

THE FUTURE OF WORKPLACE WELLBEING



with Sophie Coulthard

***Grab a pen + paper
... maybe a coffee***

LIVE WEBINAR

***introduce yourself in
the chat!***


We start at 11am



Welcome!



In the next hour....

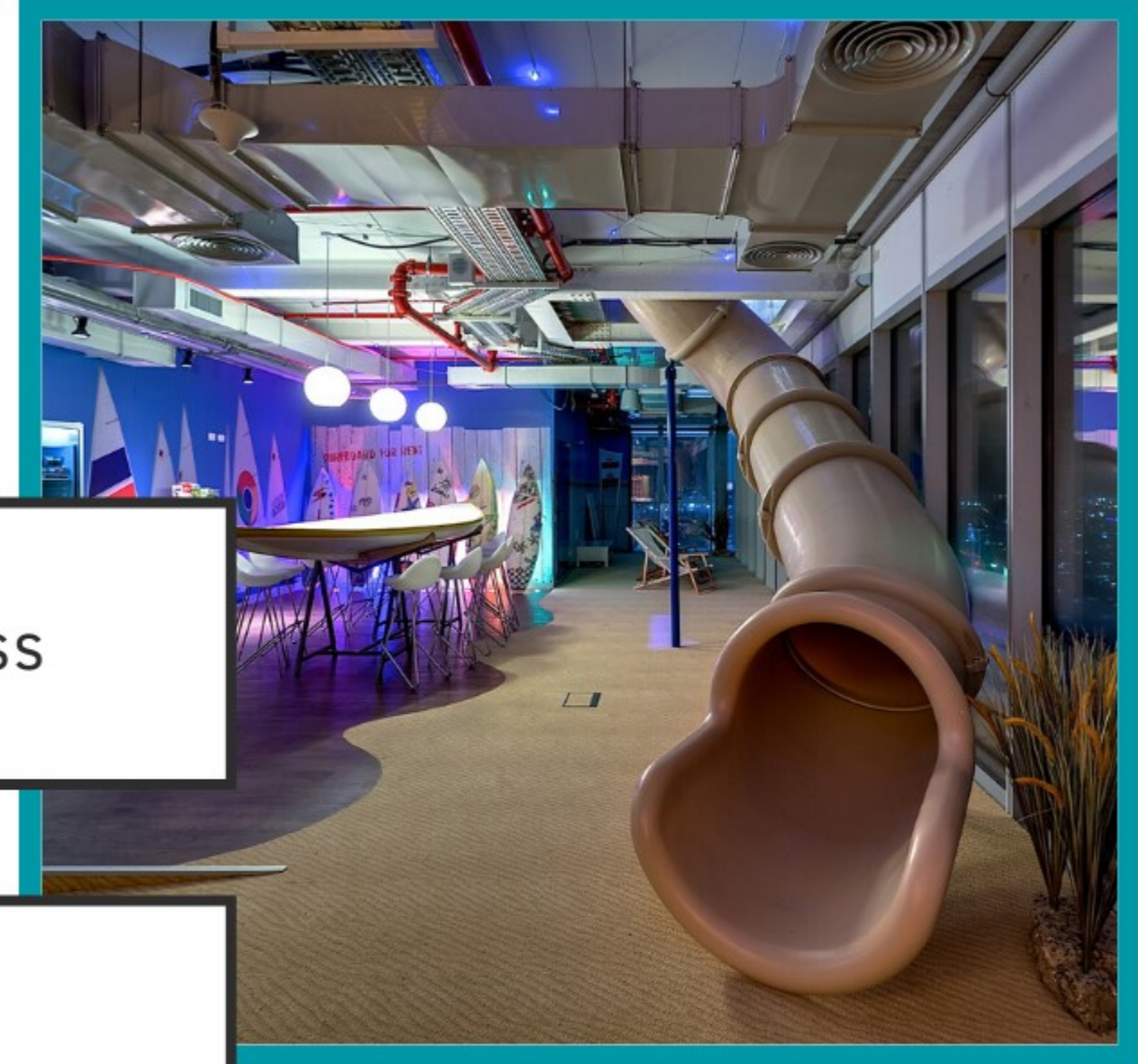
- 1 Reflect on past wellbeing initiatives
 - 2 Understand the struggles of staff today
 - 3 Adapt the 4 pillars that make up workplace wellbeing
 - 4 Share case studies from different companies
 - 5 Brief overview of FidlLeaf platform
- 

Wellbeing initiatives of the past...

Physical and health programmes / Yoga / Mindfulness

Perk apps and incentives / Beer fridges / Pizza

Wellbeing workshops + training / Staff surveys



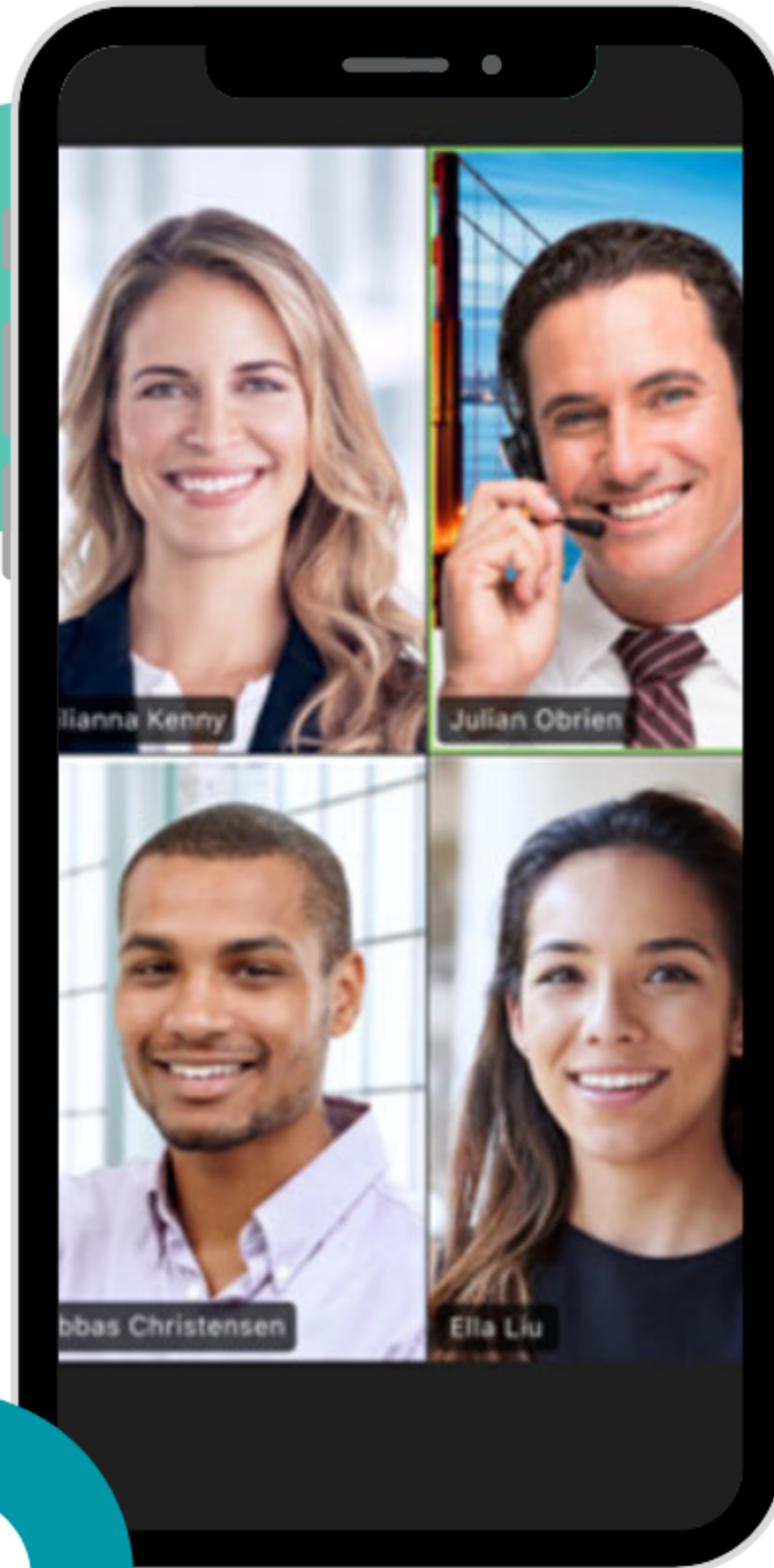
What staff are struggling with now

RESEARCH FROM MIND

Zoom overload / Always on / Lack of support /
Burnout / Feeling isolated

what they want...

Clarity / Community / Purpose



4 pillars of workplace wellbeing

**VALUES-ALIGNED
BEHAVIOUR**

TEAMWORK

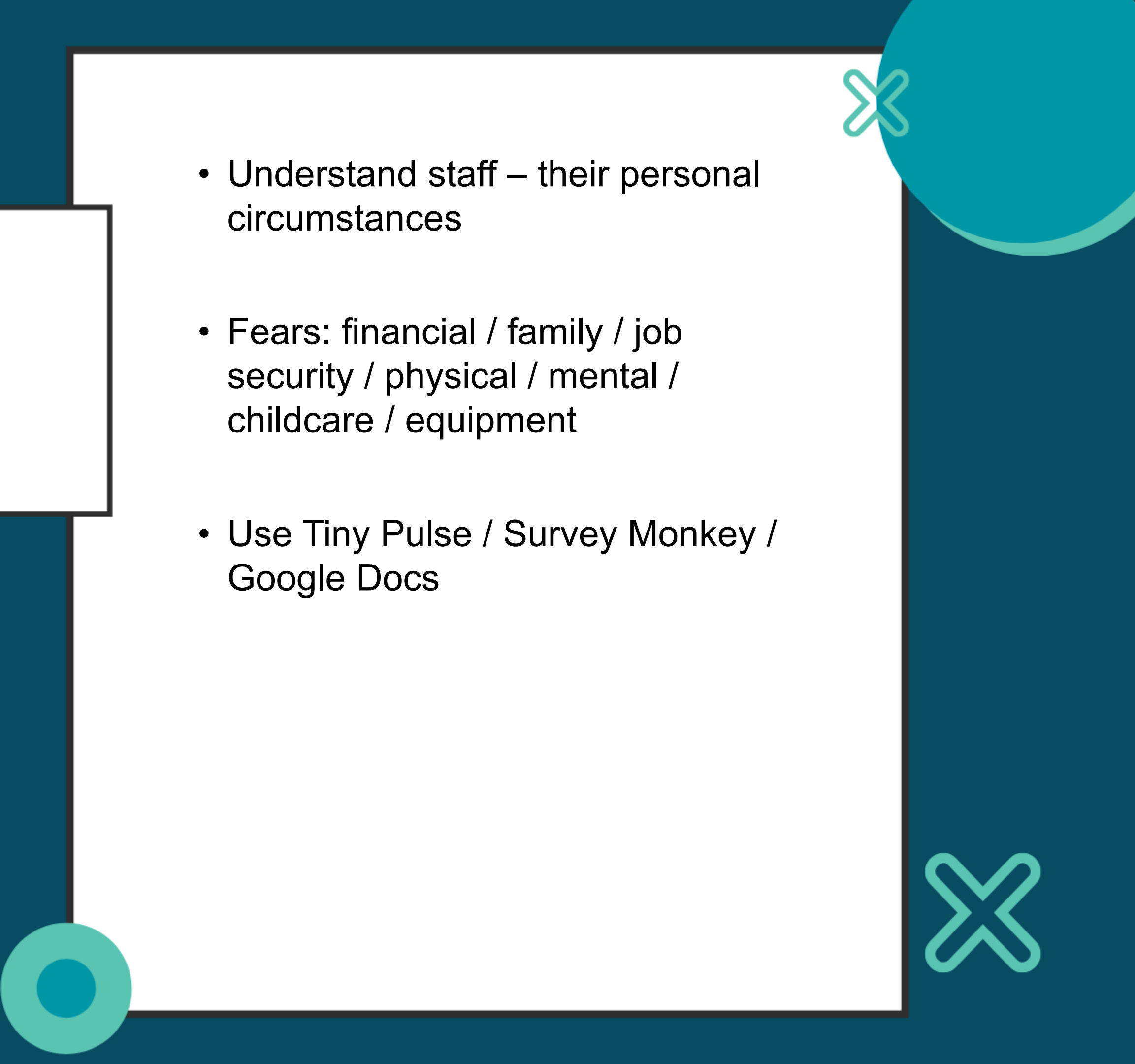
PROCESSES

RECOGNITION





Recognition = Clarity

- Understand staff – their personal circumstances
 - Fears: financial / family / job security / physical / mental / childcare / equipment
 - Use Tiny Pulse / Survey Monkey / Google Docs
- 

Case Study - Buffer



buffer





Implementing a 4-day work week for 1 month

Listened to feedback from staff survey

Different teams have same set day off



Processes = Clarity

- 
- Set core hours / limit work day / set fixed breaks / Zoom gaps
 - Clear agenda + outcomes for meetings
 - Make use of commute time for social / activities / fitness
 - Look at week plans / breaks for sunlight / fresh air
- 

Case Study - Spanx



Conducts virtual all company meetings and happy hours

Asked everyone to come up with product/service ideas

Focusing on building culture



Teamwork = Community

- Interest groups for knitting / sport / book clubs / quizzes
- Virtual happy hours / winefulness / coffee moments
- Wellbeing Wednesday with different themes or workshops
- Free or paid courses – encourage groups or partners
- Behaviours need to be modelled by senior staff!

Case Study - Informa



1 minute questionnaire every Friday

Weekly company updates presented by CEO

Shares every strategy / plan to avoid
redundancies

Case Study - Require Consultancy Ltd

ReRequire
Consultancy Ltd.



Set core hours of 10-2

Including furloughed staff in comms + socials

Offering courses - free or paid to furloughed staff



Values = Purpose

- Talk like a human being
- Is the safety + wellbeing of your people your highest priority?
- Ensure decisions are: essential, safe, mutually agreed
- What's your long term mission?

Case Study - Nationwide



Planning for 12 month WFH, then 30-40% capacity in buildings


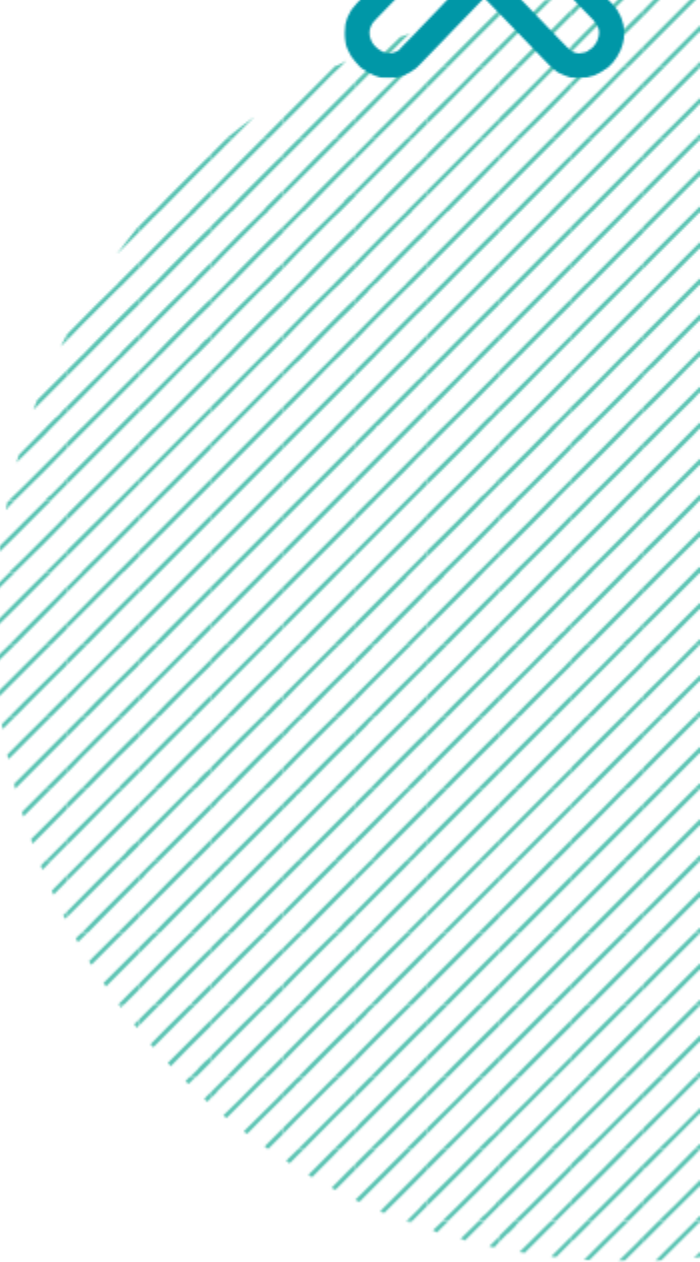
Data gathering to understand who wants to use the office, potential rotational rota

Created a home working checklist to support staff

- My company contributed to desks and chairs to work from home
- We nominate a different Zoom host for every meeting to take charge and show leadership
- My manager sent us snack packages for our weekly socials
- We've been given reduced hours and workload to help during this time



Other ideas....

- 
- 
- We are all taking a virtual boxing class to relieve stress and tension
 - We were offered a choice of subscription: Les Mills, Snacks, Disney+ or Netflix
 - We have a 3:30pm finish on a Friday

3 new pillars of workplace wellbeing



The image features three overlapping rectangular boxes representing pillars of workplace wellbeing. The top box is teal and labeled 'CLARITY'. Below it are two boxes: a white one on the left labeled 'COMMUNITY' and a light blue one on the right labeled 'PURPOSE'. The background is dark teal with a grid of small teal dots on the left and a large, semi-circular area with diagonal teal lines on the right. A teal 'X' icon is in the bottom right corner.

CLARITY

COMMUNITY

PURPOSE



Exclusive Sneak Peek



FidlLeaf

Burnout Potential	●
Work Stress	●
Work/Self Energy	●
Self Regard	●
Assertiveness	●
Self Criticism	●
Personal Stress	●
Self Esteem	●
Role Satisfaction	●
Self Direction	●

Self Regard

What Is It? [Your Result](#) [Related Content](#)

Your Result: OK Self-Regard

In Development Plan ✓

Your result here is ok, meaning that sometimes you will be good at regarding yourself highly and practicing self-care and sometimes you won't. There might not be consistency in how well you regard yourself and this could be based on other things going on in your life.

Consider some of your other results for the different wellbeing areas. Is this result for self-regard potentially causing some of the other results to be weaker as a result? It's definitely possible that if you're not looking after yourself consistently and taking time for yourself outside of work and other obligations, then it could cause areas such as self-criticism and self-esteem to be weaker. Potentially all of this could be because of some type of stress, so if there is work or personal stress showing then consider how that could be affecting your ability to look after yourself and put yourself first.

Many demands in today's culture can cause us to put other things before ourselves, but research has found that people who find ways to fulfil themselves outside of work and other obligations actually perform better at work.

There is room for improvement here so consider what you can do that is truly just for you and try to prioritise those things or block out time in your diary for them so that self-care becomes a regular practice.

Don't ever feel selfish for doing this - take pride that your life will be richer as a result and that fulfilment will carry through into your work and help you to perform at your best.

Explore this area further in the [Related Content](#) tab.

You can click the "Add to Development Plan" button to start setting goals for yourself in this area.



Focus Areas

Your Development Plan

In Progress Goals

Present my proposal about being more sustainable at work

Assertiveness

Aim: I have seen how much paper and plastic we waste at work and want to try to launch a sustainable initiative

Motivation: The planet needs this!

To be completed by: 1/8/2020.

Pay off credit card debt

Personal Stress

Aim: Need to pay off credit cards as they are causing stress

Motivation: Once they are paid off I'll have an extra £100 a month

To be completed by: 1/9/2020.

Completed Goals



***We're different
because...***



We use Nobel-Prize nominated science

We deal with the personal and the professional

We don't feel like a work tool



We believe...

Awareness

FidlLeaf

Self-Awareness

Development Plan

My Library

Self-Awareness Report

Introduction

Burnout Potential

Work Stress

Work/Self Energy

Self Regard

Assertiveness

Self Criticism

Personal Stress

Self Esteem

Role Satisfaction

Self Direction

Introduction

Welcome to your FidlLeaf hub – this is where you'll be directed each time you log in.

Here you'll find your **results** from the self-awareness assessment. These are private to you. You'll be able to work through each of the 10 areas measured, understand more about each one and learn where your strengths and areas for development are.

Below you'll find your **personal development plan** which you can begin to work on after you've taken time to look at your results. This will develop over time and you should come back to it on a regular basis.

As you work through the different wellbeing areas down the left hand-side you'll find lots of personal development content, which you can save in your own **personal library**. This makes things you've found useful easy to access when working on your development plan.

Be sure to watch the videos in this introduction section to make the most of your FidlLeaf platform and let us know if you have any questions – you'll find easy ways to contact us throughout the platform.

Wanna chat?

You'll see that your report has quite a few areas that have been flagged for development. This is common when there is high stress or trauma in someone's life. But we are conscious that you may want to talk about your report with someone who can go into more detail.

Just drop us your number and we can give you a ring whenever suits you.

Set up a call

Welcome to FidlLeaf

Contact Us

Privacy Policy

Cookies Policy

Terms of Use

We believe...

Development

FidlLeaf

Self-Awareness

Development Plan

My Library

Self-Awareness Report

Introduction

Burnout Potential

Work Stress

Work/Self Energy

Self Regard

Assertiveness

Self Criticism

Personal Stress

Self Esteem

Role Satisfaction

Self Direction

Self Regard

What Is It?

Your Result

Related Content

The dictionary definition of self-regard is “a consideration of oneself or one’s interests” and this really sums up what is measured in this wellbeing indicator. We almost think of this one as being self-care because it’s really about how someone takes care of themselves and what they deliberately do to take care of their own mental, emotional and physical health.

Because self-regard and self-care are simple concepts, they are often overlooked or bundled into a category of bubble baths and face masks. Don’t get us wrong, those things can make up part of a self-care practice, but self-regard and self-care should be thought of in a much more holistic and broader sense than just the occasional pamper evening.


Think of self-regard and self care as the energy you put into *you*. What do you do that’s for yourself and not for work or for others? People who have strong results for self-regard normally set time aside for themselves in their diary and may even describe themselves as selfish in how they preserve their free time.

It’s common to see poor results for this wellbeing area, as most people’s energy goes outwards, to work, to friends, to others, and at only what’s left at the very end might go to themselves. We also see very athletic people often score poorly for self-regard, which may sound like a contradiction – how can they have poor self-regard if they are in the gym all the time? But if exercise starts out as self-care and evolves into a task or a job, this can turn it into a chore rather than an act of self-care, so this may be something to be aware of.

Self-regard is about making time for yourself and having things outside of work that fulfil you. It’s often a wake up call for people when they realise they can’t list three things that fulfil them, and that might give a clue as to what your result will be.

Go to the [Your Result](#) tab to see your score.

Self Regard - What It Is



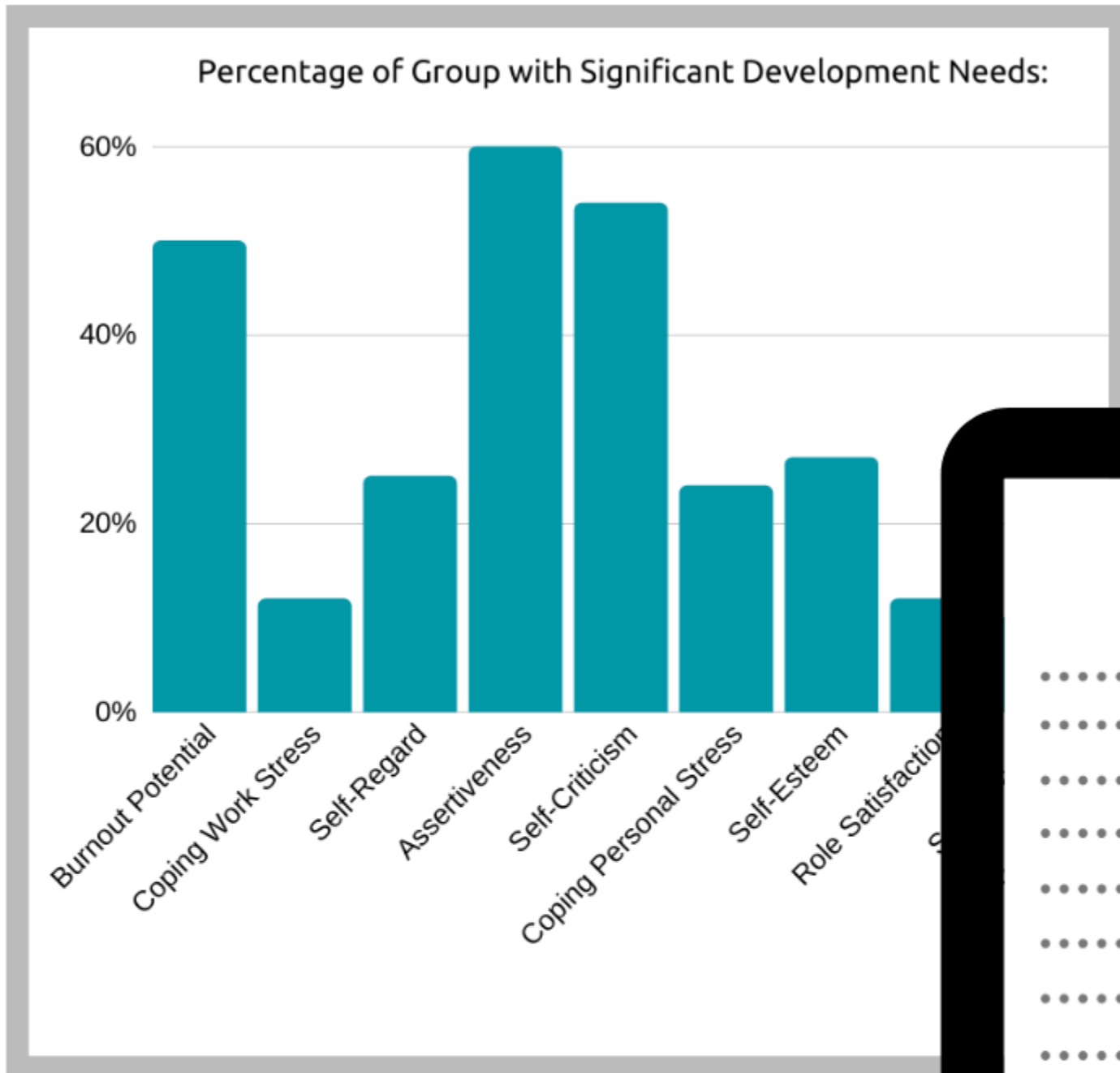
Contact Us

Privacy Policy

Cookies Policy

Terms of Use

Wellbeing can be a KPI

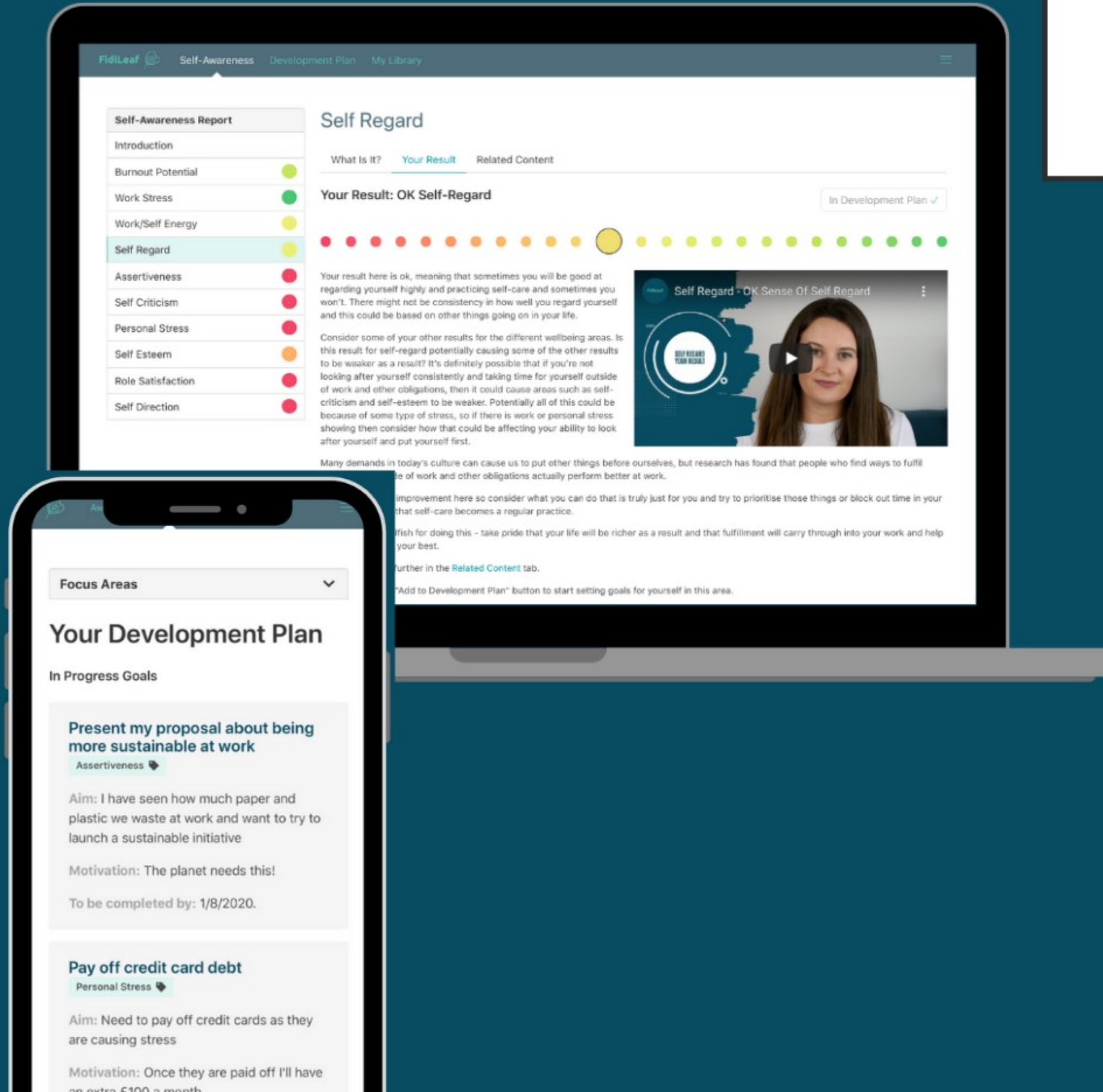


Join us...

◆ Limited places launch - 100 users

◆ £50 per user for 12 months

◆ Launching in July





Questions?



Thank you for joining!
Keep an eye out for your email!