




Wellbeing is a core capability

CORE CAPABILITY: ENABLING WELLBEING FOR SELF AND OTHERS

Definition	Making purposeful and well-informed choices to optimise wellbeing for self and others, role-modelling wellbeing as a priority, embedding reliable disciplines and supporting positive change in the system.
 Individual	
 Team	
 Organisation	






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 <p>Individual</p>	Self-care	<ul style="list-style-type: none"> • Prioritises own wellbeing as an important driver of their own sustainable performance • Knows what is needed to energise, sustain and look after self, at work and in personal life • Acts with personal discipline aligned to their unique wellbeing needs and situation • Embeds positive wellbeing behaviours such as taking breaks, limiting meeting hours, upholding reasonable working hours, exercising regularly, eating healthily, disconnecting when on leave • Sets and upholds clear boundaries around communications and responsiveness (e.g. after hours) • Demonstrates vulnerability rather than stoicism – asks for support when needed
 <p>Team</p>	Other-care	<ul style="list-style-type: none"> • Talks openly about wellbeing, stress and productivity challenges with colleagues • Constructively and regularly checks in with colleagues around their wellbeing • Encourages others' positive wellbeing behaviours and actions • Considers others' workload, seeks to provide optimal autonomy and control when/if delegating, and does not explicitly or indirectly encourage long hours or unrealistic expectations and workloads • Supports a team culture of respect, inclusion, support, empathy, optimism and fun • Notices when others may need support and responds by asking and listening • Responds to unresolved concerns about wellbeing in the team by escalating to a leader or HR • Builds trust and rapport with colleagues at a personal as well as professional level • Helps colleagues identify and use their strengths, to their full potential • Encourages positive talk to build optimism and seeks to calm high pressure or stressful situations • Encourages colleagues to proactively manage their energy and pace • Shares wellbeing practices and ideas with colleagues in their team
 <p>Organisation</p>	Wellbeing champion	<ul style="list-style-type: none"> • Learns and develops a more sophisticated understanding of workplace wellbeing and mental health definitions and core concepts • Is aware of and uses resources, policies and programmes within and beyond the organisation to support people with their wellbeing e.g. mental health first aid training • Influences leaders and senior stakeholders in the organisation to promote changes to wellbeing goals, processes and practices • Supports responsible flexible work practices to support colleagues to meet their wellbeing needs • Shares wellbeing practices and ideas with leaders and colleagues across the business • Acts as a sponsor or ambassador for wellbeing initiatives within and outside the organisation



GLWS Reach
Wellbeing Series

Foundation



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