**Health and wellbeing conversations:**   
**Wellbeing coaching questions**

This set of questions will help you to start the conversation about undertaking a COVID-19 risk assessment, build insight into how the staff member is feeling, and create a safe environment to raise concerns.

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| **To open** | * What outcome would you like from this discussion? * What would make this time we have together feel valuable? * What's on your mind about work, what feels important? * How are things going for you at work? |
| **How are you feeling?** | * How is the current situation with COVID-19 impacting you? * How is the current situation impacting your family? * How are you feeling about your role? * On a scale of 1-10, how happy are you? What could you/we do to move it forward by 1? * How do you think this score impacts your role currently? |
| **Introducing the risk assessment** | * How manageable is work? What support can I give to make it feel more manageable? * What's the biggest concern for you?  Why is it having an impact on you? * What steps have you taken to resolve this concern? How did that go? * What is your experience of the current risk assessment process? |
| **Feelings about team culture** | * How would you describe the culture of the team to an outsider? Why do you think that? * What do you think the team does well in supporting staff and what could be better? * On a scale of 1-10, how supported do you feel by the team? What could we all do to improve your score by 1? |
| **To understand how someone is feeling about change** | * How are you feeling about the impact of COVID-19? How would you describe your initial reaction to it? * What concerns do you have about this situation? * Do you feel involved? Is there anything we can do to make you feel more involved? * Do you feel safe? * What does it feel like to be brave? What impact is this having on you? |
| **To close the wellbeing conversation** | * During this time of uncertainty and worry, it's important that we support one another and look after our health and wellbeing. * It's understandable that you and your colleagues may feel anxious about this developing and uncertain situation. * Please remember to use the health and wellbeing support you are entitled to, including confidential support through workplace options, occupational health and freedom to speak up.   **#bekindtoyourself** |