

# WELCOME!

## Wellbeing and resilience SCDT: Take 2

17<sup>th</sup> March 2023

@CherylLeeAssoc





# Our objectives for today:

A whole hour to think about our own well-being and resilience!

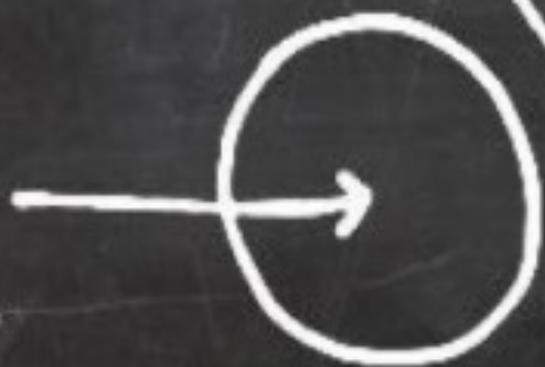
We will cover:

- Wellbeing / resilience. An update.
- Perfectionism / burnout – what does the data say?
- Coaching v mentoring – connections to well-being
- New norms – ways of working and their connection to well-being

My target today is to give you something relevant to take away, and something to think about on the way home.



Your  
Comfort  
Zone

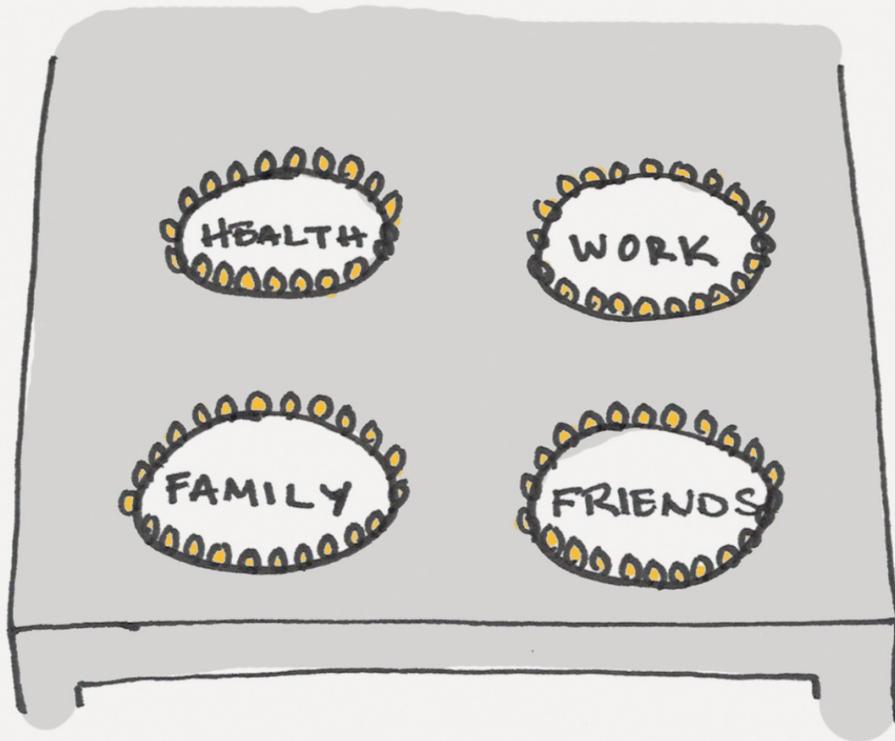


Where the  
magic happens

Is there a downside of work-life balance?

Options:

- Outsource burners
- Embrace constraints
- Use seasons

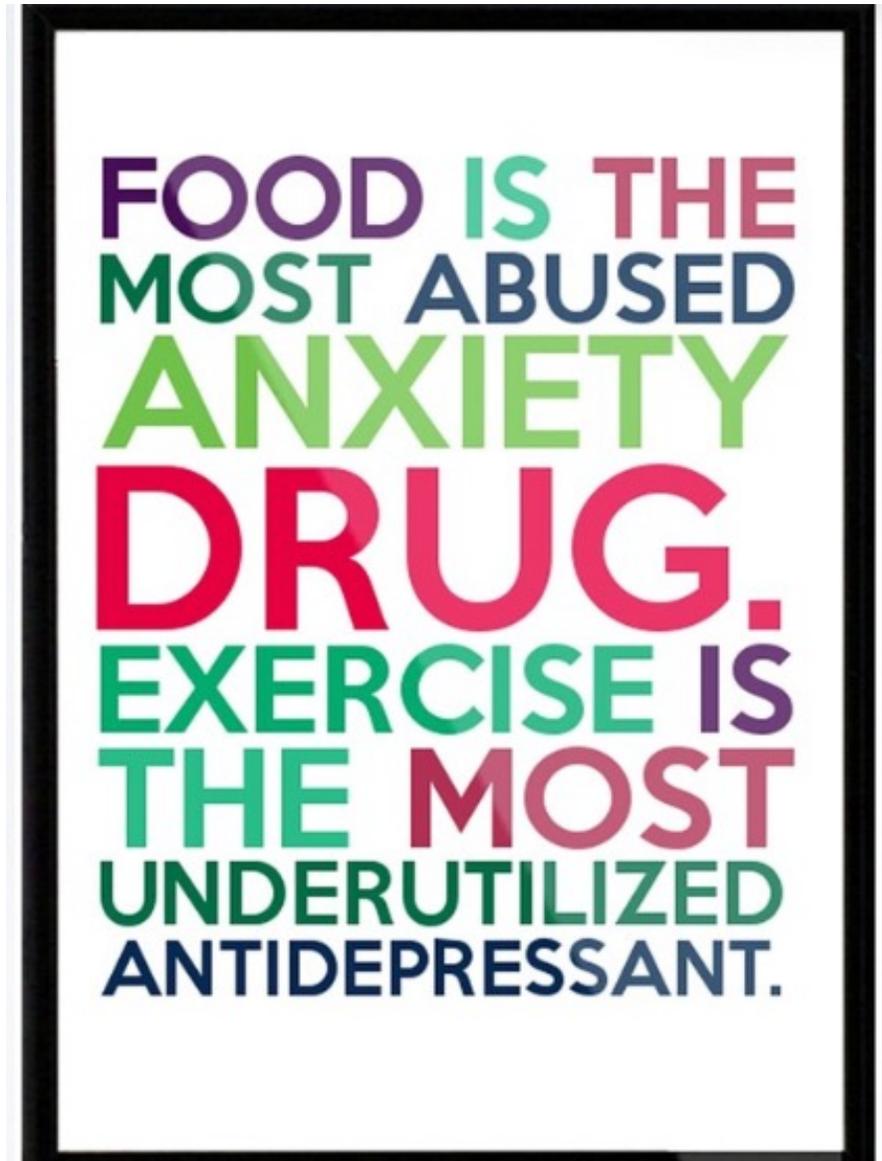


JamesClear.com

# If we take care of our bodies, it pays us back.

## Some research...

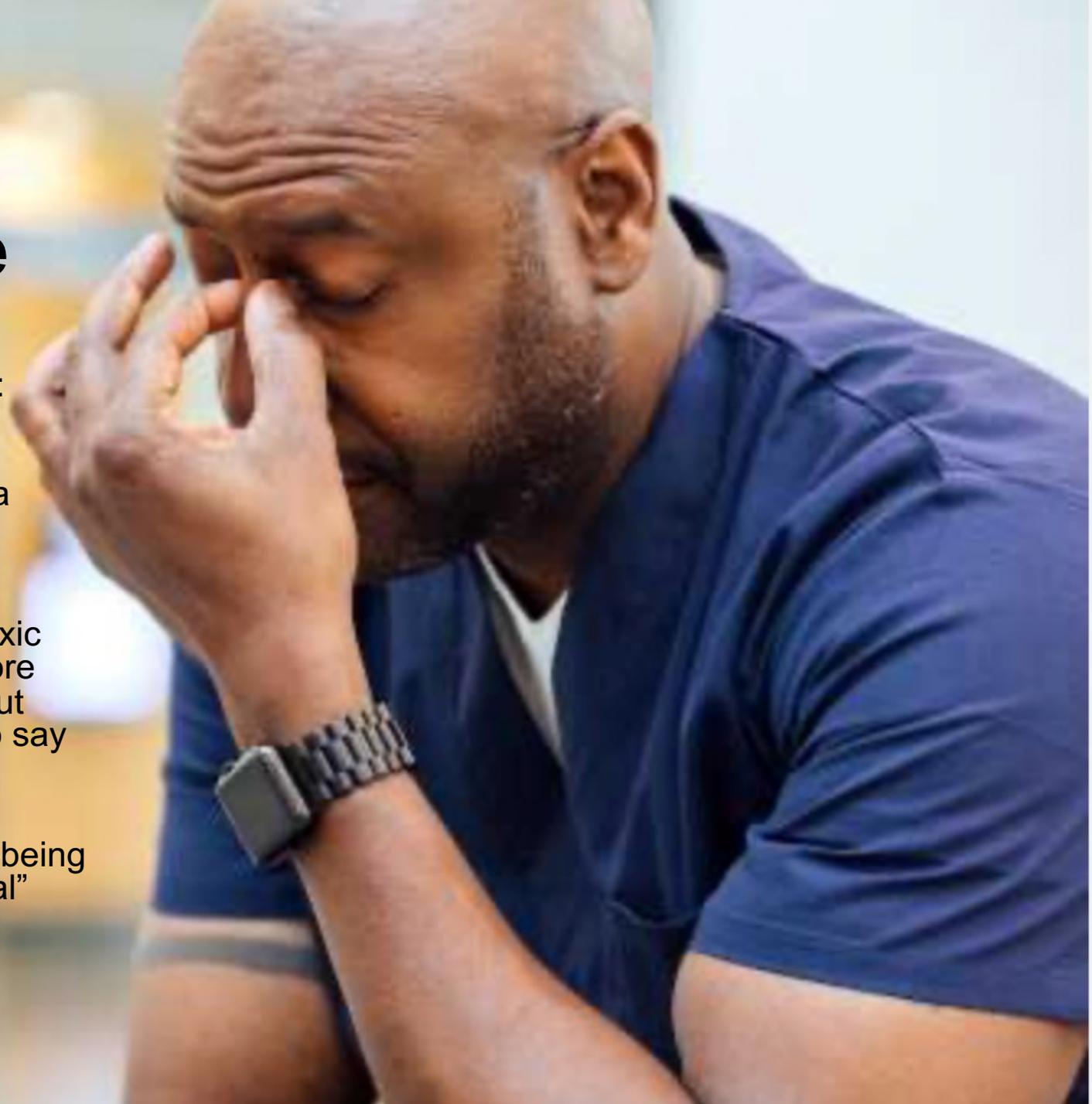
<b>2%</b> of GDP. Is the cost of tired employees <sup>1</sup>	<b>30%</b> Adults who sleep for less than 7 hours per night are 30% more likely to be obese <sup>2</sup> AND 30% more likely to develop dementia <sup>3</sup>	<b>4</b> in 10 people were still worried somewhat or very worried about COVID on their lives <sup>4</sup>
<b>30%</b> of people who had reported a cost of living increase, said that they had reduced their spend on food shopping and essentials.	<b>47%</b> of people are considering a career change and 22% said that the pandemic made them realise their current role isn't for them <sup>5</sup>	<b>21%</b> Prevalence of depression in the UK doubled last year to 21% according to the OECD <sup>6</sup>



# Wellbeing and fatigue

A McKinsey study concludes:

- That a toxic workplace is a major driver of burnout
- People suffering from a toxic workplace are **8 times** more likely to experience burnout and **6 times** more likely to say they want to leave
- The current focus on well-being has failed to “move the dial”

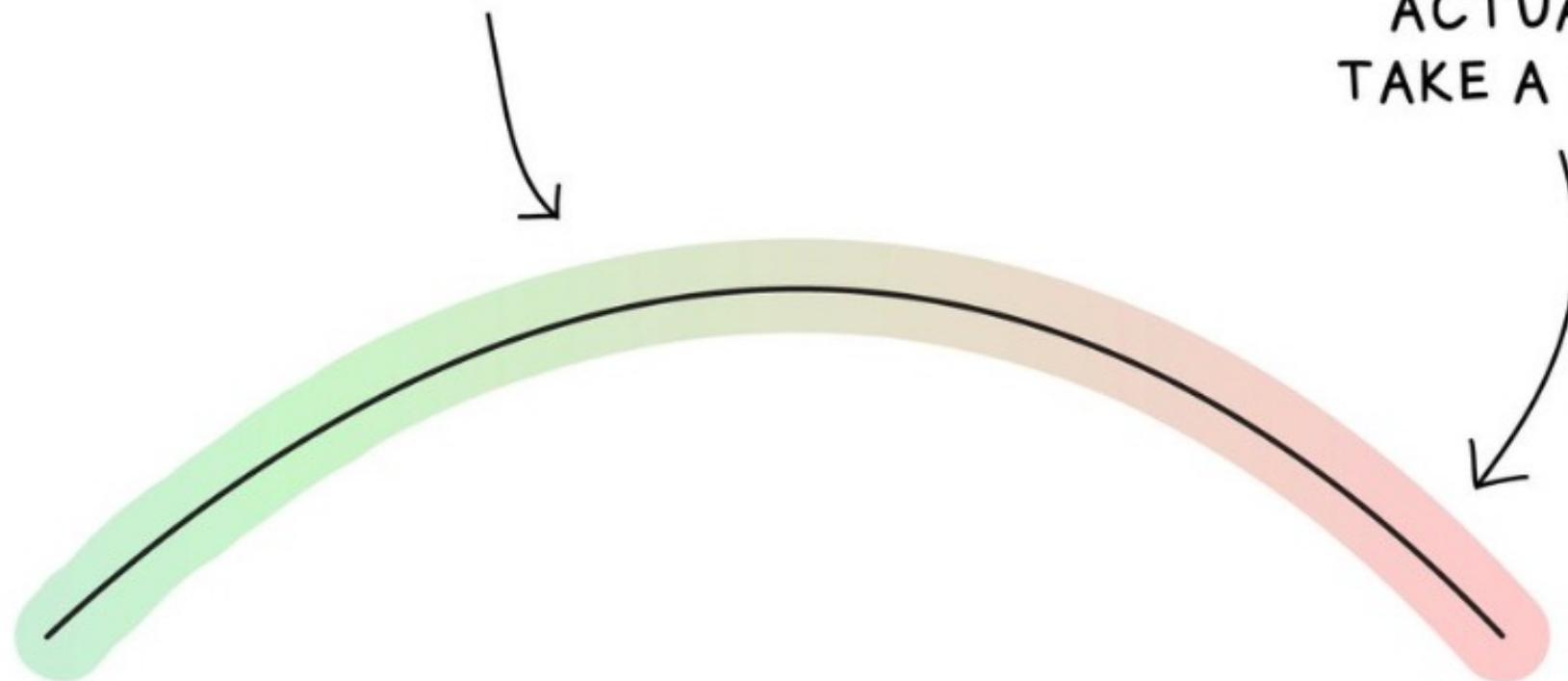


WHEN WE NEED  
A BREAK

WHEN WE  
ACTUALLY  
TAKE A BREAK

THRIVING

BARELY  
SURVIVING

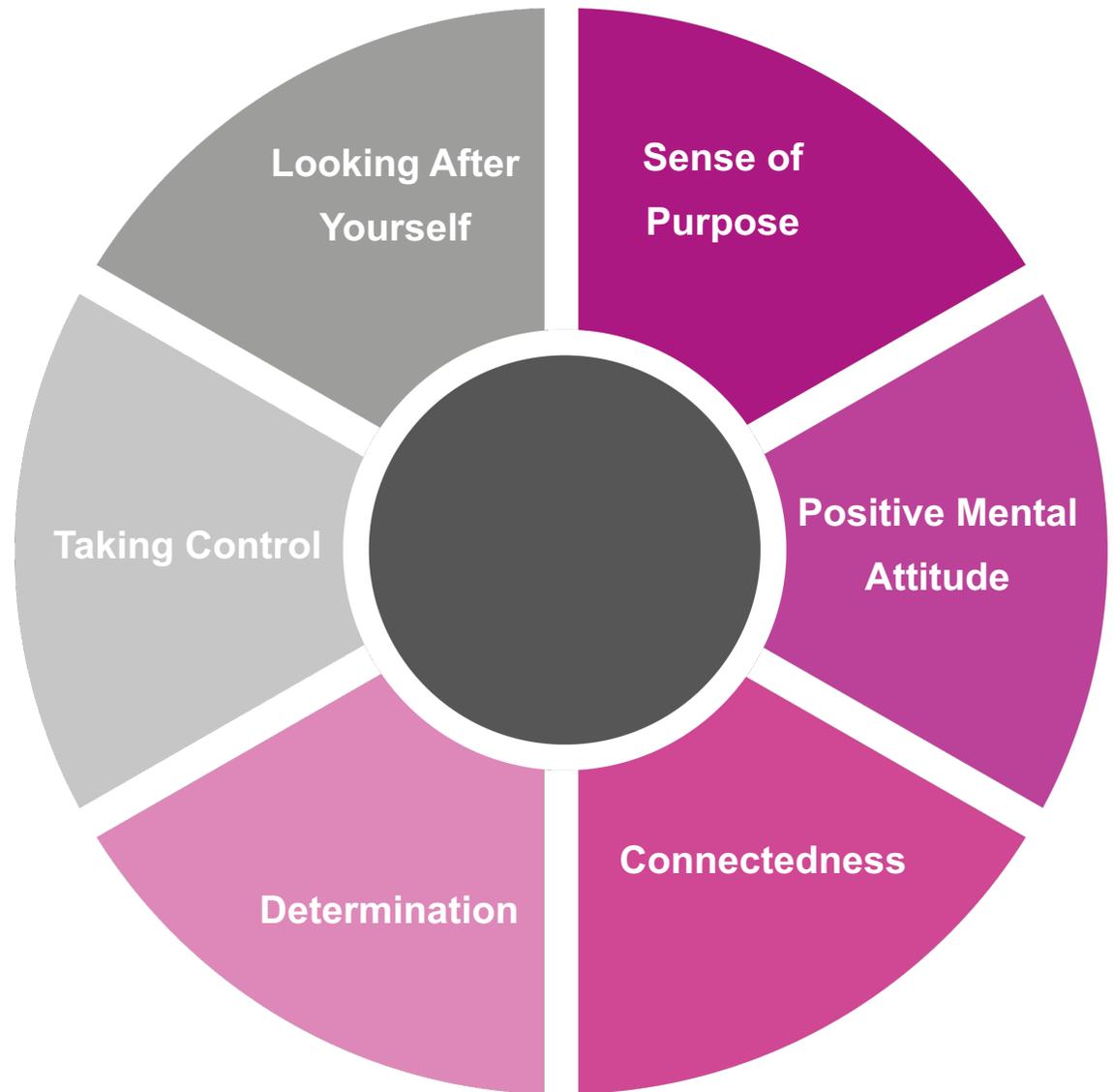


1 FIND TIME TO RELAX TOMORROW	2 FIND TIME TO RELAX TOMORROW	3 FIND TIME TO RELAX TOMORROW	4 FIND TIME TO RELAX TOMORROW	5 FIND TIME TO RELAX TOMORROW	6 FIND TIME TO RELAX TOMORROW	7 FIND TIME TO RELAX TOMORROW
8 FIND TIME TO RELAX TOMORROW	9 FIND TIME TO RELAX TOMORROW	10 FIND TIME TO RELAX TOMORROW	11 FIND TIME TO RELAX TOMORROW	12 FIND TIME TO RELAX TOMORROW	13 FIND TIME TO RELAX TOMORROW	14 FIND TIME TO RELAX TOMORROW
15 FIND TIME TO RELAX TOMORROW	16 FIND TIME TO RELAX TOMORROW	17 FIND TIME TO RELAX TOMORROW	18 FIND TIME TO RELAX TOMORROW	19 FIND TIME TO RELAX TOMORROW	20 FIND TIME TO RELAX TOMORROW	21 FIND TIME TO RELAX TOMORROW
22 FIND TIME TO RELAX TOMORROW	23 FIND TIME TO RELAX TOMORROW	24 FIND TIME TO RELAX TOMORROW	25 FIND TIME TO RELAX TOMORROW	26 FIND TIME TO RELAX TOMORROW	27 FIND TIME TO RELAX TOMORROW	28 FIND TIME TO RELAX TOMORROW
29 FIND TIME TO RELAX TOMORROW	30 FIND TIME TO RELAX TOMORROW					

Source: Big Feelings - How To Be Okay When Things Are Not Okay  
Liz Fosslien and Mollie West Duffy

## Definition of Resilience

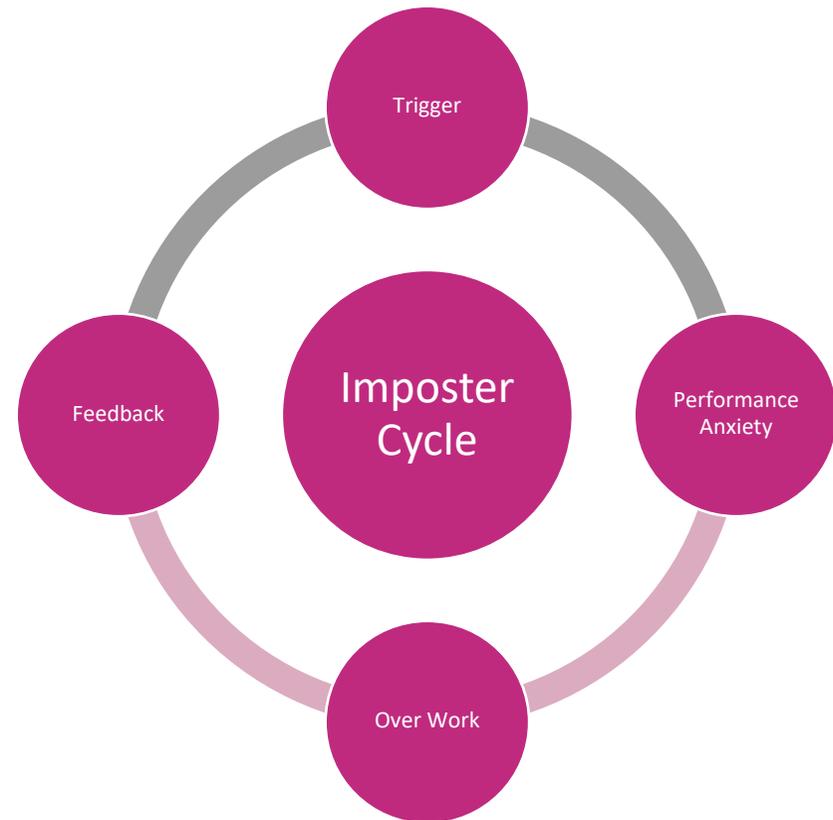
*Confidence and resilience often go together. Resilience is the ability to bounce back from the challenges and pressures that life throws at us and maintain a positive outlook. People who are resilient generally have confidence in themselves and their ability to overcome setbacks.*



# Imposter Syndrome

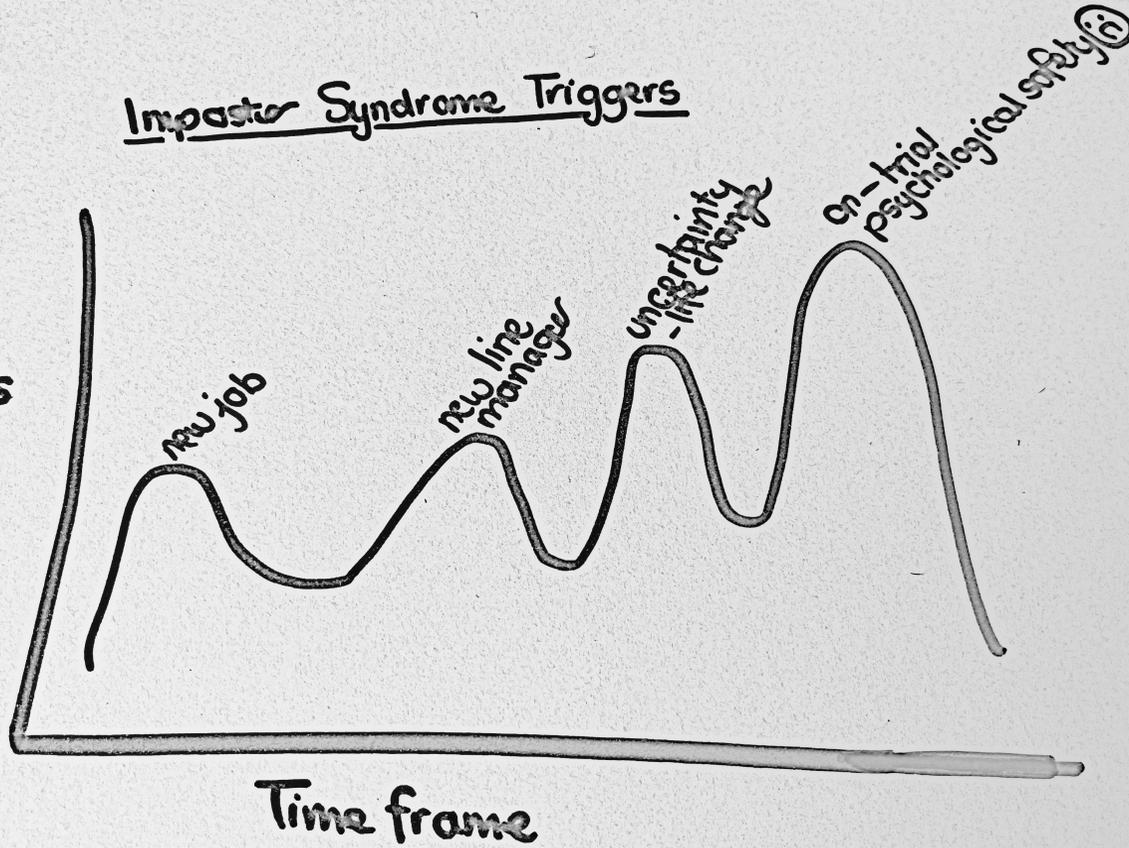
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- **What is it?**
- **Does it ever go away?**
- **Does it cause anxiety?**
- **What is the Imposter Cycle**



# Imposter Syndrome Triggers

Triggers



Time frame

# Bloody Difficult Questions:

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## **What's my response to Imposter Syndrome**

- When was the last time you were triggered?
- How did you react?
- What feedback did you get?
- How could you react differently next time?

## **How does the culture of my organisation support Imposter Syndrome**

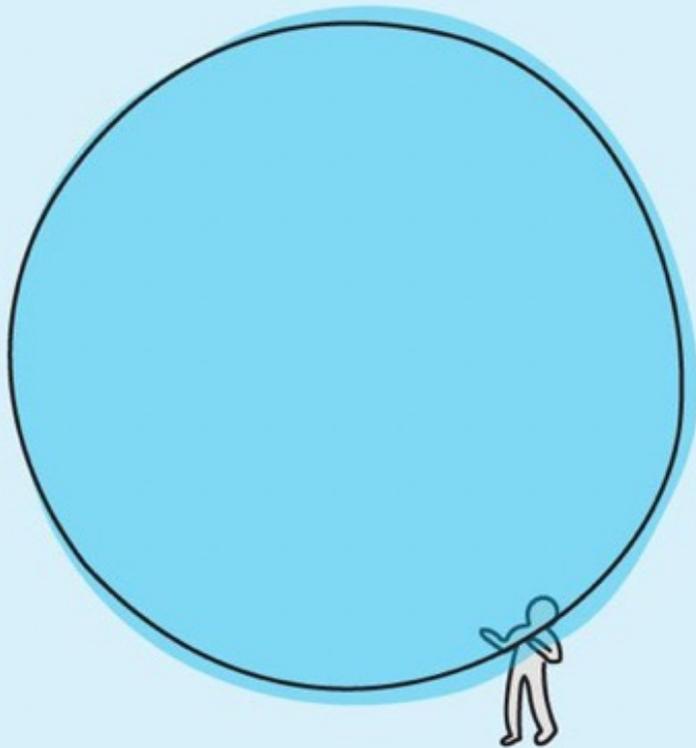
- What examples do you see, in your own organisation?
- How are you playing into the system?
- What can you do differently?

## **How I can support those around me with Imposter Syndrome?**

- How will you know that a member of your team is suffering from imposter syndrome?
- What leadership skills do you need to tease these things out?
- How would you start the conversations?
- What things can you do to support?
- What do you do that contributes to X imposter syndrome?

# A REALLY HARD THING

@lizandmollie



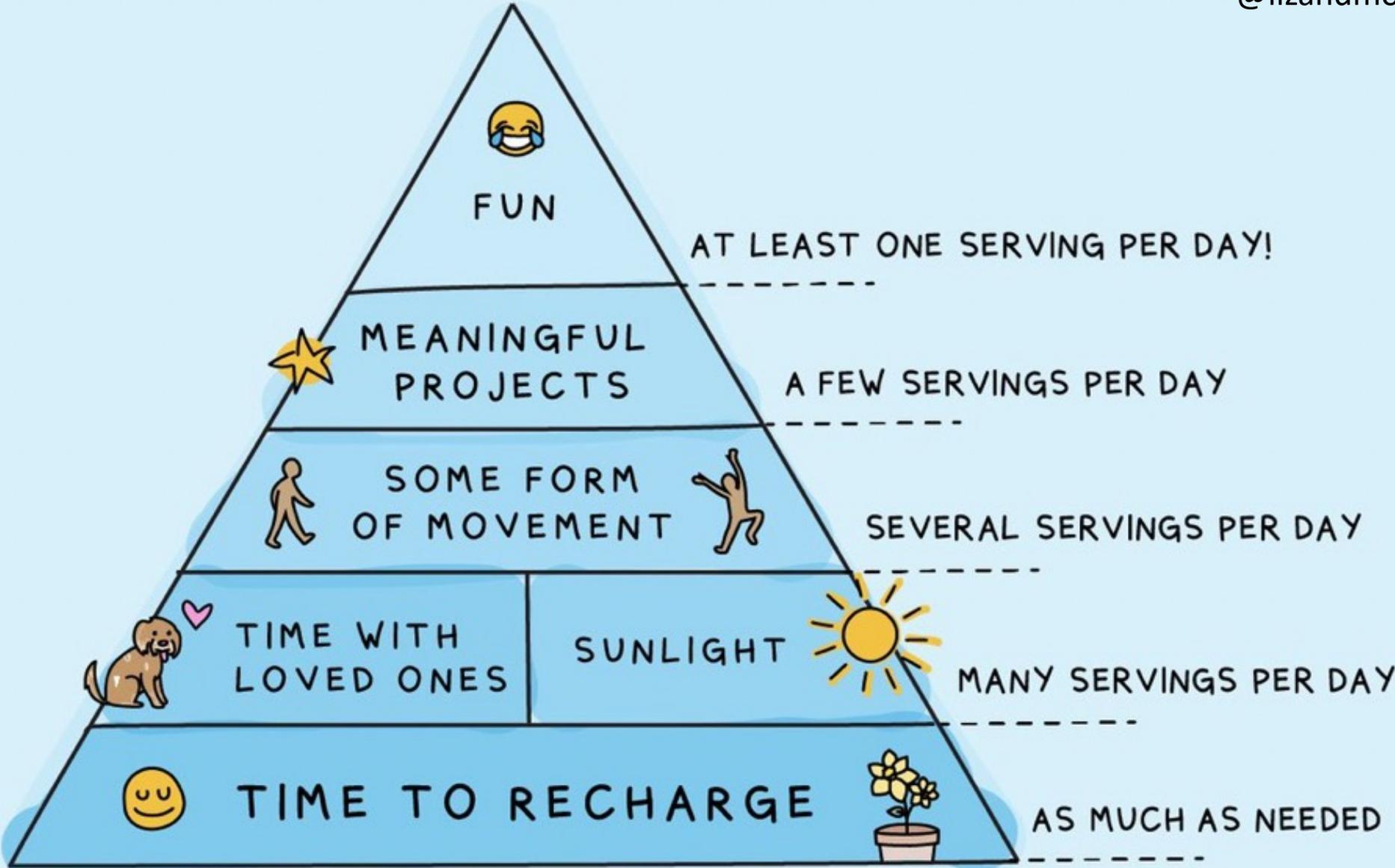
HOW IT FEELS  
RIGHT NOW



HOW IT WILL FEEL  
IN A FEW MONTHS



HOW IT WILL FEEL  
IN A FEW YEARS





# The importance of coaching

Linking coaching &  
wellbeing

# Seligman PERMA model:

The links between  
coaching and wellbeing



Positive emotion



Engagement



Relationships



Meaning



Accomplishment

# New ways of working

80%	20%	30%
71%	46%	50%

## Advantages:

- Increased wellbeing
- Self-reported productivity
- Work satisfaction
- Work-life conflict
- New ways to collaborate
- Inclusive

## Disadvantages:

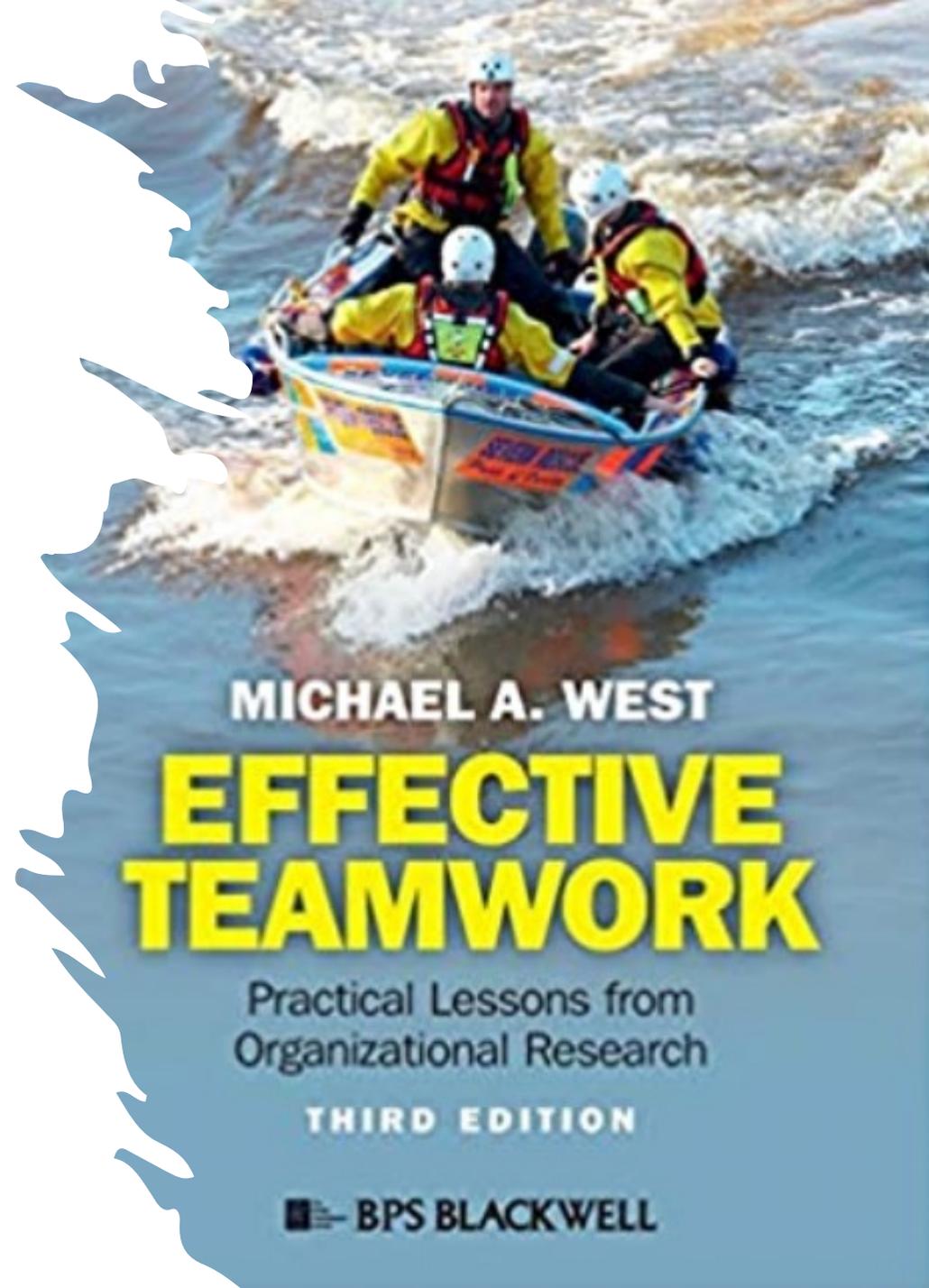
- Increased work intensity
- Longer working hours
- Distractions
- Loneliness
- Inability to disconnect
- Fewer learning opportunities

## Continued considerations:

- Sight based leadership
- Trust
- Accountability by outcome
- Bullying, harassment, safety



- We have an agreed vision & shared purpose
- We're interdependent upon each other to get things done
- Our communication is effective
- We take regular steps to review our effectiveness as a team
- We nip problems in the bud



# Psychological Safety Checklist:

Prompt Question	Score	Nudge:
It's OK to disagree in this team		
We share many ideas before we settle on the way forward		
We take the opportunity to learn from mistakes, and debrief as a team		
Members of my team raise concerns and tough issues with me and with each other		
We have a diverse team of people, with an interesting array of backgrounds		
I often observe team members helping each other out, and this isn't directed by the boss		
No one in the team acts in a way that deliberately undermines another member of the team		

# Nudge theory examples in the workplace

## OFFICE DESIGN: CREATE VISUAL ISLANDS

Desired behaviour: keep distance.

Nudge: Put workstations on dark carpet. People will have the tendency not to step on the dark carpet and so naturally keep the desired distance



## REMOVE ALL BUT ONE WASTE BASKETS

Desired behaviour: people move regularly.

Nudge: Remove all wastebaskets but one from the floor. Put one waste basket in the far-away corner, so that everybody has to walk when they want to throw something away. Lazy people will produce less waste, and that is also ok of course



## FLY IN URINAL

Desired behaviour: Pee inside the urinal.

Nudge: Put something in the urinal men like to aim at. A fly or a goal work, but with some fantasy you can think of many other solutions.



## WALKING MEETING?

Desired behaviour: Walk more

Nudge: When people want to schedule a meeting, ask them what kind of meeting they want (Traditional, Standing, Video or Walking). Add "Most Popular" or "Chose by most people" to the Walking Meeting option.



# Nudge for good!

