

GLWS E-Learning Accreditation Program Comments on Preparation Form

Hi Star Student – many thanks for doing your debrief preparation. I've made some quick comments below which I hope you find helpful. Good luck with Harry's debrief, and I look forward to hearing how you get on.

Warm regards

Audrey

Congruence between Wellbeing snapshot and detailed pages: Agree, nothing to add!!

Free text comments and linkage to domains/items: Agree and it may be a good thing if Harry's wellbeing was positively influenced by other things aside from his job...given how fickle organisations can be!!

Wellbeing profile & overall 'theme' of the report? Great summary. Authentic Relationships: How does he ensure he sustains this positivity in his relationships at work and at home? Task him to think of one thing he could do in each context to nurture his most important relationships. And/or, if he wants these relationships to be the same or better in 12 months' time, what must he stay focussed on?

Meaning, Purpose & Direction: Interesting isn't it? Given the rest of his profile, be prepared that this could be a rating error – one rogue red that doesn't seem to fit with anything. 'Sometimes' for volunteering might be enough at present while he has a big role. Given what you said about his standards, he may be doing more than most people in his situation?

Resilience & Equanimity: Agree! Self-doubt is a commonly flagged item in GLWS. We have done a blog on how self-doubt could be reframed as more positive than people think and feel about it. What does self-doubt bring that is positive (more interest in others' views, better collaboration, orientation to learn, drive etc?). My debriefs on this item have moved to ask what is the impact – both positive and negative? Just a thought....

Vitality & Energy: Beyond sitting, I think the key one is the schedule – without making change on this one, it could start to have a deleterious effect on other items here and other domains...?

Linkages between items/domains: Completely agree...and a focus on sustaining behaviours.

Within the context of keeping an open mind – what strategies do you think might be of benefit to recommend to this individual to enhance their wellbeing: Sitting down: set reminders to stand up; do some of his meetings standing up or walking. And more breaks for movement – linked to your previous comments. Probably links to his diary management – time to set some boundaries on meeting time and carve out quiet time?