

# Welcome to our webinar: Hybrid Working and Wellbeing



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The **Inclusion** Initiative



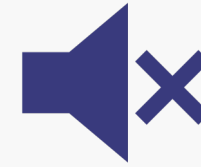
# The Inclusion Initiative



Emma  
Nixey



# Admin



## Types of activities



Chat function



Mentimeter



# Where are we now?



# Hybrid Working

## Freedom of choice to prevail in post-COVID-19 work styles

Jo Gallacher, JUNE 22, 2020



**Employees will want more freedom in where they choose to work following the coronavirus pandemic**

Researchers at Liverpool John Moores University (LJMU) found since the introduction of mandatory remote working, many employees had the chance to exercise more, spend time with family and time to think and reflect.

Almost two thirds (62%) of people said they wanted to work from home more on a regular basis.



## Covid-19 has changed working patterns for good, UK survey finds

**Few staff say they intend to return to their offices five days a week**

## 85% of remote workers want a hybrid approach

By Zoe Wickens 15th June 2021 9:00 am



New data has revealed that 85% of remote workers want to use a **hybrid approach** of both home and office based methods.

The Office for National Statistics published a report entitled *Business and individual attitudes towards the future of homeworking, UK: April to May 2021* to examine the expectations of businesses and individuals regarding the future of **remote working**.

The research found that the proportion of adults who worked from home at some point in 2020 increased to 37% on average from 27% in 2019, with those living in London the most likely to do so.



# POLL 1

Do you prefer hybrid working to traditional office working ?



# Wellbeing



# Wellbeing?

Mental wellbeing describes your mental state - how you are feeling and how well you can cope with day-to-day life.

Our mental wellbeing is dynamic. It can change from moment to moment, day to day, month to month or year to year.

If you have good mental wellbeing you are able to:

- feel relatively confident in yourself and have positive self-esteem
- feel and express a range of emotions
- build and maintain good relationships with others
- feel engaged with the world around you
- **live and work productively**
- cope with the stresses of daily life
- **adapt and manage in times of change and uncertainty**





# Wellbeing line



# Activity

What are the positives of hybrid working?



# Positives

- Work life balance
- Greater focus
- Commute costs
- Time
- IT upskilling
- Safety
- Increased diversity
- Increased productivity
- Autonomy
- Allow us to deliver our services across a larger range of hours
- Recruit best talent



# Negatives/risks of home working?

- Musculoskeletal issues
- Distractions- children, care commitments, home schooling
- Burn out
- Poor diet and sleep patterns
- Isolation
- Financial concerns
- Stress and workload
- Overcompensation
- Fear around the return to work
- Bereavement

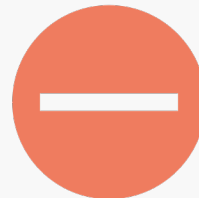
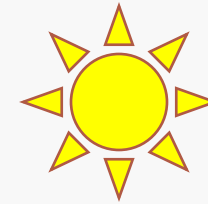


# Activity

What positive wellbeing practices have worked for you whilst hybrid working?



# How can we maintain/improve our mental health (hybrid working)



# Workspace

**If available designate a work area**



Clear the space/de-clutter



Ensure comfort where possible



HSE – Posture, distance from screen etc..



Sound levels – Apps



Indoor plants.



# Stay connected

- Webinars
- Informal coffee meets/informal breakouts
- Factoring in breaks
- Debriefing
- Networking
- Instead of email set up a call
- Shared calendars
- Create a community
- Daily virtual huddle





# Communicate



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# Reset and refresh.



# Stress



# Stress

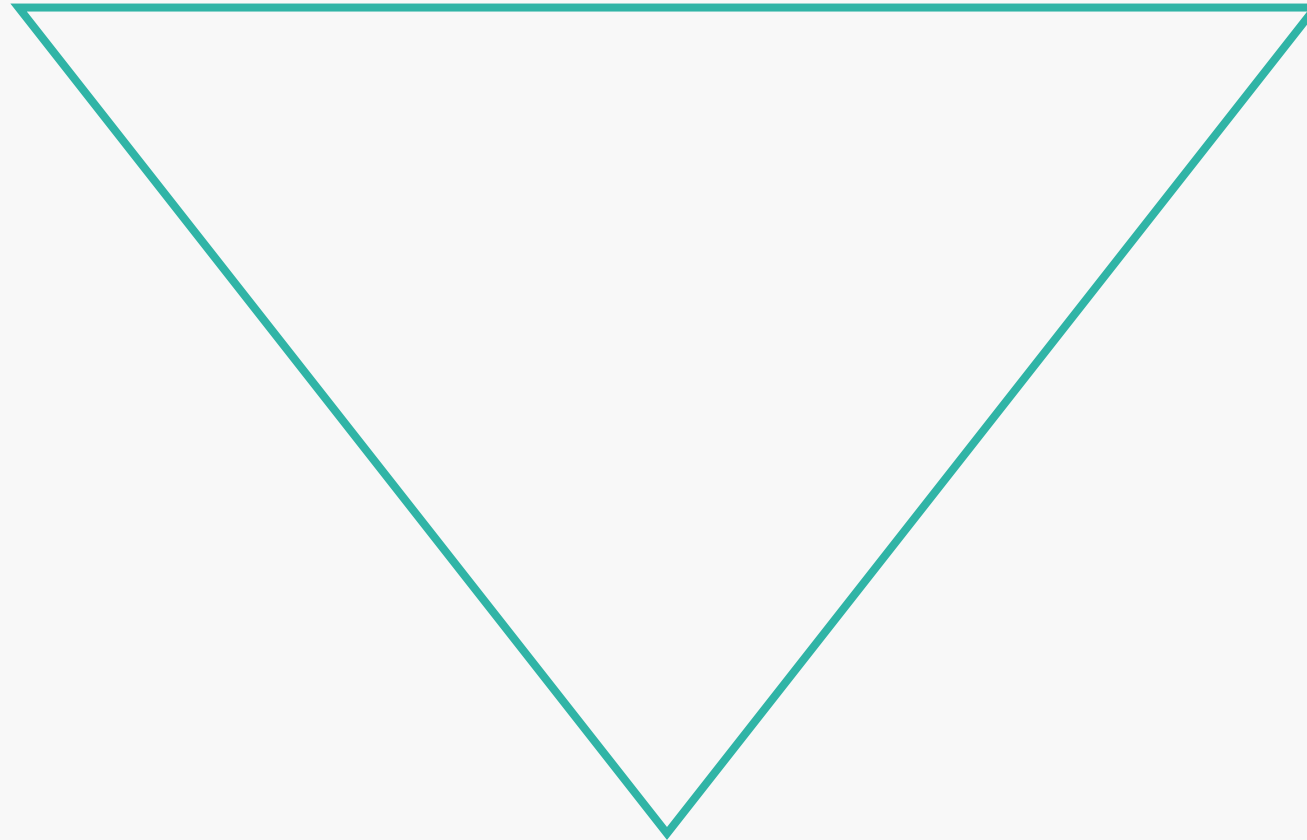
Fight

Flight

Freeze

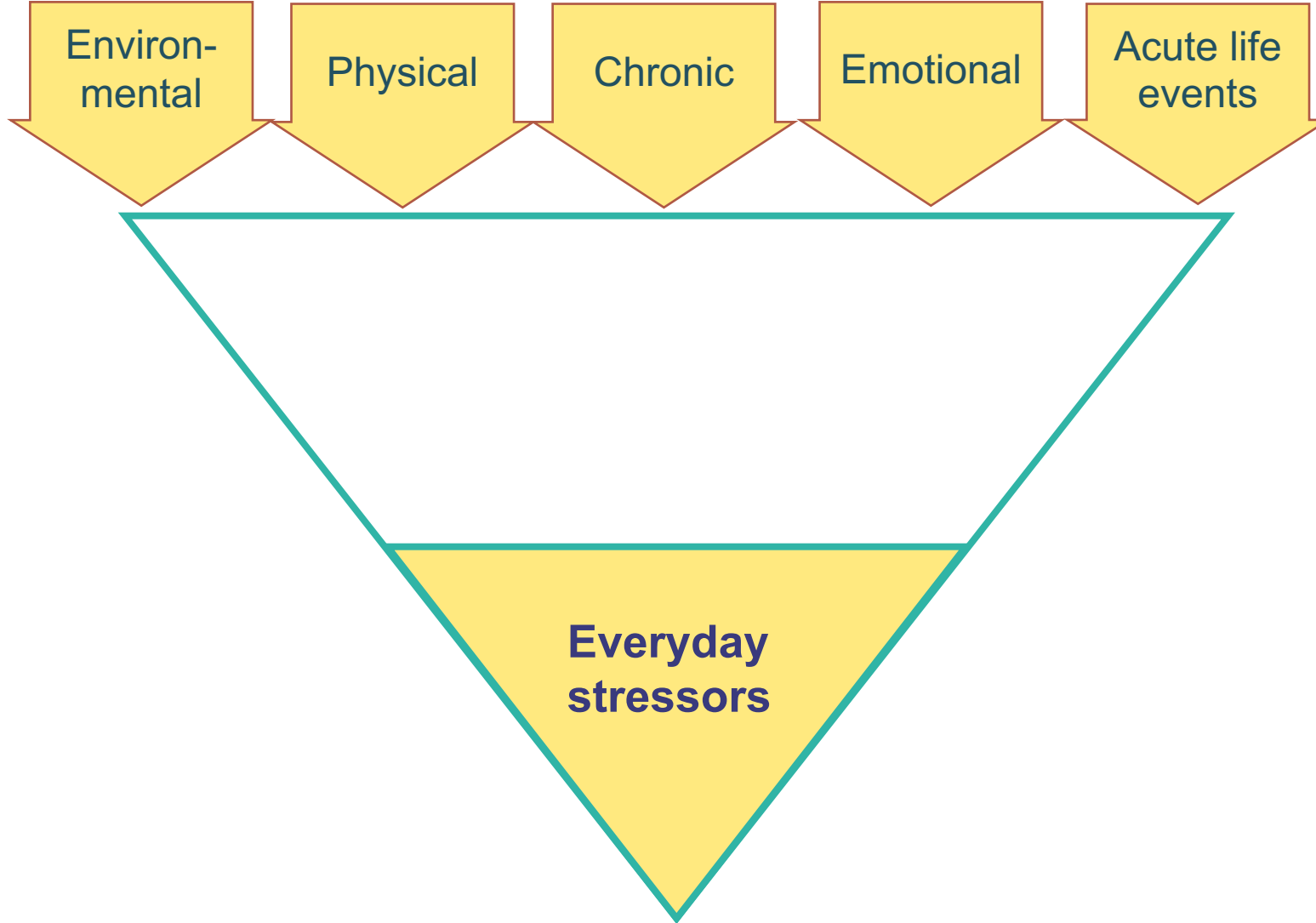


# Stress Container



\*Brabban and Turkington 2002

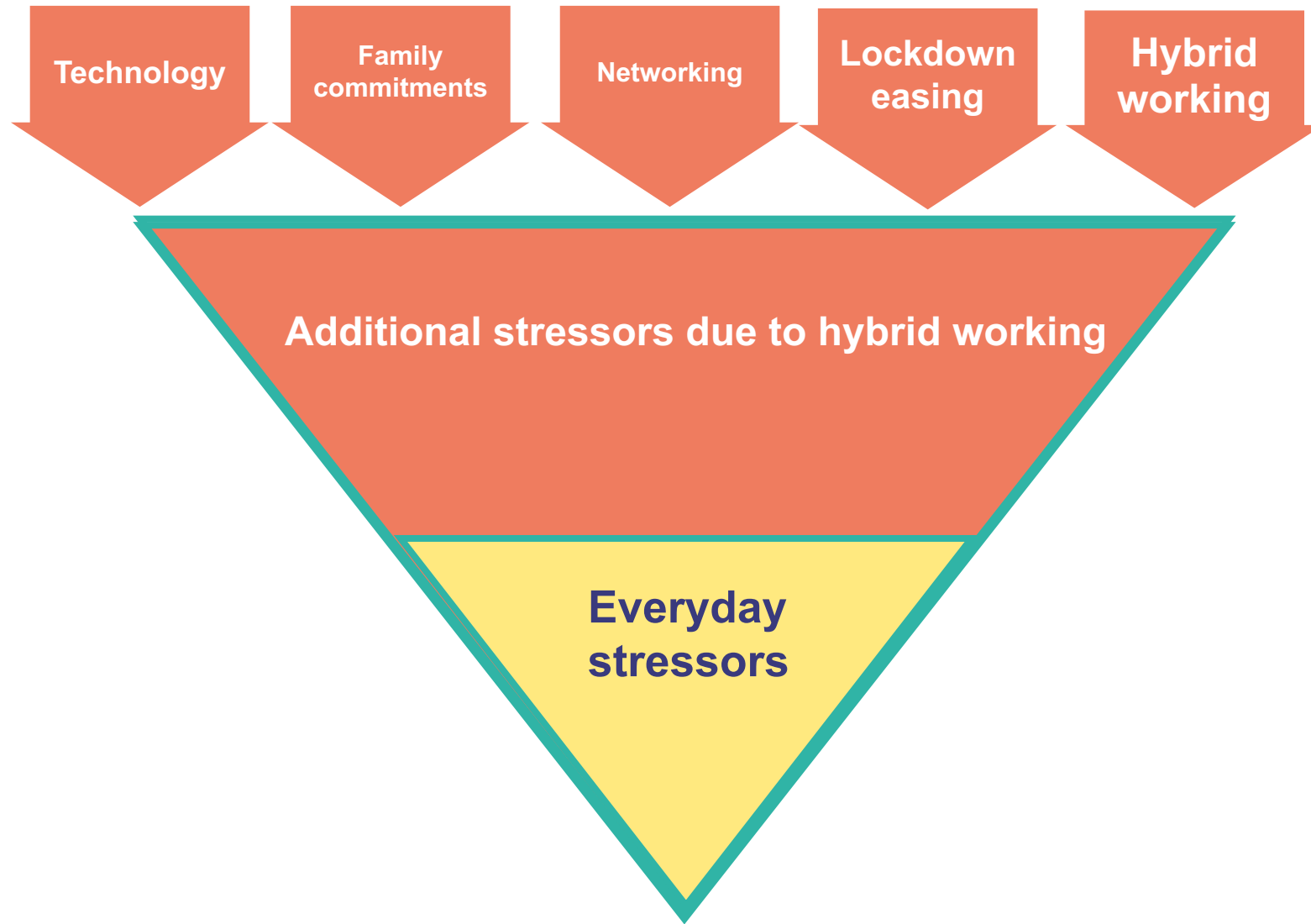




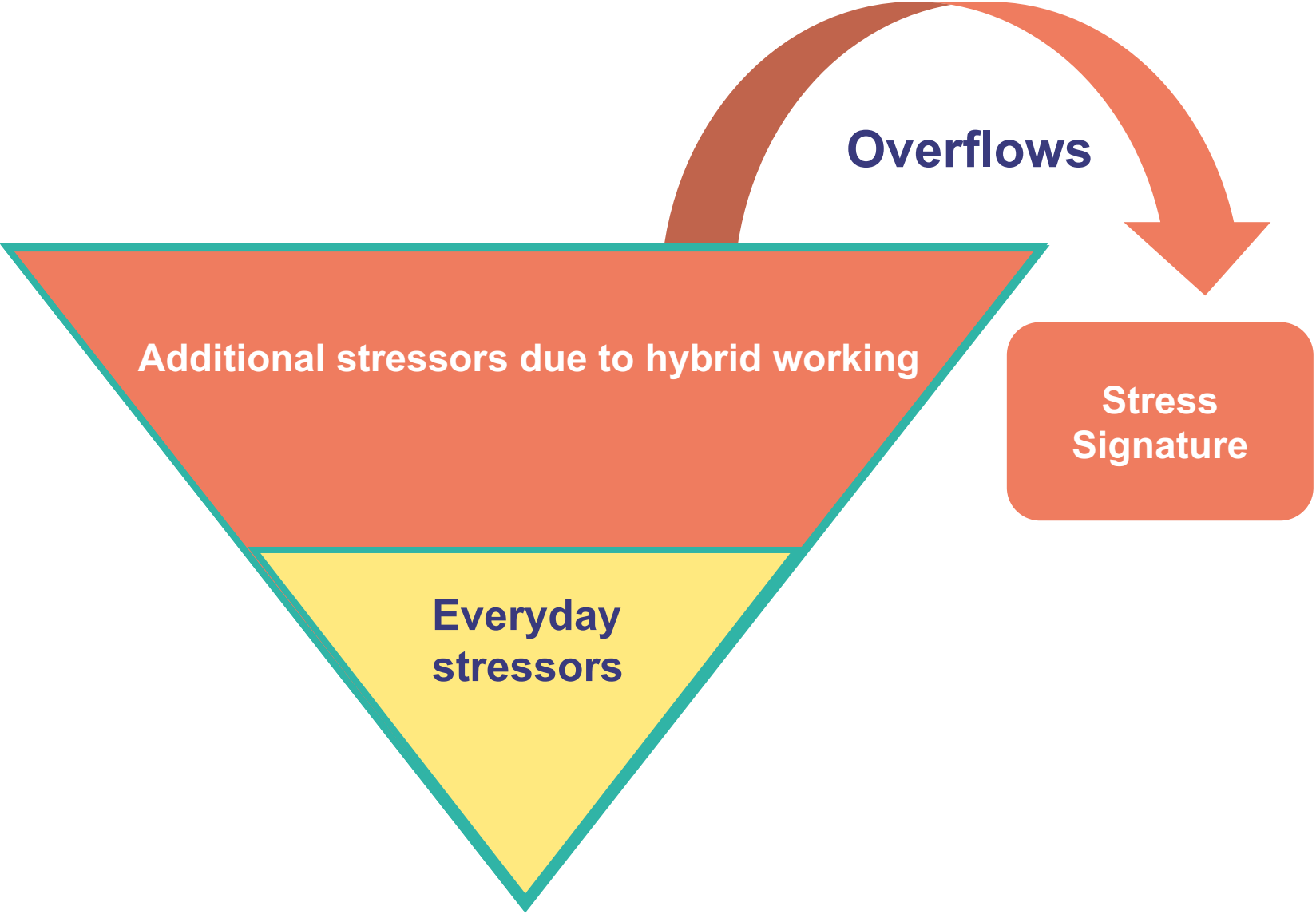
# Activity

Using Menti what types of things might be in someone's stress container linked to hybrid working?









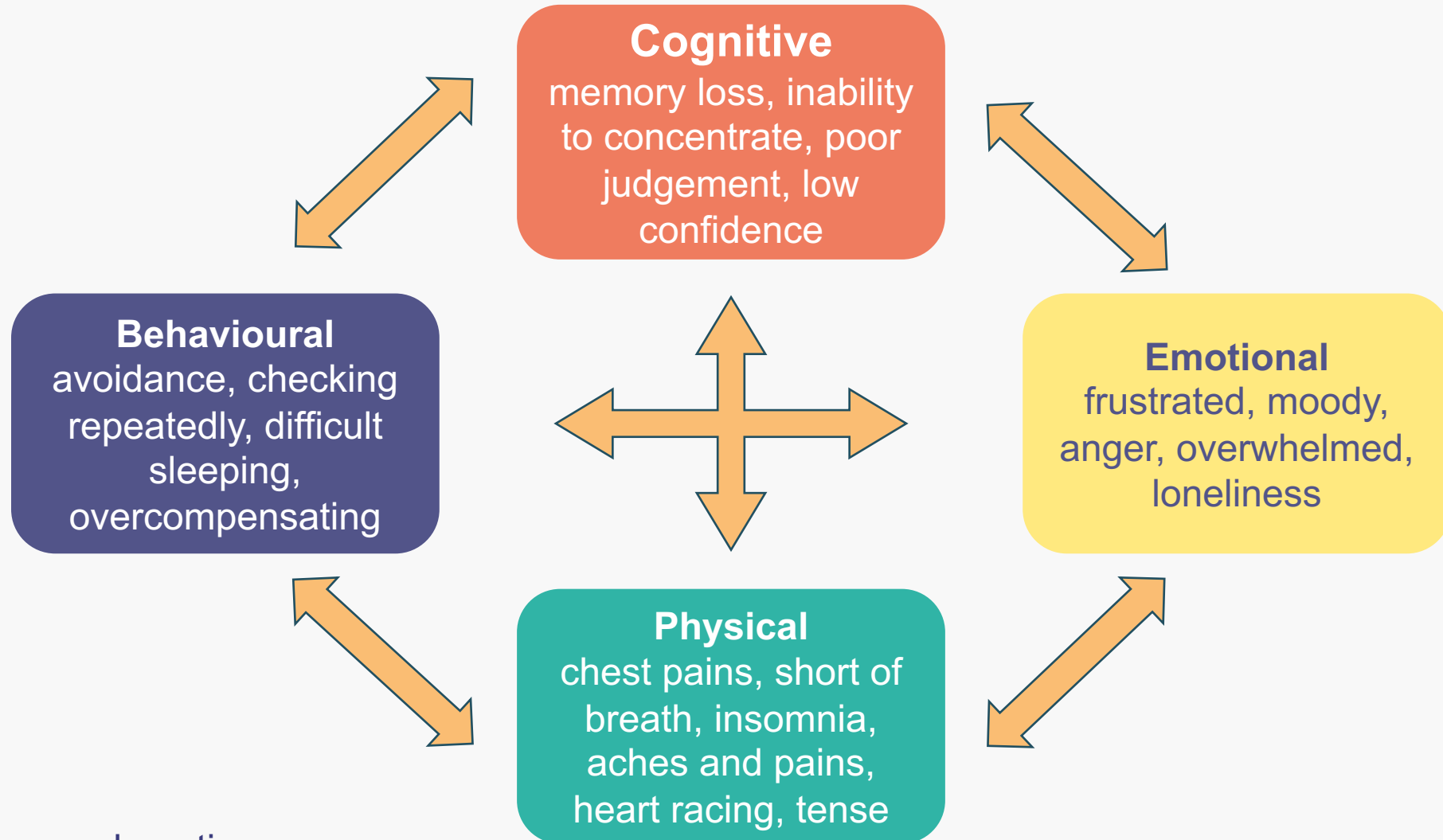
**Overflows**

**Additional stressors due to hybrid working**

**Everyday stressors**

**Stress Signature**

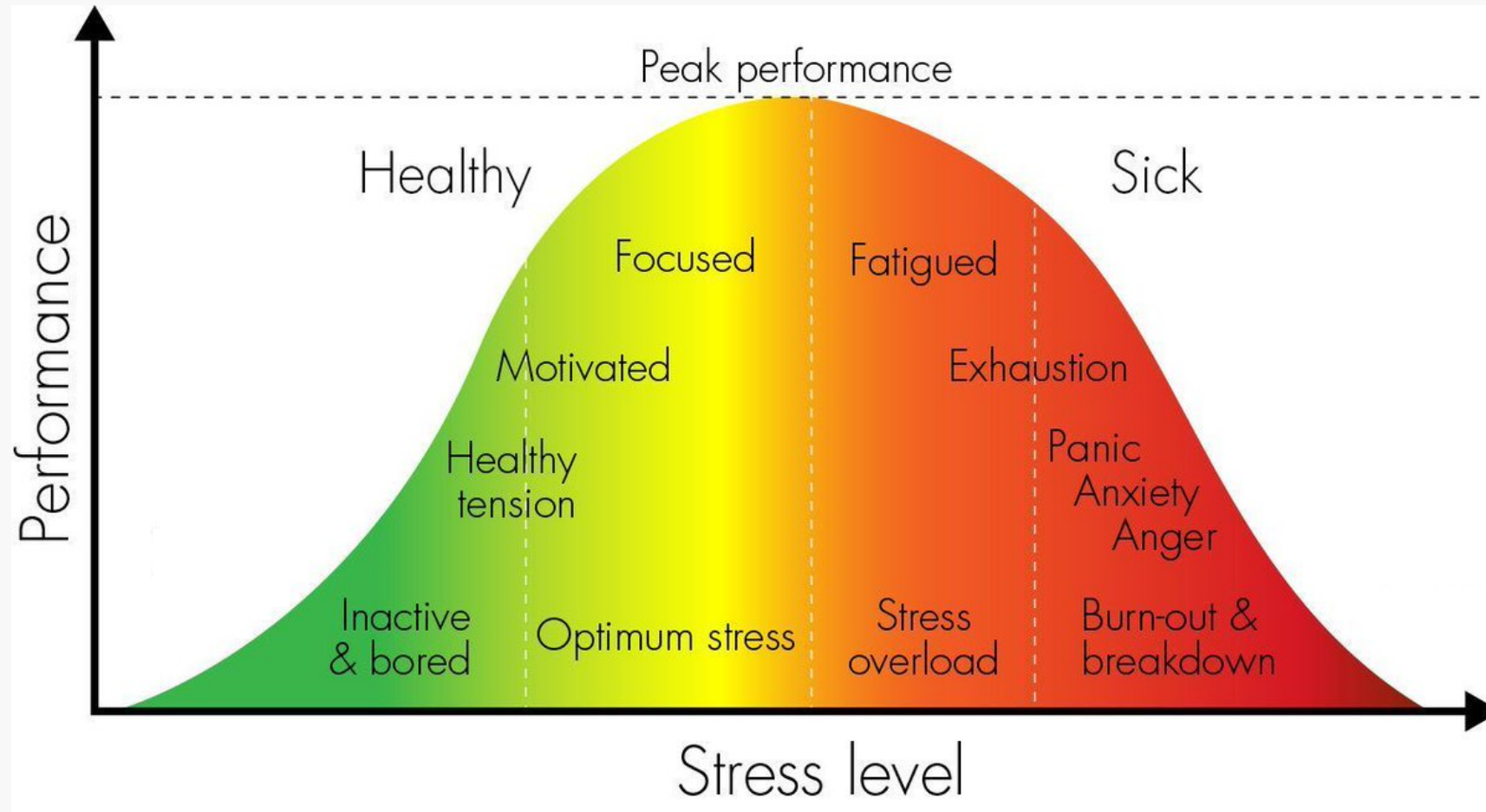
# Signs and Symptoms

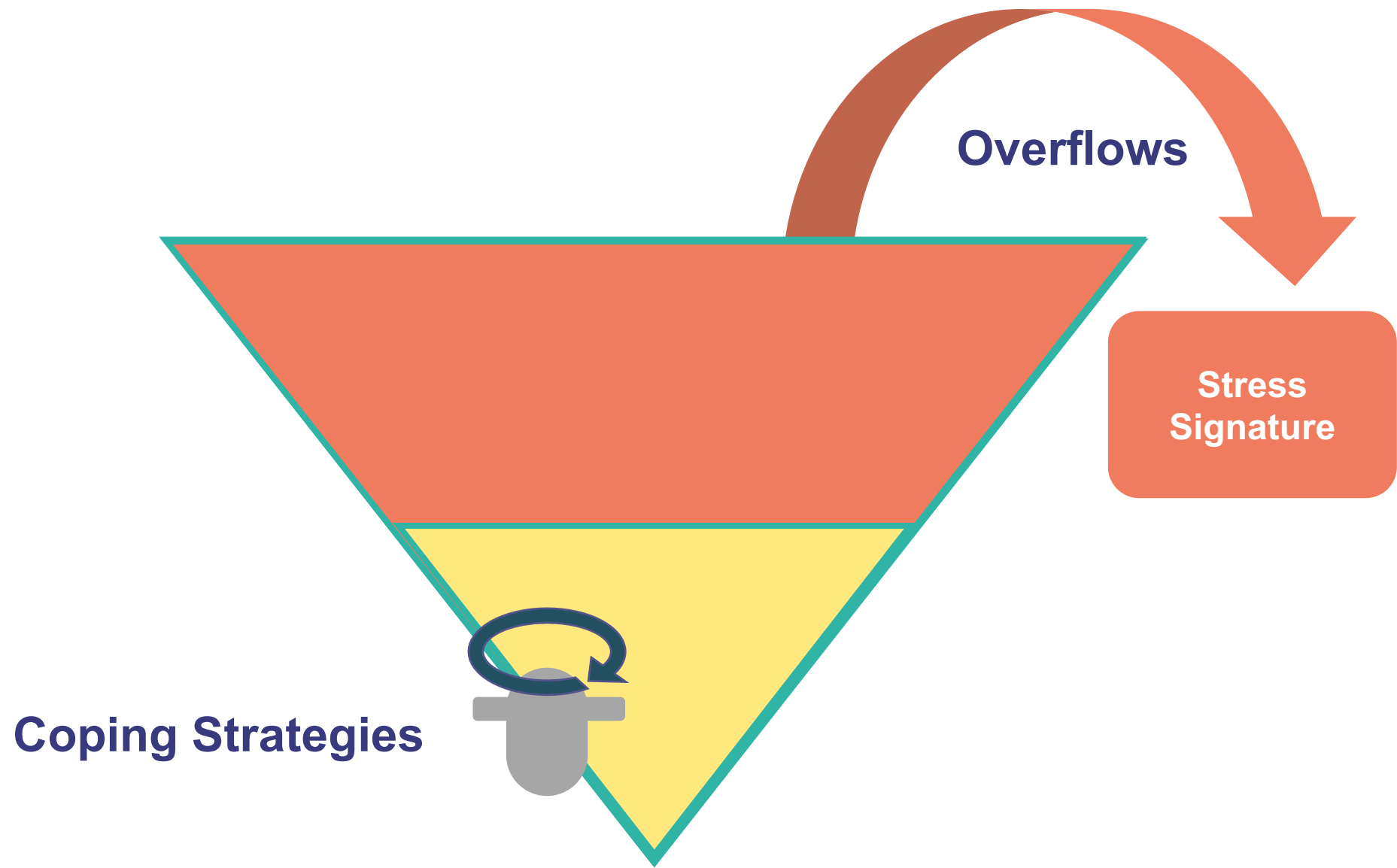


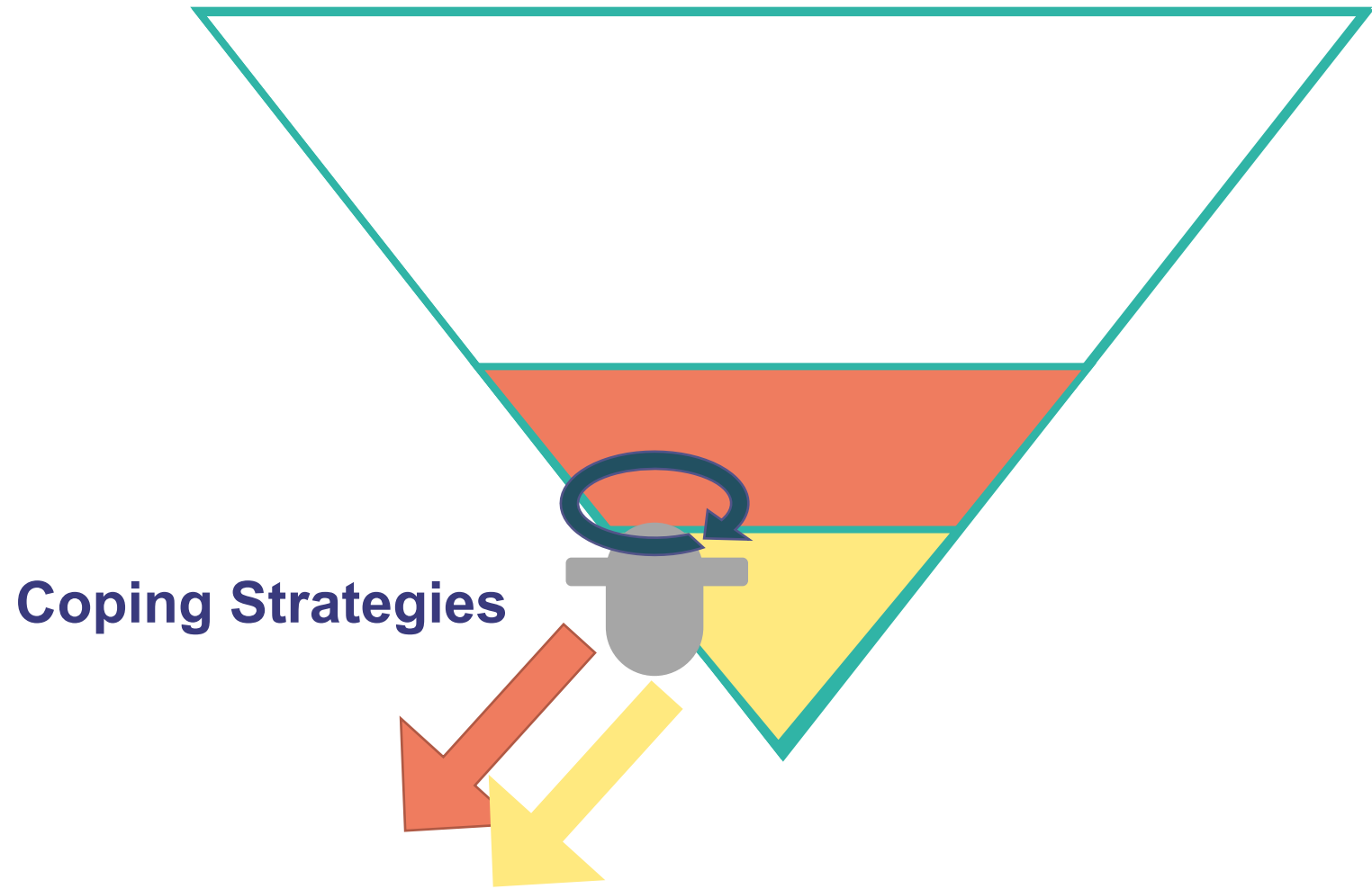
\*non-exhaustive



# Burnout







**Coping Strategies**

Poll –do you feel as supported by your manager when hybrid working?



# Check in with yourself

- Lacking energy or feeling tired
- Feeling restless and agitated
- Feeling tearful
- Not wanting to talk to or be with people
- Not wanting to do things you usually enjoy
- Using alcohol or drugs to cope with feelings
- Finding it hard to cope with everyday things



# Ask for help/finding support

- Even when we are doing everything possible to look after ourselves we might still feel stressed or anxious.
- Seek support
- Ask for help





# Support options

- NHS 111
- GP
- Improving Access to Psychological Therapies – IAPT
- EAP
- Private healthcare
- Complementary therapies
- Mindfulness
- Ecotherapy
- Peer support
- Exercise
- Apps
- Bibliotherapy
- Private healthcare



- **Summary**
- **Questions**
- **Thank you**



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