

Wellbeing Conversation

Taking time to look after our wellbeing and knowing what affects us is always important, but even more so during unprecedented and uncertain times.

When you face uncertainty, feel too busy or unbalanced it can leave you feeling overwhelmed, unwell or stressed. Our Wellbeing Wheel will help you to see the important aspects of your life that may need your attention in order to feel happier, healthier and more productive even in the most difficult of times.

The wheel also helps to start a discussion with your Line manager about what matters to you and how he/she can help.

How to complete your wheel

> This exercise is optional, you do not have to complete all the wheel segments.

> With the centre of the wheel as low 0 and the outer edge as 10 high, rate your level of satisfaction with each area by drawing a curved line or clicking the box.

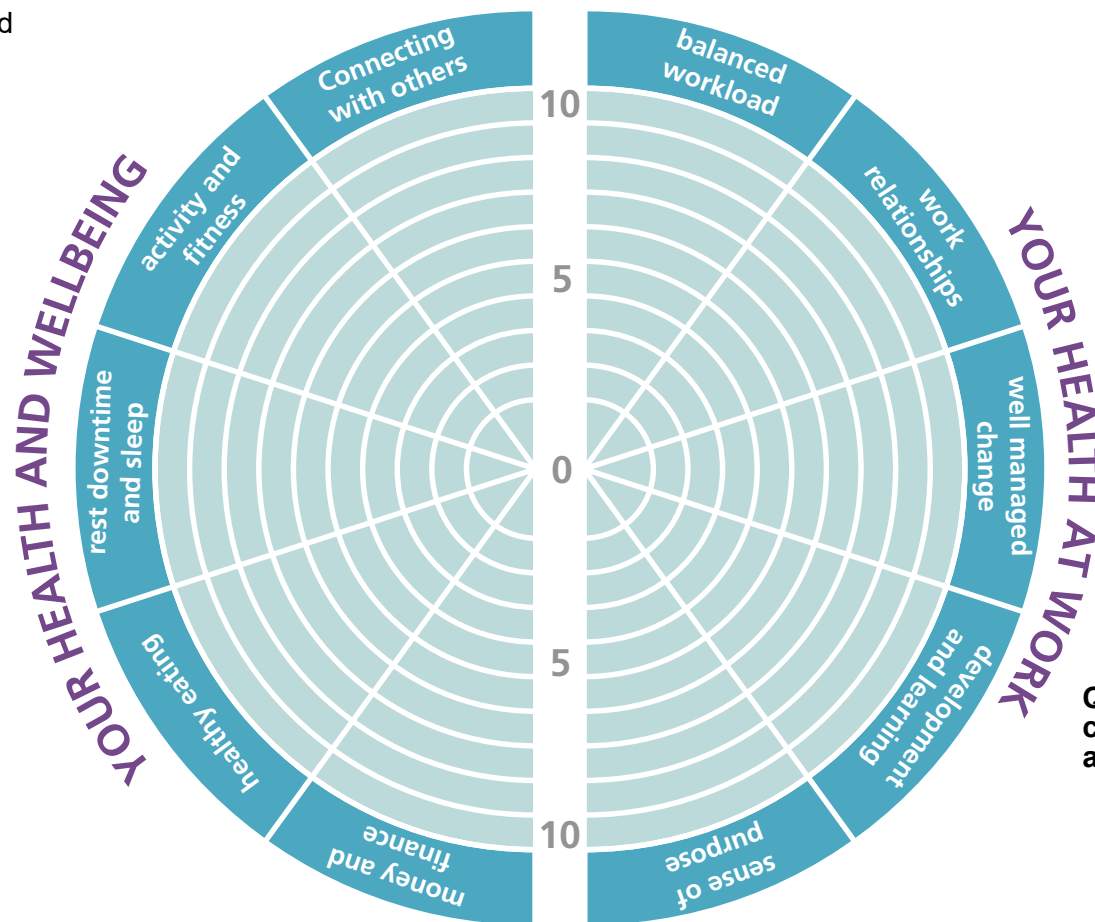
> Be honest with yourself.

> Don't spend too long, your gut instinct is usually right

> It is worth repeating this exercise after a few weeks to see how/if things have changed.

Q4: Who can support you with this?

Wellbeing Wheel



Q3: What resources are available to you?

Q2: What is going well and what can you learn from that to help with areas that are not going so well?

What next?

Q1: What areas require attention and what can you do to feel better?

Wellbeing Conversation Questions - The responses to these questions will help identify what support the Trust can offer you. Your Wellbeing Conversation should be had with your line manager, a trusted peer or a member of the Wellbeing Team.

Wellbeing during Covid 19 and beyond

Mind: Take Notice

Q1: Which of the following have you experienced in the last 12 months? Tick as many as apply:

- Trauma due to the number of deaths you have witnessed
- Concern at the level of care you have been able to give to patients
- Feeling of loneliness and/or isolation
- Personal bereavement that has affected your performance at work
- Detachment from colleagues
- A sense of being overwhelmed due to the pace or style of change
- Conflict with colleagues
- None of the above

Q2: How often do you make space in your day to reflect on your Wellbeing? (1=Not at all, 5=Very Much)

1 2 3 4 5

Q3: Which of the following wellbeing support are you aware of?

- | | | |
|-------------------------|-------------------|---------------------|
| Time to Talk Team | Chaplaincy | Care First: |
| Occupational Health | Wellbeing Spaces | Counselling |
| Bereavement Counselling | None of the above | Financial Advice |
| | | Relationship Advice |
| | | Legal Advice |

Body: Be Active

Q1: How satisfied are you with your physical health? (1=Not at all, 5=Very Much)

1 2 3 4 5

Q2: I have a physical activity that I undertake / enjoy regularly. Please tick one:

Not at all 1-2/Week 3-5/Week 5-7/Week

Q3: Do you feel you have a good work / life balance? (1=Not at all, 5=Very Much)

1 2 3 4 5

People: Connect

Q1: I feel connected to my colleagues at work. (1=Not at all, 5=Very Much)

1 2 3 4 5

Q2: I have the opportunity to connect with colleagues and the wider organisation? (1=Not at all, 5=Very Much)

1 2 3 4 5

Q3: I am satisfied with the level of support from family and friends in relation to my experiences at work. (1=Not at all, 5=Very Much)

1 2 3 4 5

Growth: Keep Learning

In the last 12 months:

Q1: I have gained new skills. (1=Not at all, 5=Very Much)

1 2 3 4 5

Q2: I feel my personal resilience has (1=Got Worse, 5=Improved a lot)

1 2 3 4 5

Q3: My line manager has supported my learning. (1=Not at all, 5=Very Much)

1 2 3 4 5

Spirit: Give

Q1: To what extent have you felt appreciated or recognised by: (1=Not at all, 5=Very Much)

The Trust 1 2 3 4 5

By Line Manager 1 2 3 4 5

Colleagues 1 2 3 4 5

Q2: I often appreciate or say thank you to my colleagues. (1=Not at all, 5=Very Much)

1 2 3 4 5