently select one or two that you feel best represents wellbeing as you understand it.
- Once everyone has selected their image, we will then have a quick fire round table on the image you selected and reasons why?



# Hauora



# Resilience and Wellbeing

Resilience is maintaining your wellbeing in times of challenge or uncertainty. It is the ability to bounce back, or even better, bounce forward!

Resilience and wellbeing isn't just something that you either have or don't have, it is something you can strengthen.

This model of resilience developed by Umbrella Ltd shows how interconnected each of things that have been proven to strengthen resilience are.

People who demonstrate extraordinary resilience and therefore show greater wellbeing in times of challenge are rich in each of these areas.





**What can I do to  
support the wellbeing  
of others?**



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# Observe your people

## Things to look out for

- Be aware of challenges your team may be facing; social isolation, distractions at home, worry for family and friends, worry about needing to work in a different way
- Changes in body language or underlying tone of emails and phone calls, including the speed in which people respond
- Changes in attitudes, towards work, the future, or things that have previously been a source of joy.
- Extreme changes to routines or normal habits
- If you lead leaders, ensure they are doing this for their team too
- If you believe your people are not comfortable sharing how they are doing in person, you could approach this with a survey



# Create rituals that promote wellbeing

What could you do

- A daily or weekly check in
- Virtual coffee
- A question for people to answer, could be silly or a chance to share experiences
- A debrief together of remote learning or challenging meetings that people have been involved in
- Challenges, step challenges, remote scavenger hunts, cooking challenges
- Sharing gratitude
- Walking meetings where possible, or book time in for people to take a short walk in their own environment



# Have a real conversation

- Reach out to people, be real with them, set an example of vulnerability
- Show empathy, don't jump straight into solution mode
- Ask questions that relate to the resilience and wellbeing model:
  - **What are you looking forward to?**
  - **How have you been keeping active? What are the changes to your normal routines?**
  - **How are you feeling? How did you feel about the move to the traffic light system? What are thing things about COVID that get you down/are silver linings?**
  - **Have you been watching or reading anything interesting? How have you problem solved while working from home?**
  - **How are others in your bubble? Who else are you staying connected with? How are you reconnecting with people post lockdown?**



# Model behaviour that prioritises wellbeing

- “Loudly” exercise/ relax/ spend time with family
- Explain out of the ordinary work habits
- Offer encouragement and kindness
- Make sure people know how they can reach out if they need support



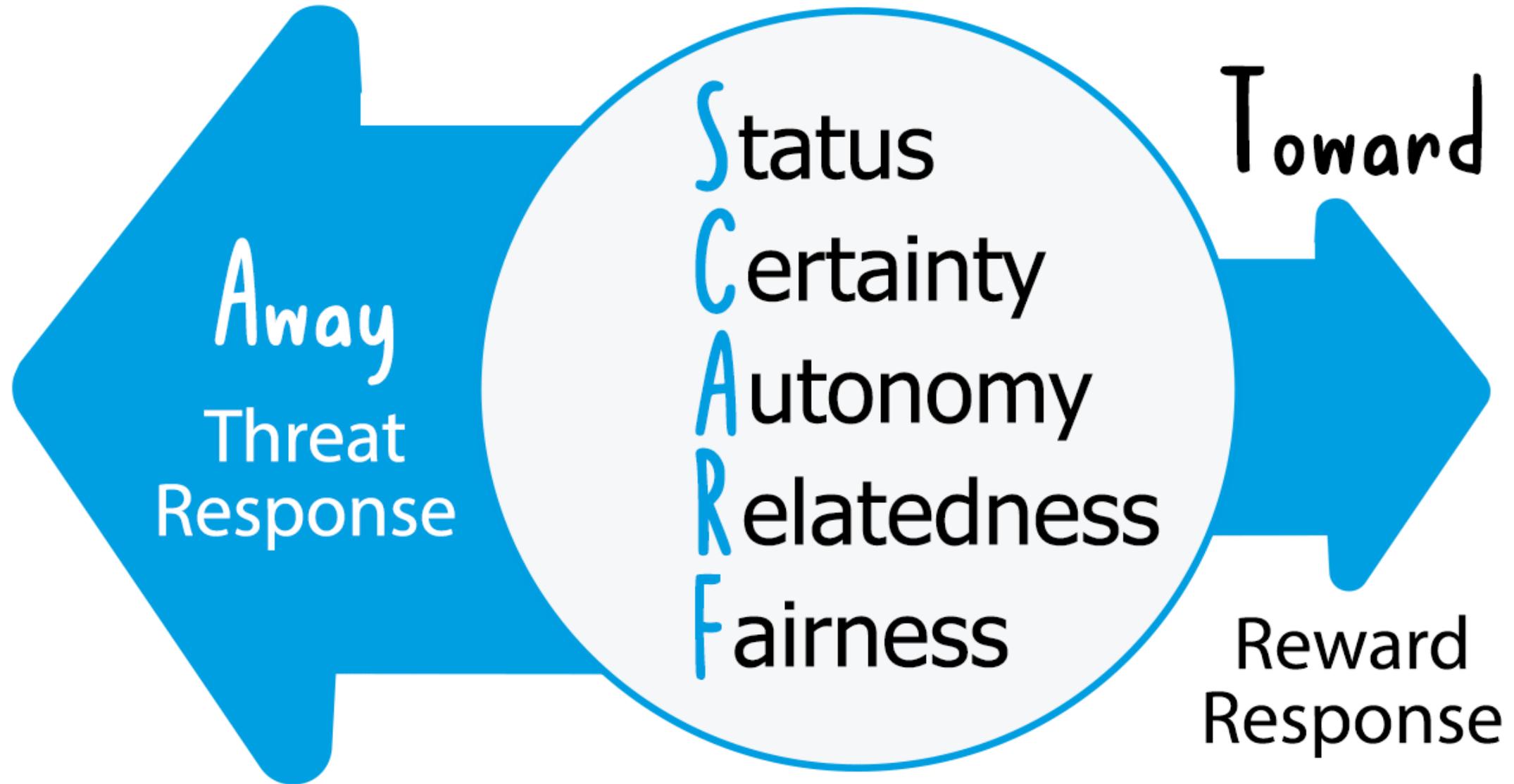
# Applying wellbeing models to your environment



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David Rock's

# SCARF Model of Social Threats and Rewards



# Status

The level of respect an individual perceives they have in relation to a group. Sometimes a need for public recognition of achievements or an ability to influence decisions.

What does my organisation already do that strengthens this element of wellbeing?

Where is this element of wellbeing challenged in the my organisational environment?

How might we do better to create an environment where this is strengthened

# Certainty

Knowing what will happen. The assuredness that if I do something I know what the outcome will be.

What does my organisation already do that strengthens this element of wellbeing?

Where is this element of wellbeing challenged in my environment?

How might we do better to create an environment where this is strengthened

# Autonomy

The agency to make your own choices about what and how things are done The degree of control you have over your own life.

What does my organisation already do that strengthens this element of wellbeing?

Where is this element of wellbeing challenged in my environment?

How might we do better to create an environment where this is strengthened

# Relatedness

The degree to which you feel part of a group. A sense of belonging and togetherness

What does my organisation already do that strengthens this element of wellbeing?

Where is this element of wellbeing challenged in my environment?

How might we do better to create an environment where this is strengthened

# Fairness

People are treated in a way that is consistent and equitable without favoritism or discrimination.

What does my organisation already do that strengthens this element of wellbeing?

Where is this element of wellbeing challenged in my environment?

How might we do better to create an environment where this is strengthened

# SCARF in your environment

You will have received some worksheets on the Scarf model so we will just break away in small groups work through the Scarf model in your own context

We will have 5 groups with each group discussing one of the areas in our model. Once completed one member will report back to the team your thoughts.

We will give you around 10 minutes



# Personal Reflections and Insights

- Is anyone able to share some thoughts or feelings on what today's session has inspired/reminded you consider or improve on at a personal level?
- What do you think the most impactful area for your organisation to address in terms of wellbeing is?

# Thank You

**To learn more:**

[Mental wellbeing | Unite against COVID-19 \(covid19.govt.nz\)](#)

[COVID-19: Mental health and wellbeing resources | Ministry of Health NZ](#)

[Workplace wellbeing during Covid-19 | Mental Health Foundation](#)

[Umbrella supporting your people to thrive](#)