



HÄLSA
wellbeing

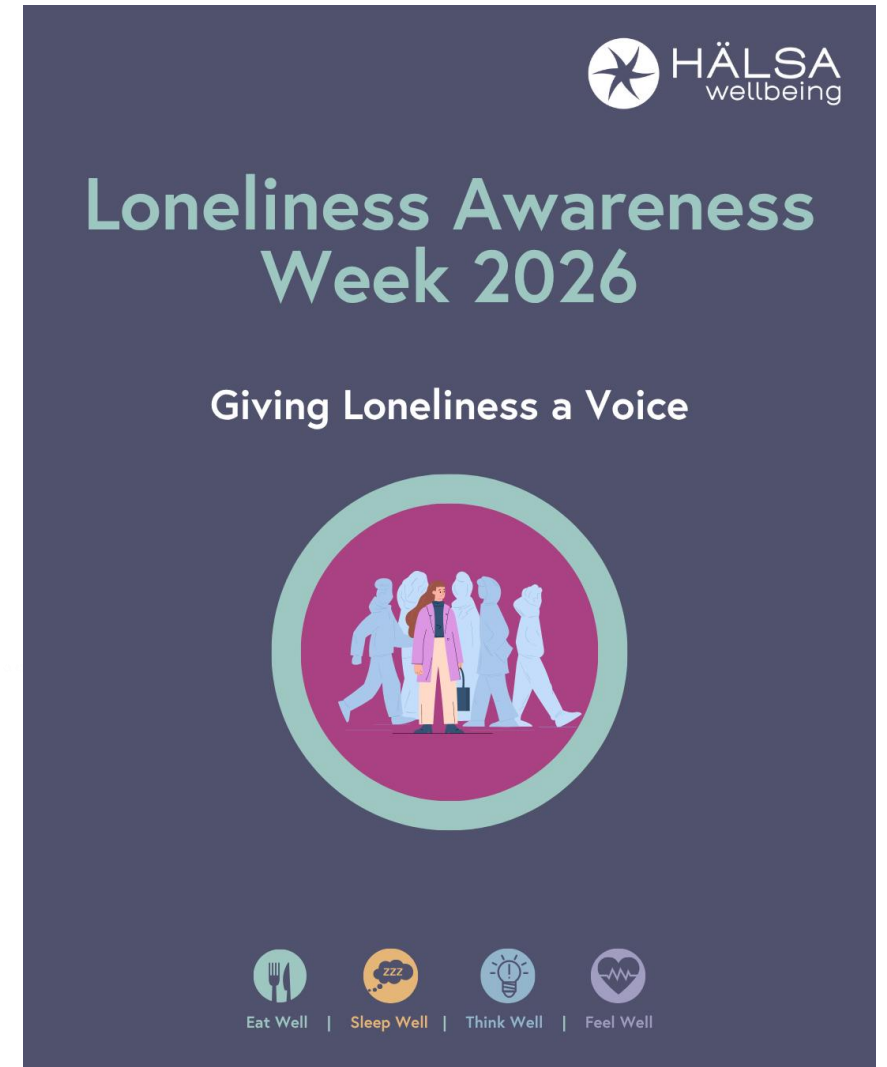
The importance of connection and community in the workplace

Welcome



Strong workplace relationships improve:

- ✓ Collaboration
- ✓ Wellbeing
- ✓ Engagement
- ✓ Achievement



Why people may feel disconnected at work

Key considerations

- ✓ Role of tech
- ✓ Working at home
- ✓ Challenges in teams
- ✓ Not feeling aligned with their work

Wellbeing, Engagement & Connection



- ✓ Link between wellbeing, engagement, connection and contribution is well documented
- ✓ It's a crucial focus for organizations aiming to cultivate a positive work environment and focus on retention

Employee wellbeing:

- ✓ overall mental, physical, emotional, and social health of individuals in the workplace
- *If employees feel supported and maintain a healthy work-life balance, they are more likely to be productive, resilient, and satisfied in their roles*
 - *They are more likely to achieve*
 - *They are more likely to feel connected*
 - *They are more likely to positively contribute*

Wellbeing, Engagement, Achievement & Connection

Employee Engagement

- ✓ Emotional commitment an employee has towards its organization & goals
- ✓ Engaged employees will be:
 - Motivated
 - Proactive
- Aligned with company goals



- ✓ Greater emotional commitment to the Organization

Why is Wellbeing important?

- ✓ If staff feel well they tend to be more focused, productive and motivated at work



- ✓ Employee Retention/reduced turnover
- ✓ Loyalty & commitment
- ✓ Feel connected at work

Sense of Purpose

- ✓ Initiatives that include opportunities for personal development and growth
= sense of purpose = engagement



- ✓ Business impact
- ✓ Reduce recruitment & training costs
- ✓ Keep good knowledge
- ✓ Better performance
- ✓ We want to achieve & contribute

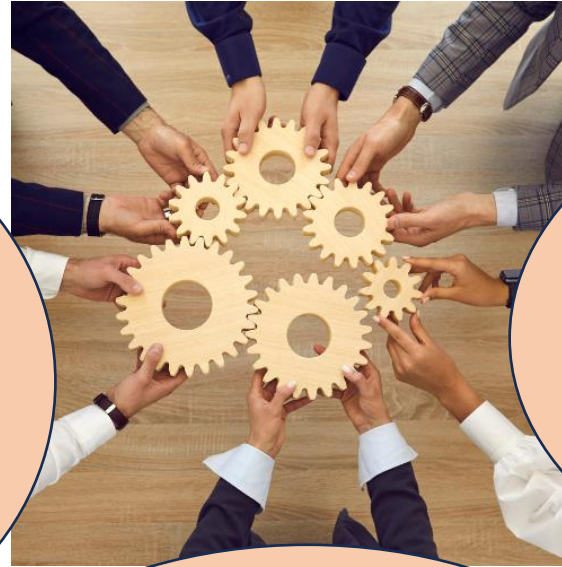
Establishing a sense of purpose

Dan Pink

3 motivational factors

Autonomy

- ✓ The chance to do things our way
- ✓ Follow our instincts
- ✓ Feel like we matter



Mastery

- ✓ A sense of growing confidence & competence
- ✓ Informed by rapid feedback – so we know what we are doing is working

Purpose

- ✓ The feeling that our work is having an impact
- ✓ Part of a greater good

To engage deeply with work you need 3 parts

All 3 = **HÄLSA**

- ✓ Depth of motivation helps to overcome challenge
- ✓ Navigate change
- ✓ Respond well to setbacks

The Purpose

- ✓ Purpose can be expressed in terms of a mission – which is why the team exists.
- ✓ This can be elaborated in terms of the values of the team.



What makes a good team?

- ✓ A team will always perform better and achieve more if there is a shared sense of purpose and trust
- ✓ Helps if values and goals are aligned

What is also important is:

Leader role models – modeling these behaviours, inspiring trust and confidence for the team to do the same

Why is Connection difficult?

- ✓ Not feeling psychologically safe
- ✓ Lack of trust
- ✓ High workload and stress
- ✓ Remote working

Nobody's
Perfect



Fostering meaningful connections

SMALL THINGS

- ✓ Check in at the start of meetings
- ✓ Celebrate the small things each Friday
- ✓ Set up a goods news board!

WELLBEING THINGS

- ✓ Walk and talk meetings
- ✓ Team lunches (healthy!)



Fostering meaningful connections



RECOGNITION

- ✓ Peer shout outs
- ✓ Handwritten notes/cards or "thank yous"
- ✓ Who has helped this week moments

INDUCTION

- ✓ Make new people feel included

PARTICIPATION

- ✓ Rotate meeting facilitation so different voices are heard

SPACE FOR CONNECTION

- ✓ Book club, craft clubs, running club
- ✓ Themed days that are casual and relaxed (and optional to attend)



Building trust within teams

- Creating a **compassionate culture** where staff feel psychologically safe helps people to feel connected and builds trust
- Within the workplace, **psychological safety** is seen as one of the most important factors enabling people to thrive and adapt to challenges

What is psychological safety?

- ✓ You feel you won't be punished or embarrassed for asking questions
- ✓ You can freely admit mistakes without being made to feel uncomfortable or be shamed
- ✓ You can feel safe to share ideas, to raise concerns or doubts
- ✓ You don't need to walk on eggshells

When you create psychological safety, team members feel accepted and respected, and it generally contributes to a better experience in the workplace.

It also applies to friendships, families and relationships.

It is important for our wellbeing.



Why does Connection feel good?



Dopamine & Oxytocin

- ✓ Wellbeing and reward
- ✓ Impacts on motivation and mood
- ✓ Makes us feel good/positive



Connection

- ✓ It's sociable
- ✓ Praise
- ✓ Praise others
- ✓ Positive enforcement



Stress Reducing

- ✓ People by your side
- ✓ Be positive and have hope and confidence

Conclusions

- ✓ Leadership and culture
- ✓ Psychological safety
- ✓ Meaningful relationships
- ✓ Communication
- ✓ Recognition and appreciation
- ✓ Wellbeing support



Useful Resources

[Creating a safe environment for open conversations](#)

[The Art of Facilitating Effective Discussions: Techniques and Strategies for Productive and Inclusive Conversations](#)

[How I Foster Open Dialogue Among Teams /
osdemethodology.org.uk](#)

[A Sense of Belonging at Work by Lee Waller | Waterstones](#)

[The Fearless Organization by Amy C. Edmondson | Waterstones](#)

[Together: Loneliness, Health and What Happens When We Find
Connection: Amazon.co.uk: Murthy, Vivek H: 9781788162777:
Books](#)



Move the dial on your Wellbeing

