Top Tips for Promoting Wellbeing

Consider these ideas for promoting wellbeing within your own team:

1. **Walking meetings**
   Provide employees with opportunities to get active during their work. If you have a 1-2-1 could you have it outside, whilst taking a walk?

2. **Practice gratitude**
   Saying thank you is one of the easiest and quickest ways to support wellbeing. Gratitude will give your employees a positive boost.

3. **Provide time and encouragement**
   The University has a significant programme of opportunities to enhance wellbeing from running clubs, volunteering opportunities, lunchtime walking groups to exercise classes and choirs. Having support from a manager will encourage employees to get involved.

4. **Help with timekeeping**
   Tackle presenteeism and excessive hours working if you see this happening in your team, talk to the individual concerned and find out why.

5. **Offer healthy choices**
   If your team meetings often include biscuits or cakes, could you simply offer some fruit instead?

6. **Talk about wellbeing**
   Especially if you believe you can see the signs and symptoms of an employee who might be struggling. Have proactive conversations and let your team know that they can discuss wellbeing issues with you.