
Workforce wellbeing is often considered at an organisational level but individual and team perspectives can also be useful. Are you keeping yourself well at work? Do you make a conscious effort to consider your wellbeing during the working day or do days, weeks and months go by with very little thought about whether you're keeping yourself well or not?

Do you see fabulous wellbeing behaviours demonstrated around you or have you all got into some less than brilliant wellbeing behaviours? We can all do it; think and feel that we're too busy to worry that stuff! But if you don't, your wellbeing offences of today, this week and this month might accumulate into some significant health and wellbeing conditions in the future.

To give a sense of your level of workforce wellbeing at the moment, identify how many of these wellbeing offences you committed in the last week at work.

- Working through your lunch break
- Not having a lunch break because you're travelling off site to a meeting and the travel time constitutes your break
- Engaging with work tasks while you eat your lunch, phone in one hand, half a sandwich in the other
- Not taking a break from your screen regularly
- Only ever going for an emergency wee (colleague of mine)
- Not making sure you go outside during daylight in the winter months
- Not getting up regularly and moving away from your immediate workspace
- Not checking your posture regularly and stretching
- Not contacting the Health and Safety person even though you've been experiencing aches and pains in your neck and upper limbs for a good while now
- Not getting your eyes tested even though colleagues keep telling you that you're squinting at the screen
- Scrolling through emails while you're watching TV and trying to hold a conversation with a loved one, outside of work time
- Logging into your emails on the Sunday before you're due back in work after annual leave, 'just to see what's been going on'
- Not going to work events that interest you because you're too busy
- Going to work events that you're not interested in but think you should, because your boss or someone more senior will be there
- Expecting other people to do things that you're not doing, because they're not as busy as you apparently

What's Your Number?!



If you scored less than five, well done! There are some aspects of wellbeing to focus on but you can probably make some adjustments fairly easily to support your continued good health and wellbeing.

If you scored between six and ten, it's definitely worth thinking about how you can bring more proactive wellbeing behaviours into your day-to-day practices. Also think about how you can demonstrate role model behaviours to others, especially if you're in a leadership role. Children and team members will reflect your behaviours back to you so don't try to tell them what to do, if you're not prepared to role model those behaviours.

If you scored eleven or above, you really need to consider your wellbeing, as it's possible that you're already experiencing signs of health and wellbeing difficulties. You may well think you're too busy to focus on your wellbeing in your day-to-day work but you might not reap the rewards of all your hard work, if don't change your behaviours today. Your retirement wellbeing can be hugely affected by how you work now. Invest in your wellbeing today, to enjoy the returns of your hard work for lots of tomorrows.

If you'd like more information about how to develop your team or organisational workforce wellbeing you can buy my book *Workforce Wellbeing – how to build organisational strength and resilience* (available via Amazon, check New and Used to find the best price) or contact me directly to discuss bespoke individual or team support.

Email – kw.innerstrength@outlook.com

Tel: 07988 767902

Keep in touch with updates via Linked In and Twitter

Linked In <https://www.linkedin.com/in/karen-warren-kw-inner-strength/>
Twitter @KWinnerstrength