

Looking after your team's health and wellbeing guide

Review and revisit your team's wellbeing culture and goals

March 2023


People Promise








Review and revisit your team's wellbeing culture and goals


 Facilitators guide


 Identify your team's wellbeing goals


 Creating a safe and inclusive space to talk about wellbeing


 Looking after your emotional, physical and mental health

 Ensuring you have a safe working environment

 Collaborative and supportive relationships that promote social wellbeing

 Finding meaning in the work you do and bringing your whole self to work

 Knowing where to go when you need wellbeing support

 Review and revisit

 Inspiration Library





Revisit and review your team's wellbeing culture and goals

Reviewing your progress as a team can build confidence and enable you to celebrate success. Reflecting on your progress can provide an opportunity to identify what has worked well and what you need to continue working on to boost your team's wellbeing culture.


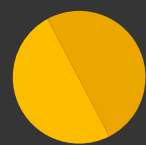

Here are some ideas to help you reflect on your team's progress.

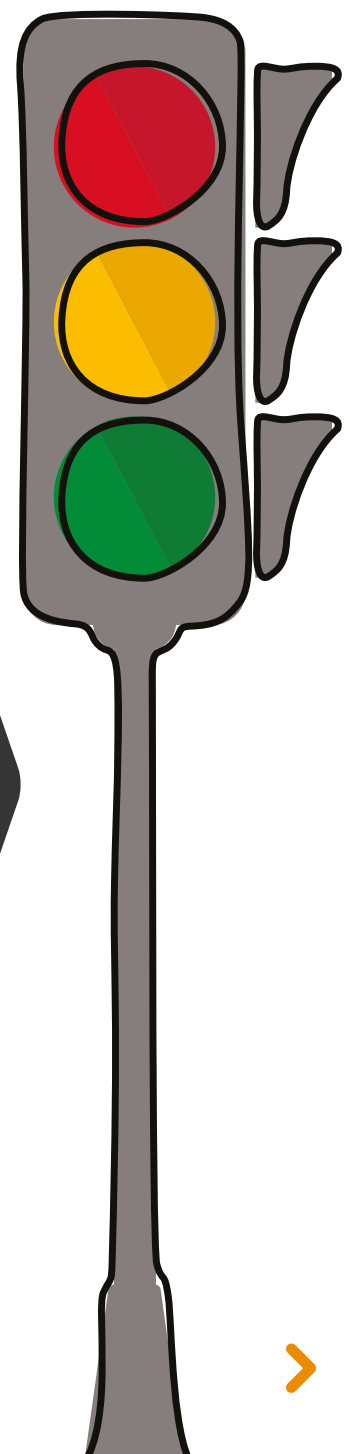
- Repeat the traffic light self-assessment and compare the assessment against the last time the team completed it.

Has anything changed? Why do you think they have/have not? Does the team need to take any action?

Read the following seven statements and identify if the team is red, amber, or green.

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-  **Red** = we think this would be useful to focus on but haven't started yet or this isn't a priority for us
-  **Amber** = we already do this in our team and want to do more
-  **Green** = we do this well in our team, and we need to make sure we keep doing it





In this team we....

	The section we have worked on (tick for yes)	Previous rating	Current rating
regularly review our wellbeing and the things that influence our wellbeing <i>(Identify your team's wellbeing goals)</i>		○ ○ ○	○ ○ ○
create a safe space to talk about our wellbeing and think about how we role model healthy leadership behaviour <i>(Creating a safe and inclusive space to talk about wellbeing)</i>		○ ○ ○	○ ○ ○
support each other to look after our emotional, physical and mental health <i>(Looking after your emotional, physical and mental health)</i>		○ ○ ○	○ ○ ○
ensure our work environment is safe and supports our wellbeing <i>(Ensuring you have a safe working environment)</i>		○ ○ ○	○ ○ ○
demonstrate collaborative and supportive team working <i>(Collaborative and supportive relationships that promote social wellbeing)</i>		○ ○ ○	○ ○ ○
find meaning in the work we do and enable each other to be ourselves at work <i>(Finding meaning in the work you do and bringing your whole self to work)</i>		○ ○ ○	○ ○ ○
help one another to find and access wellbeing support when we need it <i>(Knowing where to go when you need wellbeing support)</i>		○ ○ ○	○ ○ ○





Review your team's wellbeing ambition and principles for working together on team wellbeing

As teams change and develop over time, it's a good idea to review the team's wellbeing ambition and principles and discuss any changes or refinements you might want to make.

Check your team's wellbeing action plan on a regular basis

Create time to review and discuss the team action plan at team meetings. Take the opportunity to:

- review the timescales – do you need more time?
- do you need to allocate extra people to make sure an action is delivered (this might be key if a member of the team is due to be on leave, for example)?
- are there any follow-up actions that have become necessary?

Celebrate

As your team's wellbeing journey progresses, take time to celebrate what the team has achieved.

Some ideas to celebrate with your team include:

- organise a bring-and-share lunch
- apply for funding from an NHS or local charity to make improvements to your workplace
- 'pay it forward' and volunteer for a community activity or to do a team charitable activity
- if your team's work makes this feasible, agree a half hour at the start or end of the day to spend on an activity to benefit wellbeing either individually or as a team





NHS England

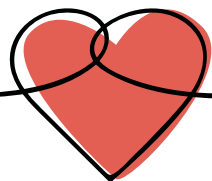
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133-155 Waterloo Road
London SE1 8UG

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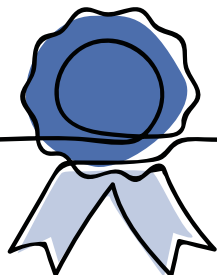
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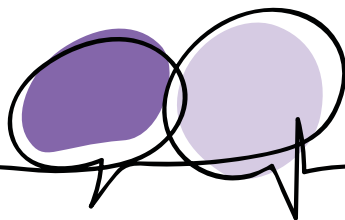
People Promise



We are **compassionate** and **inclusive**



We are **recognised** and **rewarded**



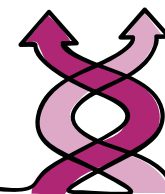
We each have **a voice that counts**



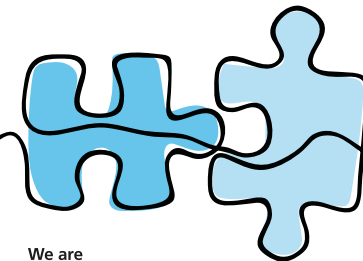
We are **safe** and **healthy**



We are **always learning**



We work **flexibly**



We are **a team**