



**South East Region
Regional Digital CPD Events
28 June 2021**

**Our Workplace Wellbeing series
'Working from home and hybrid working'**

**Emma Nixey
The Inclusion Initiative**



The Inclusion Initiative



Emma
Nixey



Admin



Types of activities



Chat function



Mentimeter



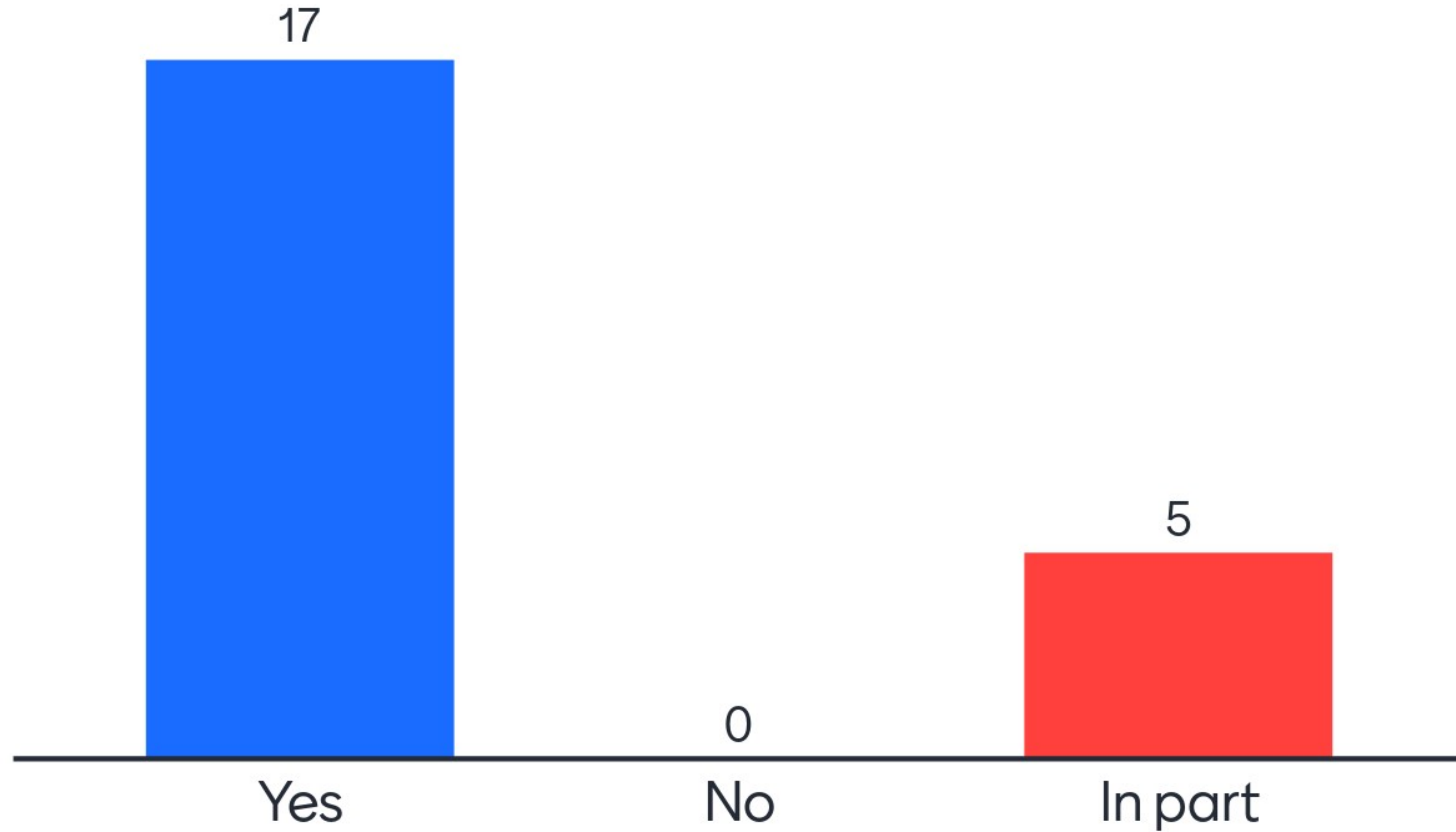
Using a different browser or different device (e.g: your phone)

- Go to menti.com
- Use the code 63662658
- Bullet 3

Where are we now?



Have you felt supported with home 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:

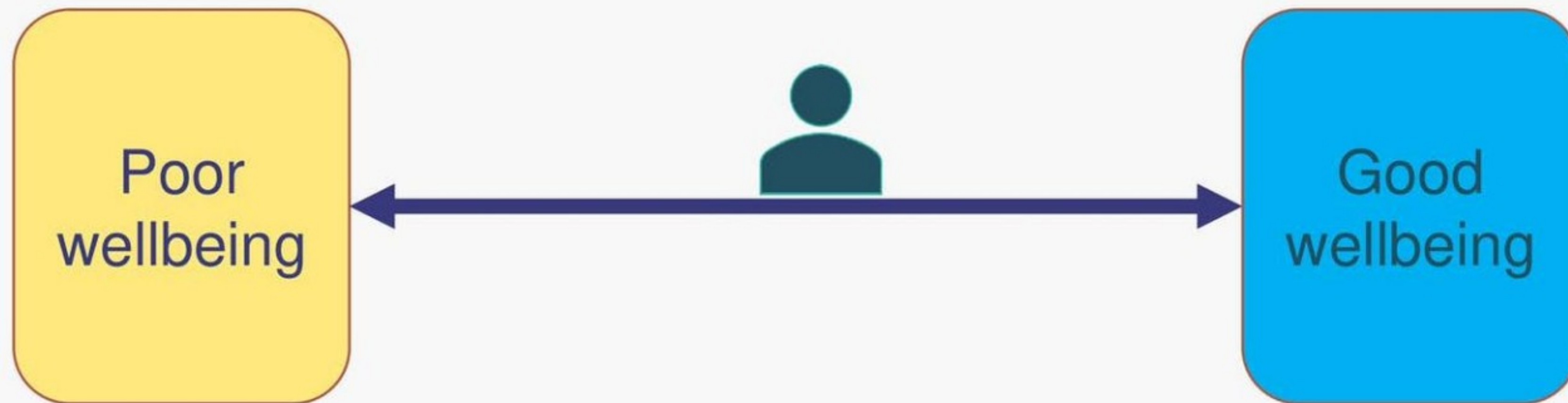
- feel relatively confident in yourself and have positive self-esteem
- feel and express a range of emotions
- build and maintain good relationships with others
- feel engaged with the world around you
- **live and work productively**
- cope with the stresses of daily life
- **adapt and manage in times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



Wellbeing line



Wellbeing line



Wellbeing line



What are the positives of working from home?

No travel time

Able to work around child care needs

63662558

Time saving on commute.

Good flexibility with balancing personal commitments

No travel - time for exercise instead

no commute

More flexibility

Work/life balance has been better

What are the positives of working from home?

No commute

Flexibility and ability to spend time with family

No travel time

Work life balance

Being able to do school runs.

Commute savings

Lunch with the family

Not spending 4 hours a day commuting
Nicer lunches
More time with family

ability to focus in a quiet space

What are the positives of working from home?

more family time

More productive

More flexibility

flexibility

no commuting

Not travelling to meetings all over the country when I can now use Zoom or Teams

Flexibility

flexible working timesoutside working in the garden!

Get out in the best of the weather and daylight during the winter months. Not dealing with lots of other people's emotions in an open plan space.

What are the positives of working from home?

Zero commute

Better, more healthy routines

Can fit in exercise

Saving money on takeaway coffee!

Work and home life balance - more time with the family
Reduced travelling

Not wasting money in shops

Significant savings on office and meeting costs

output focus - not time spent at the desk!

Receiving deliveries easier!

What are the positives of working from home?

regular walks outside

More greasy air and exercise

Taking time to be alone

Fresh air working - a patio desk and laptop

Meditation

regular contact with work colleagues
phone/Zoom

cooking dinner while Zooming

Zoom/email/phone - no difference from normal!

Managing a team

What are the positives of working from home?

unrealistic deadlines

home schooling tensions

technology failures!

Positives of home working?

- No commute
- More time
- More sleep
- Flexibility – can work anytime in the day
- Home comforts
- Save money
- Less distractions (in some cases)
- More control of your day



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



What positive mental health practices have worked for you during lockdown/Covid restrictions?

Exercise

Exercise

Taking regular breaks

Exercise

Exercise

Daylight walks in winter

Taking a break from the house/desk

Wandering round the house between meetings - taking a break

Getting a dog - huge morale boost

What positive mental health practices have worked for you during lockdown/Covid restrictions?

Exercise
Meeting friends/family for lunch

schedule breaks / lunch

Separating work and leisure space

Taking time to be alone

The kids going back to school!

Lunchtime power naps

Talking to others - about non-work stuff

Putting away the laptop

Catch up calls on Skype regularly

When home working how can we maintain/improve our wellbeing



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.



Active

*Following current government advice

- Outside if possible
- Get fresh air – open a window
- Indoor movement – stretching, desk exercises
- Sunlight
- Cognitive activities



Nutrition



Eating well and regularly where possible



Drink plenty of water (tea counts!)



Mindful of caffeine content

Care

- Set boundaries
- Be honest
- Consider solutions
- Be flexible



How are you connecting at work?

Regular team meetings (Zoom/MS Teams)

Quizzes

Scheduled well-being chats

Started with daily catch ups - now twice weekly.

more regular, short catch up meetings every other day with my team

Schedule Microsoft team meetings to play games

Team quizzes

Instant chat

Regular team meetings

How are you connecting at work?

Whatsapp

Teams

Regular Team meetings. Adhoc calls.
Informal catch ups

Met up for walks with some
colleagues 1-2-1

quick daily catch-up with team
colleagues via Teams

Going into the office once a week

Social get togethers like quizzes

Daily chat with management.. Work
and non work

Team meetings and quizzes

How are you connecting at work?

Regular team meetings via MS Teams

Online pictionary :)

Weekly catch ups about non work stuff!

Monthly coffee chats with colleagues I don't work with directly (but would have seen in office)

phone calls via zoom

Long Covid symptoms

Connect and Talk



Reset and refresh.



From lockdown to relaxation of covid rules



Communicate your boundaries



It's okay to have mixed emotions



Ease yourself back in



What would you like to keep in you life from Covid-19/
lockdown?



From lockdown to relaxation of covid rules



Rebuild your comfort zone



Talk to work



Focus on the present



Stress



Stress

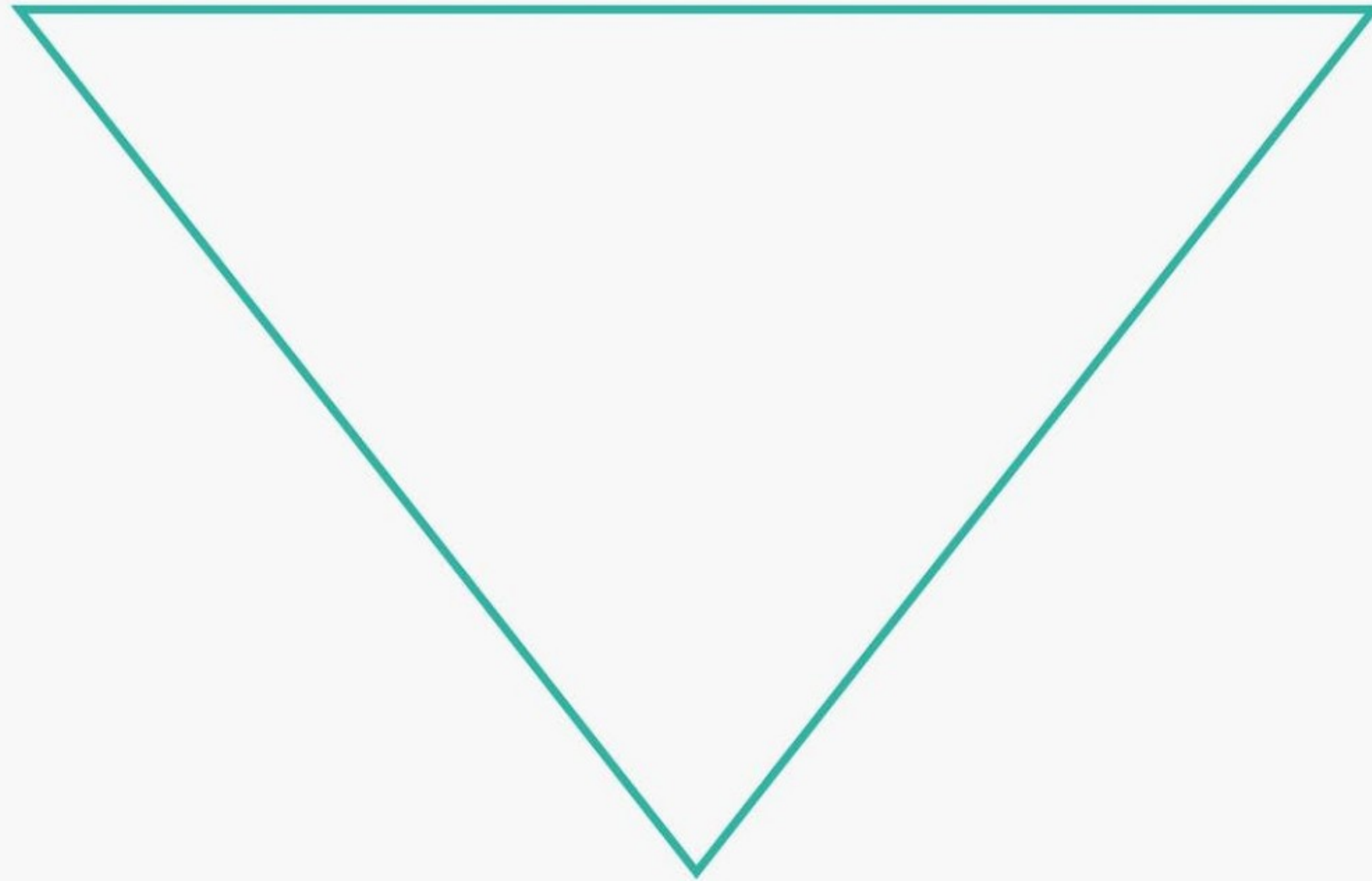
Fight

Flight

Freeze



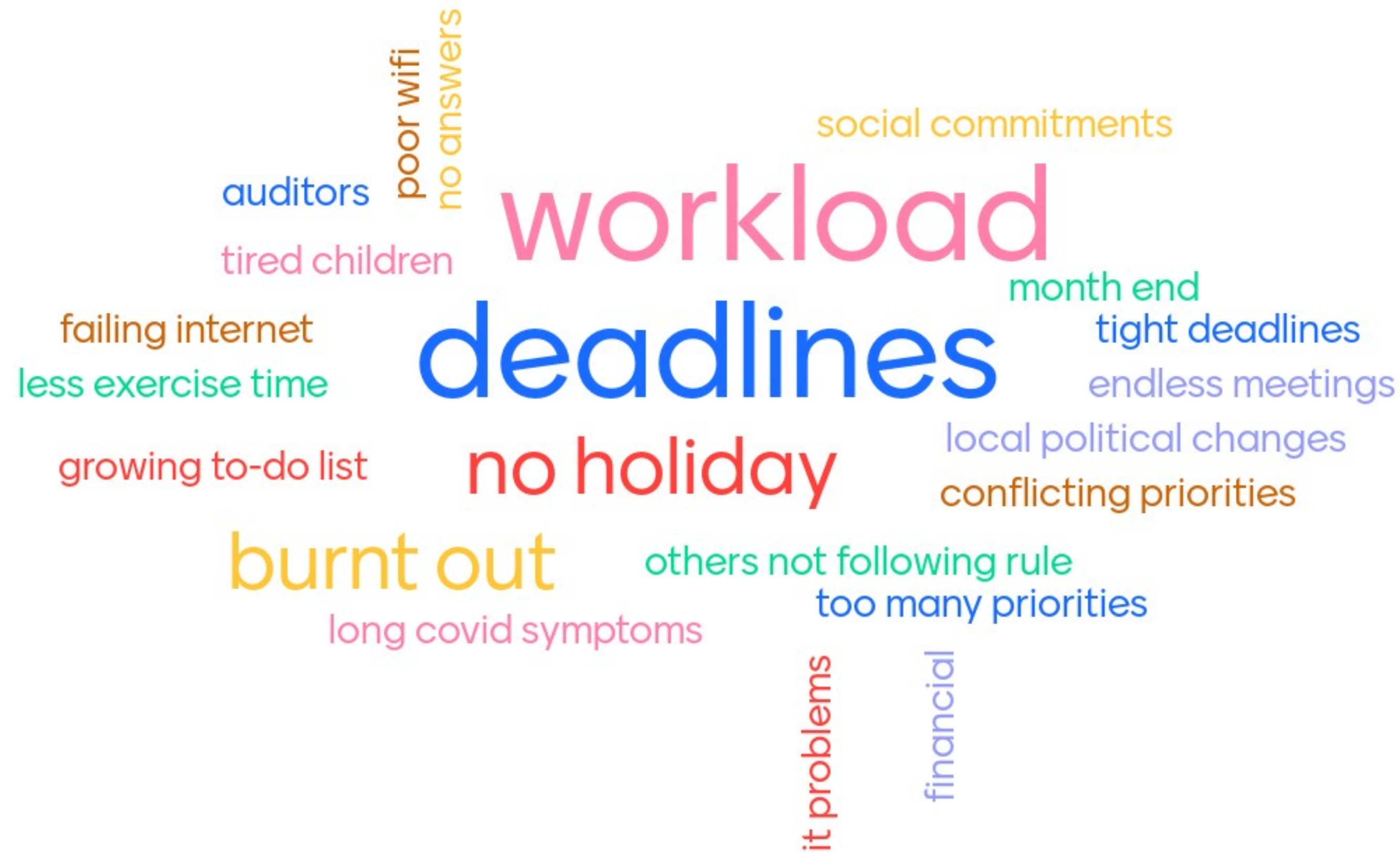
Stress Container

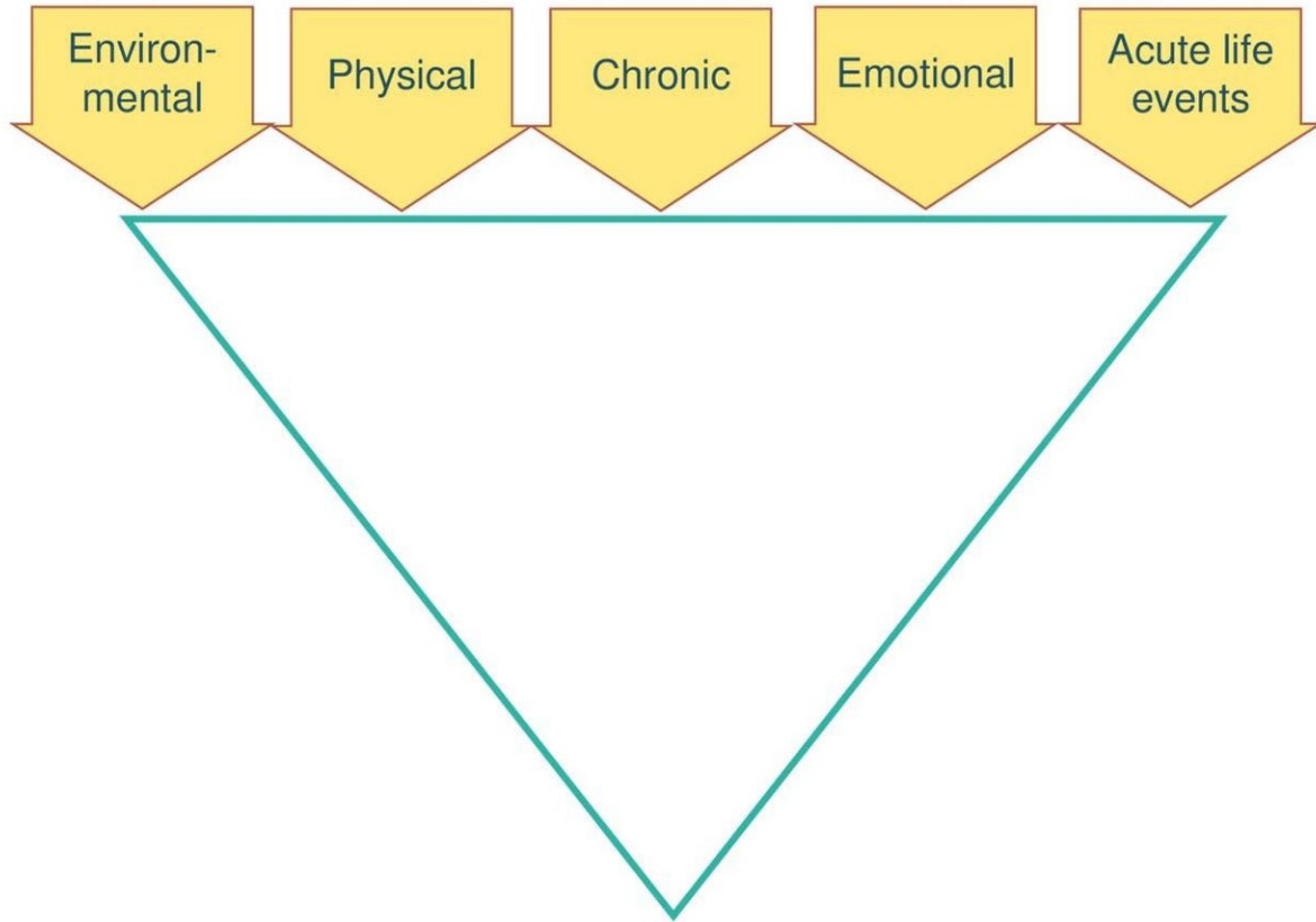


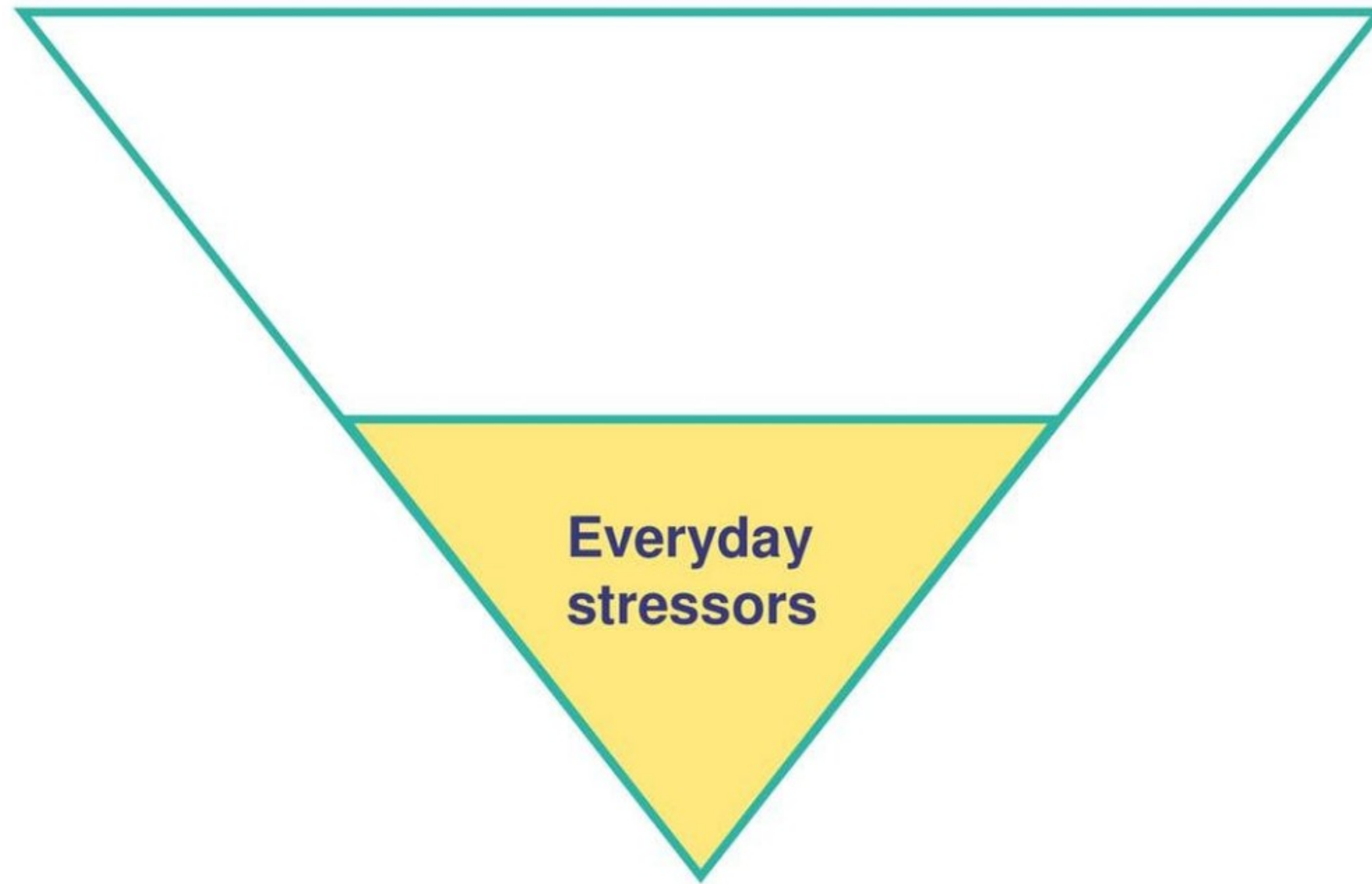
*Brabban and Turkington 2002

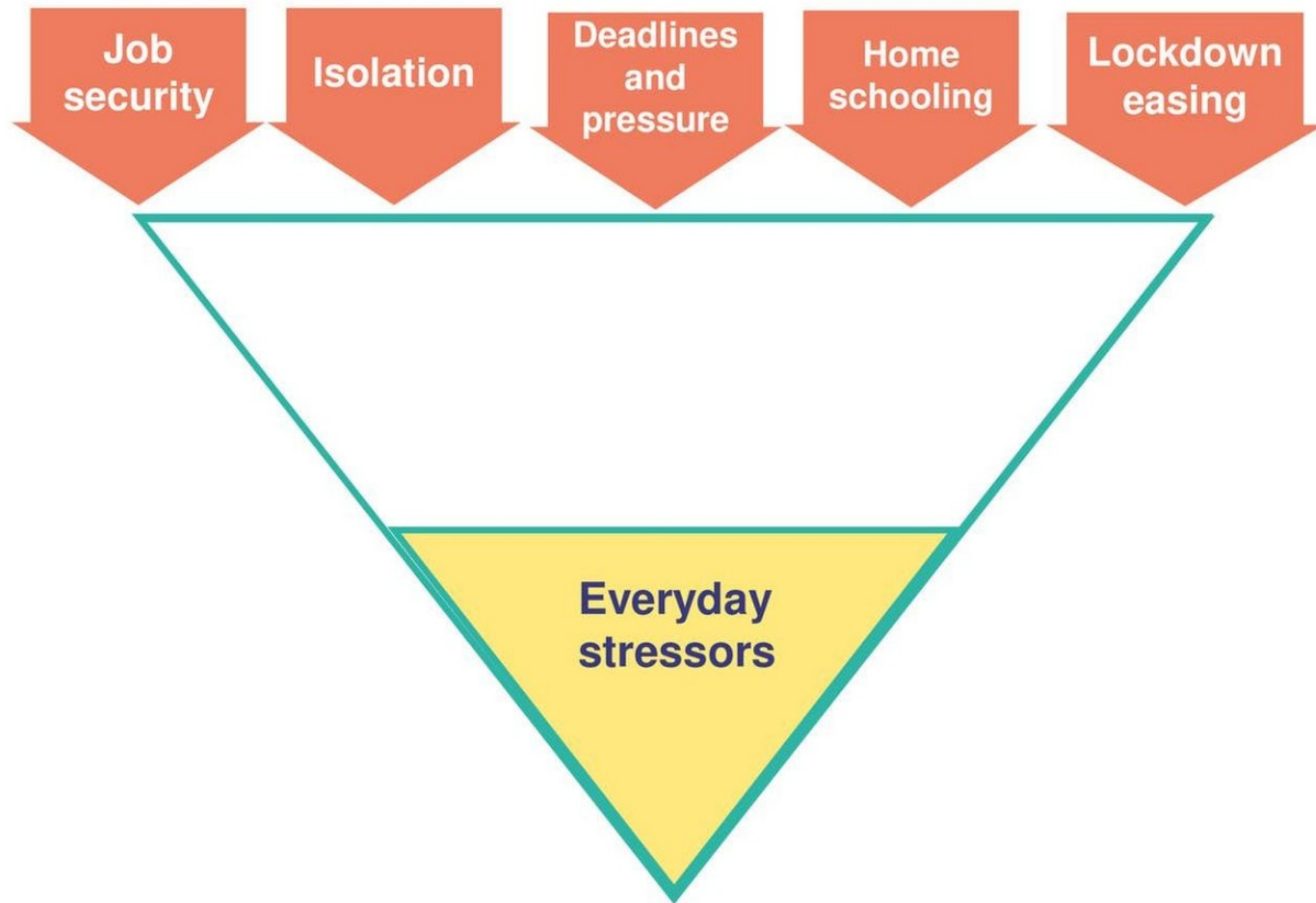


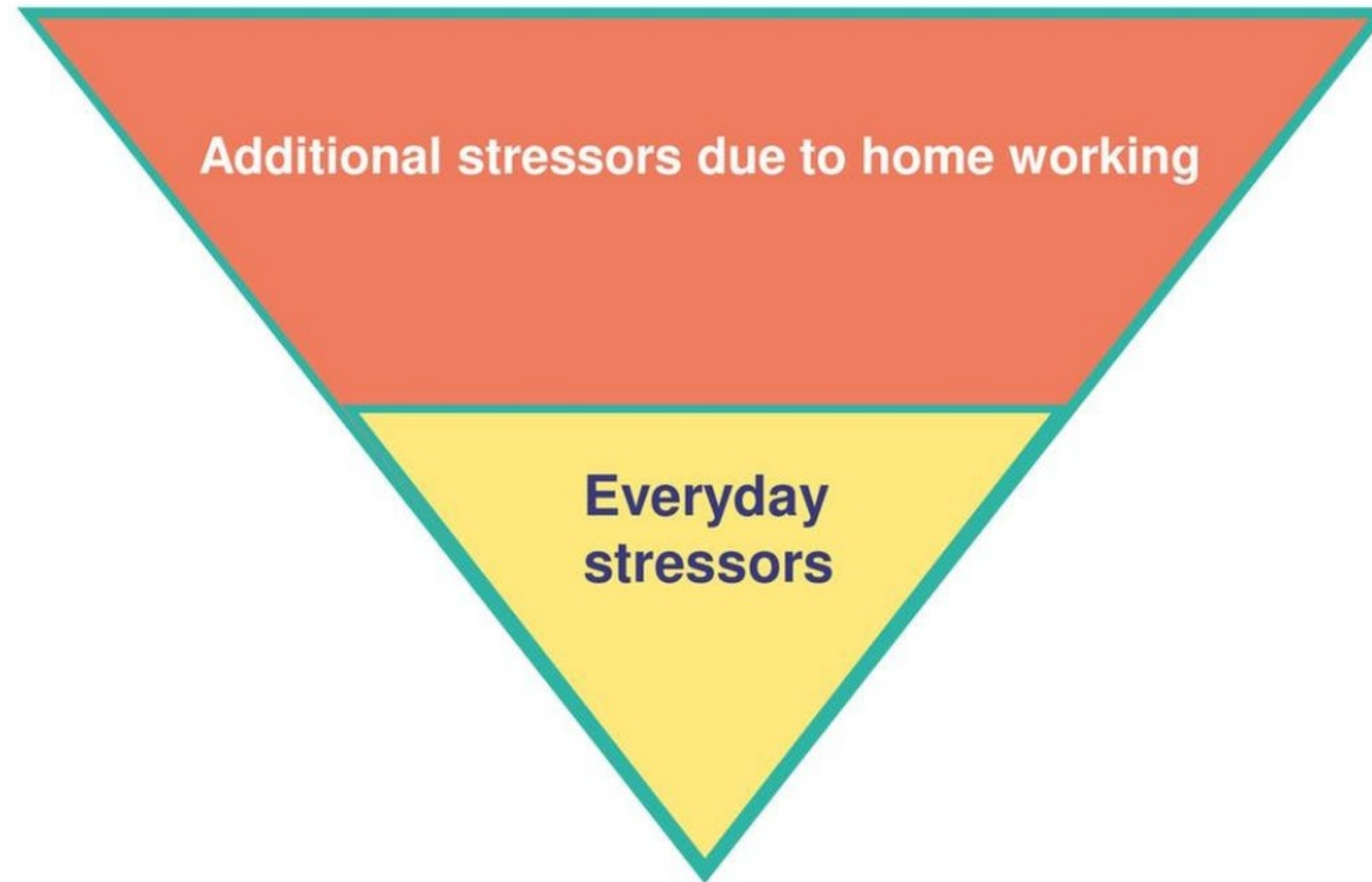
What things can fill up someone's stress container?

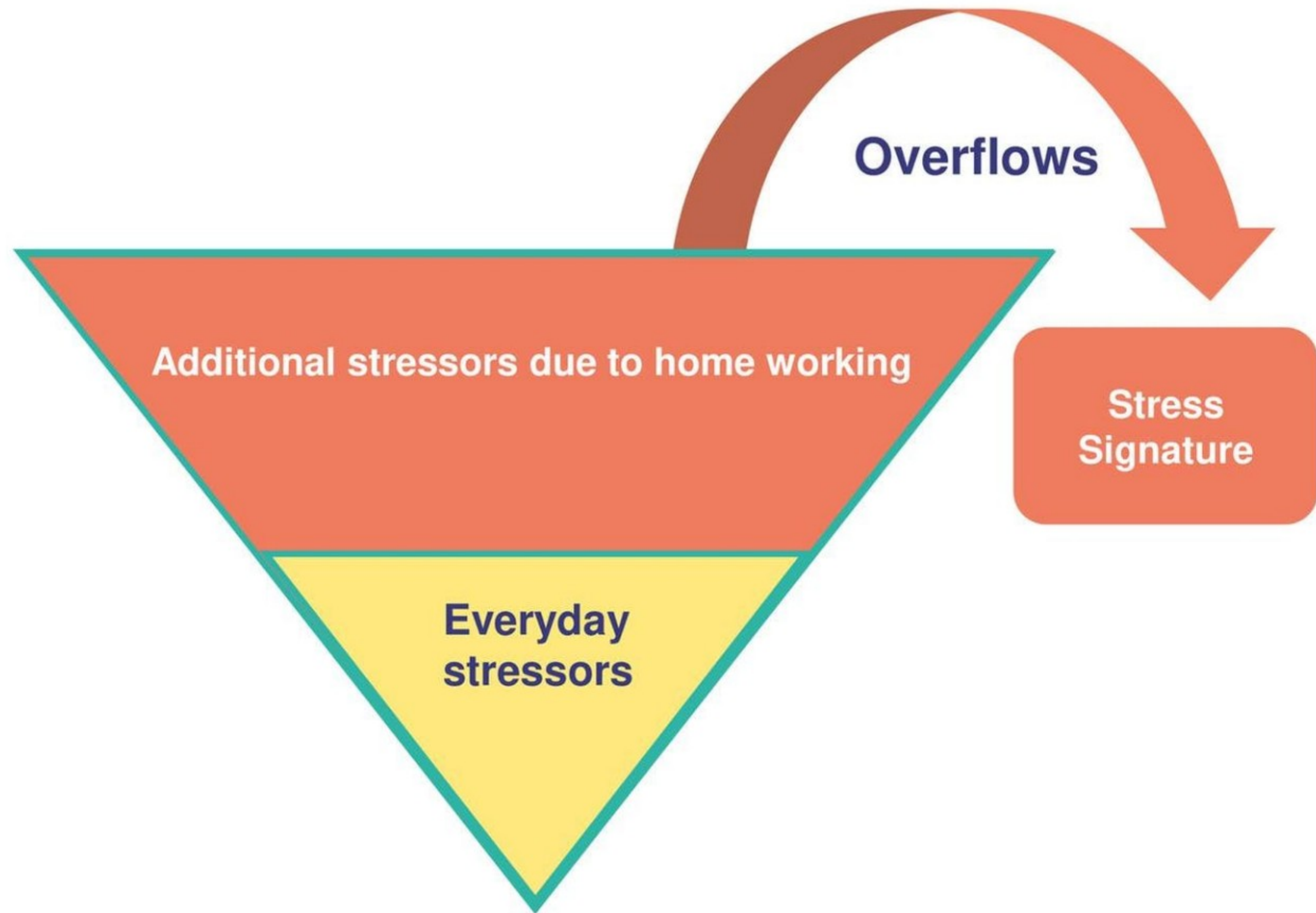




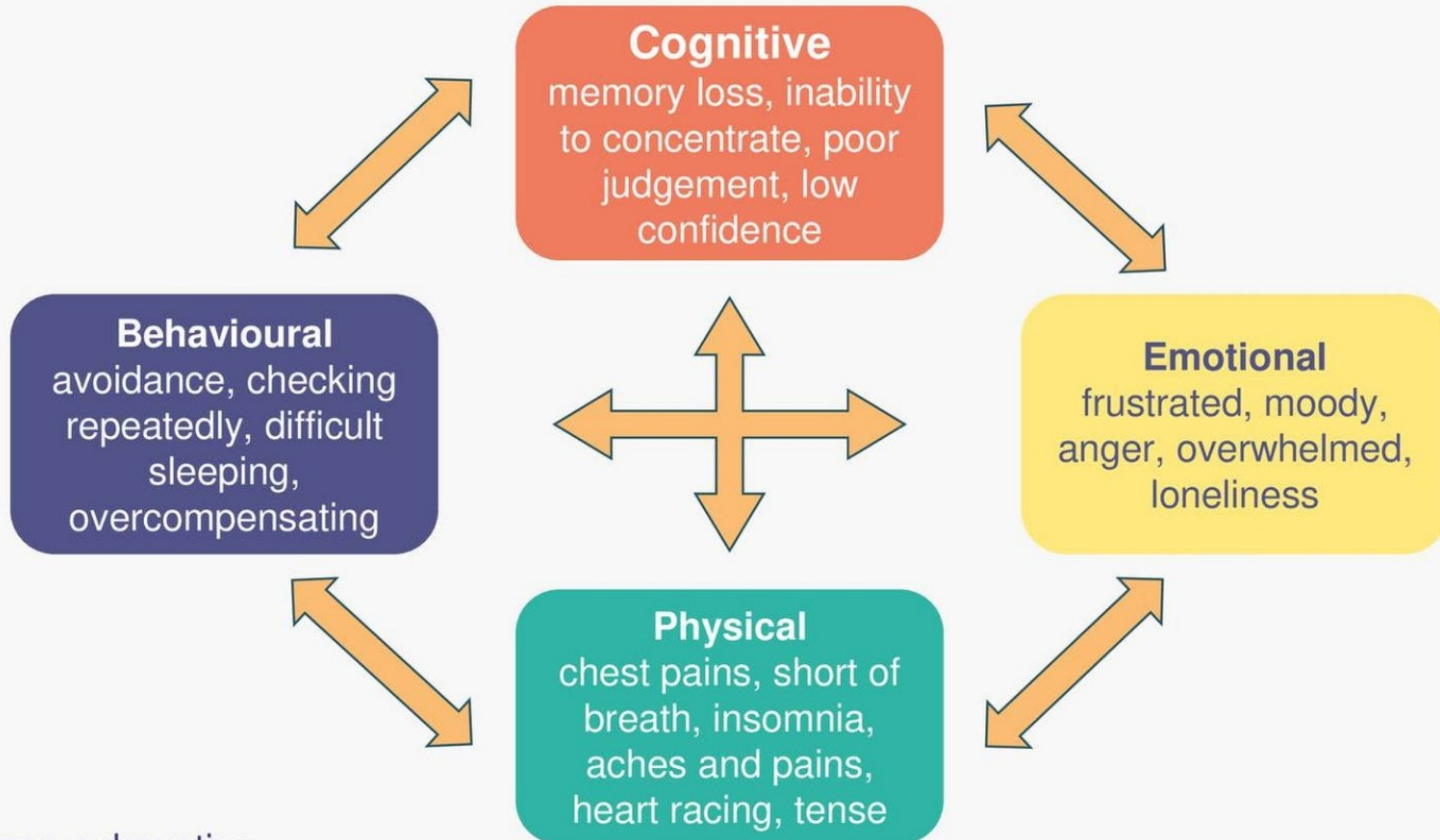








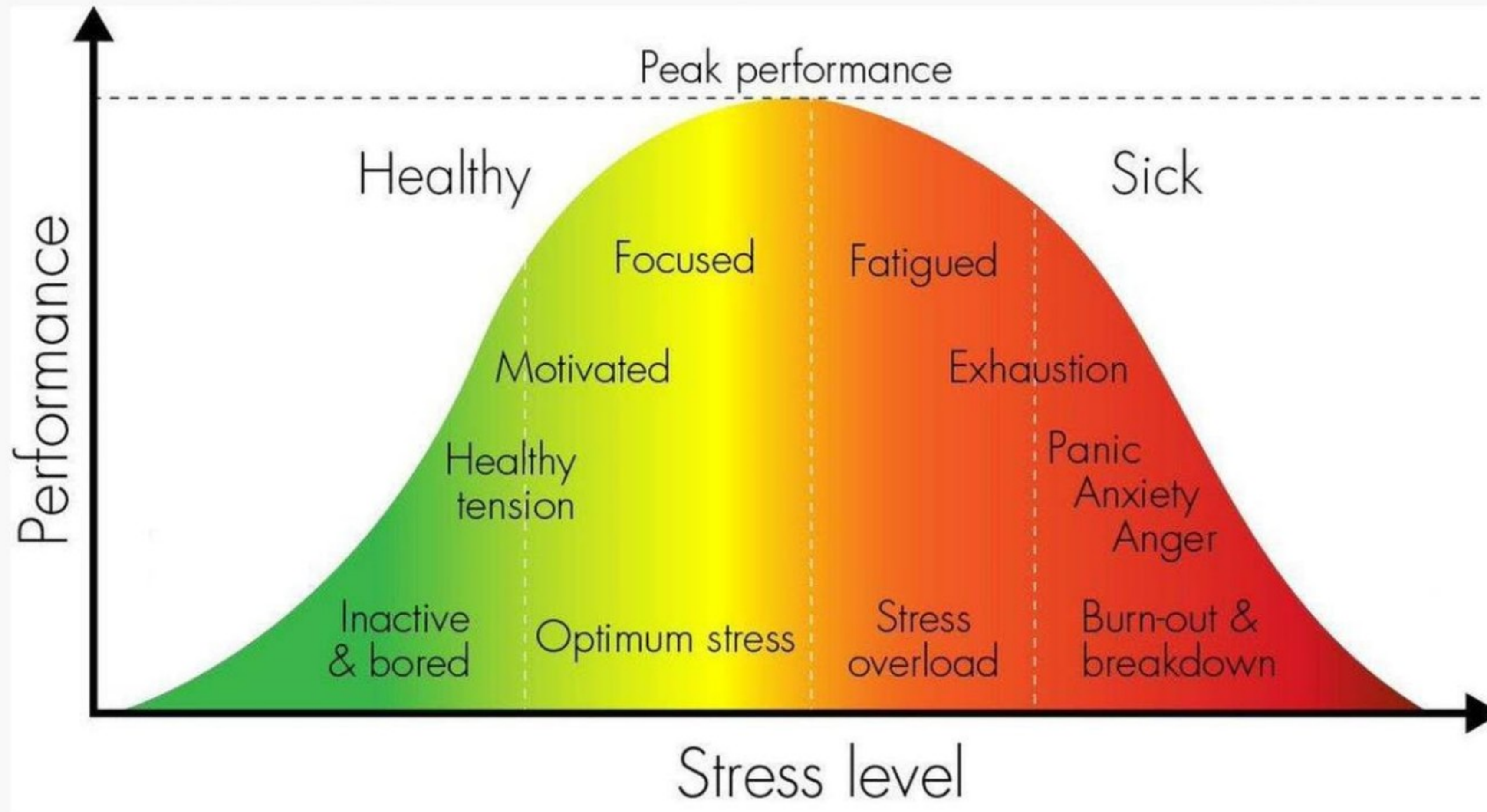
Signs and Symptoms

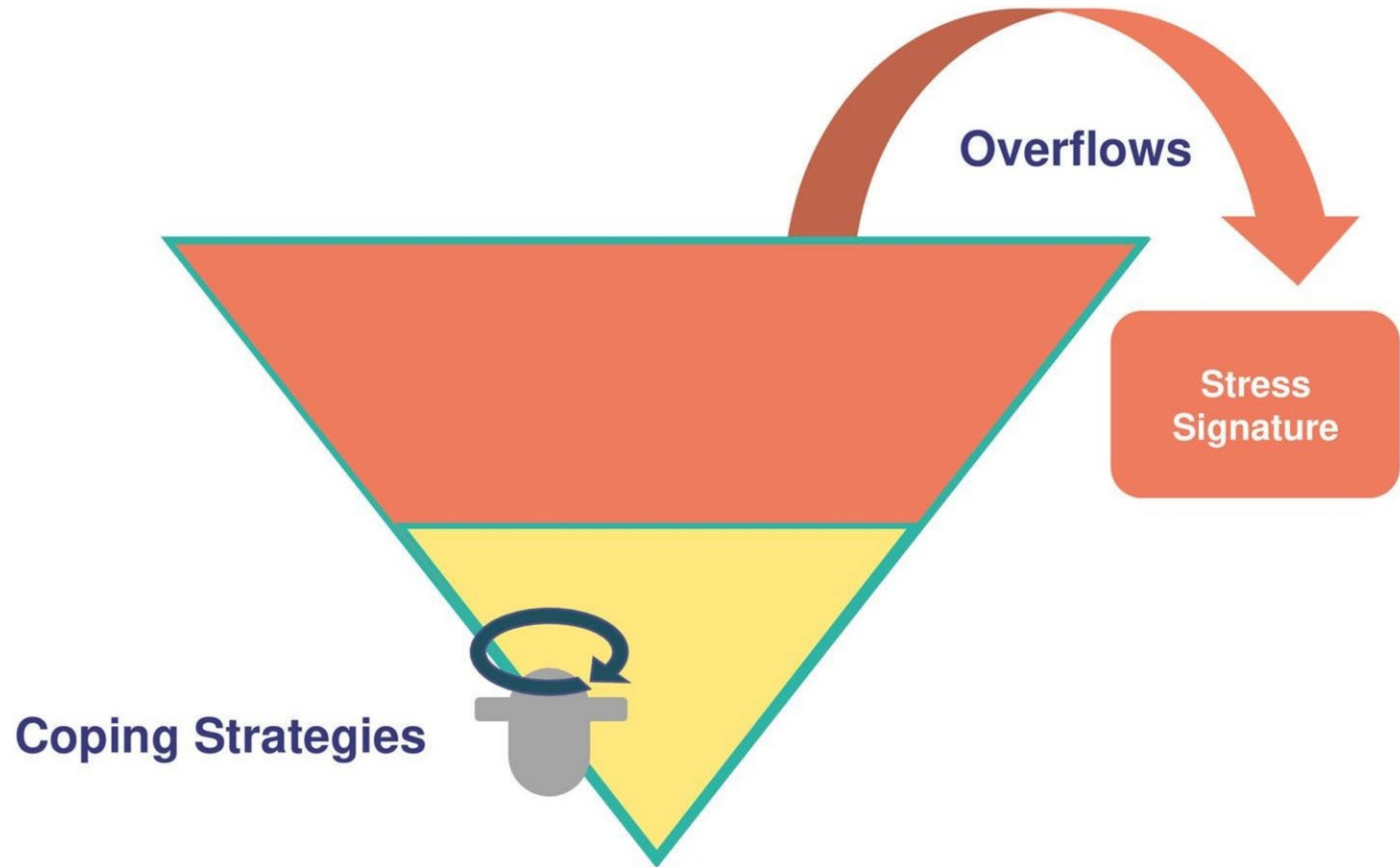


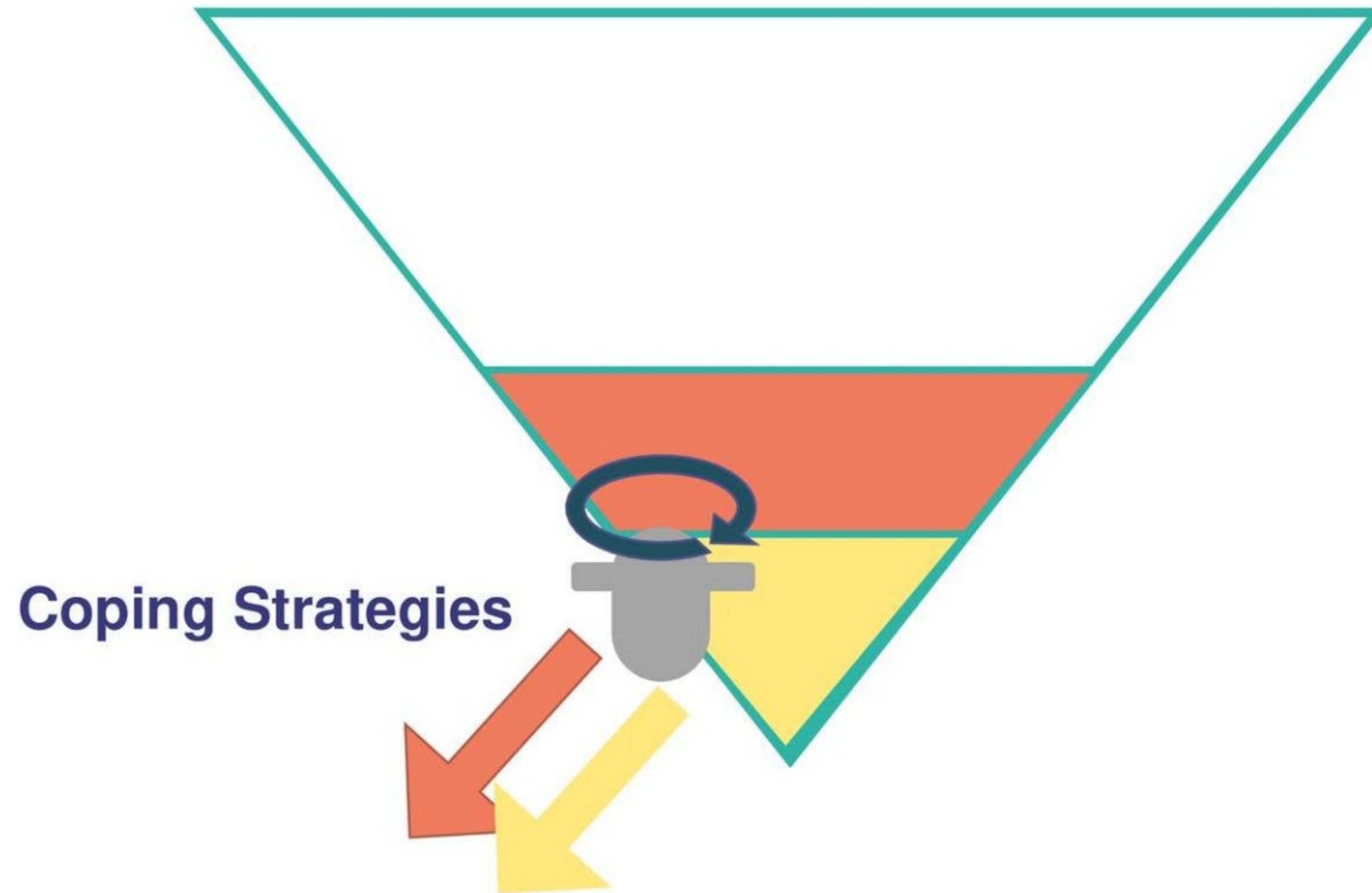
*non-exhaustive



Burnout







Hints and Tips

- Work smarter, not harder
- Taking time out
- It's ok to say no
- Focus on the positives
- Avoid perfection
- Establish boundaries
- Reward yourself

And check in with yourself and ask for help



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

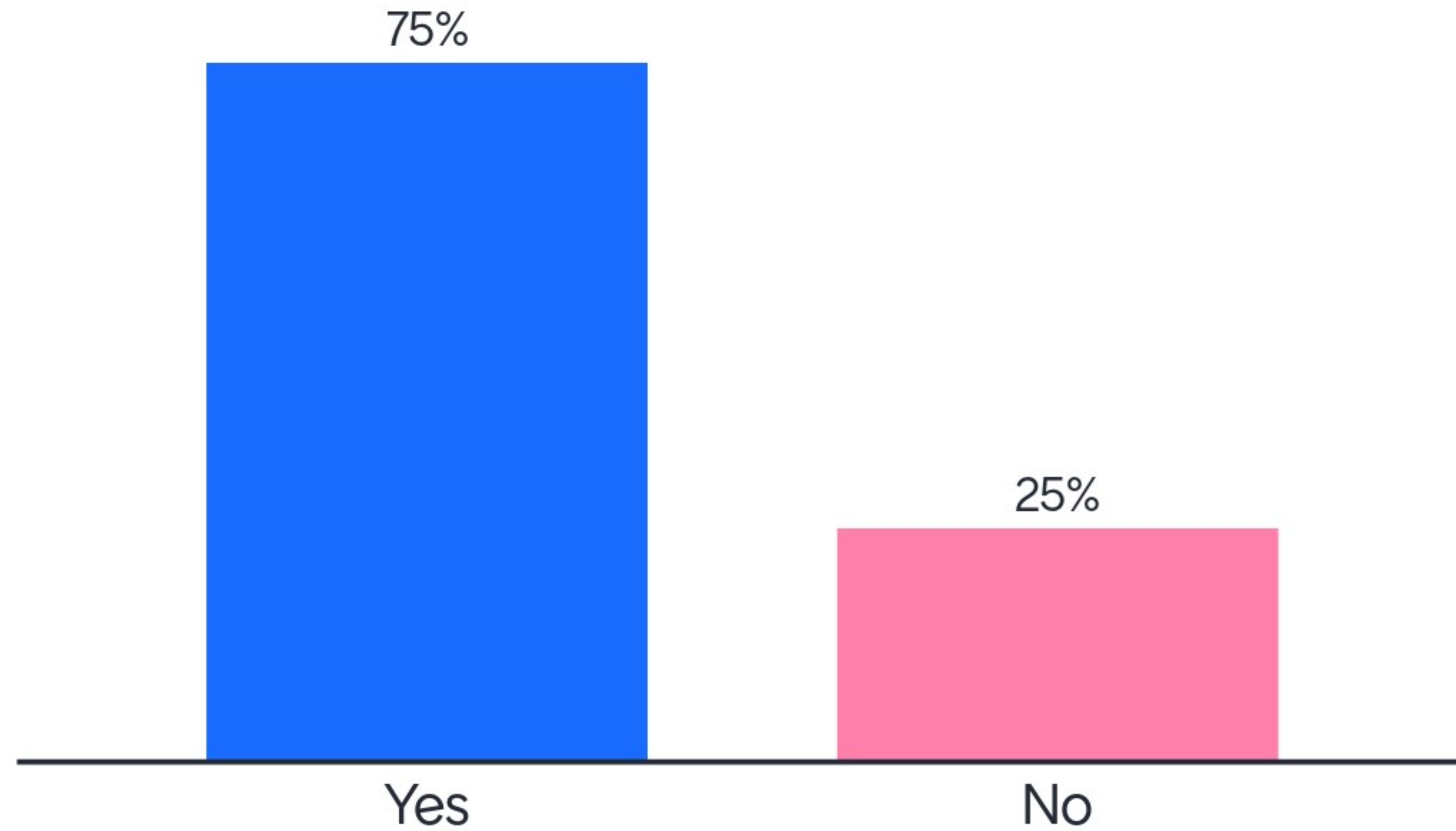


Ask for help/finding support

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



Have you had appraisals whilst working from home?



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



Commitments

“I will actively practice self-care to ensure I am equipped to support my colleagues and myself”

“I will role model and be more open about talking about mental health”

“I will encourage my friends and colleagues to talk about their own mental health by raising awareness in and out of work”



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



theinclusioninitiative.co.u



k



theinclusioni

theinclusioninitiative

