

Wellbeing Action Plan for young people in the workplace

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So how can I use my wellbeing action plan? So, let's have a look at this. And first thing we can think about might be, does our organisation use the wellbeing action plan?

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If it doesn't, then this needn't be a barrier to you using it as a tool to reflect for yourself, and that first initial reflection is quite important in terms of thinking about what keeps you well at work and what you can do to bring about circumstances or environment that keep you well. And here we're thinking about that feeling good and functioning well. So not just thinking about what puts you in a good mood at work, but what helps you to concentrate, to engage, to build relationships and thrive. And really reflect on what does that look like when you're thriving, and how can you bring about those circumstances?

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Also important to think about, what does it look like when you're struggling, and how would other people know and how do you communicate that to other people? So that's really what we're trying to achieve with our action plan is to be thinking about, what does it look like when we feel good and function well, and what conditions do we need to get there? So, you'll see the first page invites us to think about this.

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What did we do to stay good, stay well at work. So not only what does it feel like, but what do we need to do to stay well at work? The second piece is thinking about,

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how do we communicate that to our manager? So, we can start with the self-reflective piece, and then think about what can our manager do to help us with staying while at work? And

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if we can start to think about this for ourselves and communicate it, then what we're communicating is that we're self-aware and active in managing our own mental wellness, and also that we recognize what we need to do in terms of taking care of our own mental wellbeing at work. So, you know, you've got your part of the bargain, and you're also thinking about what your manager can do as well.

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You're considering what your manager can do to bring out the best in you as an employee in their business,

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and you've got a level of trust in that business and in your manager to support you to bring that about. You're being proactive and taking the initiative and asking your manager to consider these things

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and

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so when you think about what it is your manager can help you do to stay well at work, for example, regular check ins. This, again, shows that you've got organized, good organizational skills, and you're anticipating support that might help you, in addition to what you can do for yourself. And you've got a willingness to develop that trusting relationship with your manager so that they can get the most out of you.

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And you've got that ability, once you've maybe jotted down your ideas and got them clear in your own mind, to communicate them to your manager as well. And these are all really positive things that businesses and managers are looking for to help them operate effectively.

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But when you are talking to your manager, when you are perhaps thinking about what your manager can do for you in order to create a good environment for you to stay well at work. Do consider that these are subject to negotiation, and your manager might not be able to offer you all the supports you identify. Think of them as polite requests rather than demands. So it could be, for example, that your manager is unable to offer you as much one to one support as you feel your need, especially if you're just starting out in a job, or

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it may be you need some help moving into a new job or on a particular project that you're finding challenging,

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you might have requested a fortnightly meeting, but there's only scope to offer you a monthly meeting, given your manager's own time commitments. A solution to this might be to explore the support of a mentor or a coach or a buddy and.

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Especially as we say, during those induction or onboarding periods, you could look at communication in general and clarify how best to reach out to your manager if you need additional support between formal meetings. Might be that you discuss with your manager other sources of support within the organization and outside that might be more appropriate to use make a note of them here In your action plan so that you recall them. You

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so

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your action plan can also be used to explain to your manager what symptoms you experience or what early warning signs you might experience if you start to struggle at work,

and this can equally be used if you're managing a mental health problem, or if you are identifying

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what it looks like when you're under too much stress or pressure at work. Again, you're

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identifying what stresses might negatively impact your well being. But you don't stop the conversation there. You're also thinking about, how does the experience of stress impact you at work, and what might people notice if you're under too much stress and perhaps struggling to cope?

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Your manager and as well as other people at work, could be key resources in supporting you when you're experiencing difficulties with your mental health or you're in crisis, it's important to bear in mind that usually anything you share in your action plan is confidential, but your manager might need to discuss a situation with someone else at work, normally, HR or their own manager,

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if they believe you or someone else to be at risk. But there really are those really are quite extreme situations where they might need to break confidentiality where possible. They will always discuss with You before Sharing information You

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So here is the spot where you can write down your support strategies in terms of what supports you might want from your manager and others if you're experiencing overload of stress, potentially burnout or the impact of mental ill health.

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And you can use this space to keep a note of other supports to reach out

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to, as well as noticing what you can do to support yourself at this time, and if you give permission for your manager to break confidentiality if necessary, this can be especially helpful if we do manage mental ill health. So for example, if you had a diagnosis of mental health, which you manage successfully most of the time, but actually it might cause you a bit of problems, a few problems.

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If stress is unmanaged, then it can be really helpful to share that with your manager and share the early warning signs. So for example, someone living with bipolar disorder might say that their early warning signs are sleep disruption or over committing on projects or starting to feel paranoid.

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Your Wellness action plan, in this case, might give your manager

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permission to contact your parents or your care coordinator, which you could write into this grid here,

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and this would help your manager to know what to do to best support you and give them confidence,

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and also give you more of an opportunity to

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have those warning signs reflected back To you and confidently meet with those additional resources.

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A wellness action plan can also be used as a structure when considering a return to work after time off due to poor mental health. It might be that you're creating

your wellness action plan for the first time or updating it, and it can be reviewed periodically, and we can see space down here at the bottom, especially if there's

a change in your mental health or your mental health care. So for example, if you're changing your medication and you're concerned it might affect your performance at work, you can use the wellness action plan as an opportunity to flag it

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there with your manager and have a conversation about updating your wellness action plan, specifying what You can do together to support your Mental Health. So

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so just to have a look at this, in summary, a wellness action plan can be initiated by and should be led by an individual employee. It can give structure to a more formal conversation about.

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Mental Health, if an informal conversation with a manager feels intimidating,

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initiating a wellness action plan

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takes the conversation into a situation you control, and the stages will be clear, you can adapt the conversation in terms of whether you have a diagnosed mental health condition or you wish to discuss how you manage stress and how your manager can help,

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using a wellness action plan can help us navigate a situation where we're uncertain of the boundaries of the relationship with our manager and Perhaps are unsure of the culture in the organization. Talking about our feelings and our mental health can be difficult, and communicating our needs in a structured, planned, considered way can really help us to come across the level of clarity we would want

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the details in your wellness action plan should be confidential, as we've said, between you and your manager, and it gives you the opportunity to reflect on what supports you have, what helps manage your mental health, and any additional supports you need from them. And it can also be used

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if you experience a crisis with your mental health and need to take time off work, taking responsibility for your well being at work, demonstrating self awareness and assertiveness and adopting a partnership approach with your manager and the wider organization, or all really empowering moves that can be achieved with the wellness action plan as a tool to guide you. You.