



THE HIVE OF WELLBEING LIMITED

My Wellbeing; Your Wellbeing; Our Wellbeing

This format is a reflective tool to allow you to consider how different aspects of your work are impacting on your emotional life at this time. It also provides the basis to articulate some of the emotional impact that changes at work are having on your performance and wellbeing and to discuss this with a colleague or line manager in a purposeful, structured way.

How are you feeling at this time?	Low level of wellbeing	0-----1-----2-----3-----4-----5-----6-----7-----8-----9-----10	High level of wellbeing
<p>If your score is less than you would be comfortable with, what have you identified as the main cause(s)?</p> <p>What matters to you about this main cause? What do you need that is not being met at this time?</p> <p>When did you first start feeling this way? What made you notice that you felt this way?</p> <p>Would it help to speak about this? If so, who would be the best person to speak with?</p> <p>What actions would help you to feel better about your wellbeing at this time? What do you need to take these actions? What is it about these actions that are specific, achievable, time-bound and realistic?</p>			
<p><u>EXPERIENCING CONFLICT AT WORK:</u> Conflict is a natural part and process of life and life at work. Conflict arises when there is an “unmet need” in one party or the other or both! There are many types of conflict at work – Values conflict; Power conflict; Economic conflict; Interpersonal conflict; Organizational</p>			



THE HIVE OF WELLBEING LIMITED

conflict; Environmental conflict; and there may be others. As we work through unprecedented times, conflict will arise; so how will we deal with this productively and support our individual and collective wellbeing:

What is the need that is not being met in the current circumstances?

How realistic is it that this need can be met?

Are there competing priorities that are preventing this need being met?

Who needs to know about this unmet need and its impact on your wellbeing?

How would you like to communicate this so that the “receiver” of the message receives it in the best way possible?

DISCUSSION AROUND GUIDING PRINCIPLES:

Where do you feel that Guiding Principles are leading practice, actions and behaviours which support your wellbeing?

Where do you feel that Guiding Principles are impacting negatively on practice/traded-off with others which affects your performance/wellbeing?

Safe

Fair and Ethical

Clear

Realistic



THE HIVE OF WELLBEING LIMITED

What are you noticing about your own thoughts, behaviours and attitudes that are recurrent and keeping you feeling “stuck”?																								
Have you felt similarly before, in a different context? What supported you then to feel better? What would support you now?																								
What clear actions would support you now? When will you take this forward? Who do you need to speak with?																								
What would be a helpful reframe if action cannot be taken directly? When might you see a resolution to this situation? What can you do in the meantime to support your wellbeing?																								
How are you feeling after this exercise?	<table border="1"><tr><td>Low level of wellbeing</td><td>0</td><td>-----</td><td>1</td><td>-----</td><td>2</td><td>-----</td><td>3</td><td>-----</td><td>4</td><td>-----</td><td>5</td><td>-----</td><td>6</td><td>-----</td><td>7</td><td>-----</td><td>8</td><td>-----</td><td>9</td><td>-----</td><td>10</td><td>High level of wellbeing</td></tr></table>	Low level of wellbeing	0	-----	1	-----	2	-----	3	-----	4	-----	5	-----	6	-----	7	-----	8	-----	9	-----	10	High level of wellbeing
Low level of wellbeing	0	-----	1	-----	2	-----	3	-----	4	-----	5	-----	6	-----	7	-----	8	-----	9	-----	10	High level of wellbeing		
Reflections on how score can increase or on any insights that you have experienced:																								