



Wellbeing
Teams

A new model of care

Self-managing teams in health and social care

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10 promises to team members



You will be part of a team that makes the decisions that matter together



You will develop through feedback and recognition from colleagues and coaches



You will have a balance of structure and the space to be creative



You will feel like you belong and be connected to your team



You will be inspired to bring your whole self to work



You will be supported to focus on your own wellbeing



You will have a range of opportunities to advance your career



You will be supported to develop your strengths, to learn and to flourish



You will see the impact and difference you make by working with purpose



You will be part of changing the future of care



You will be part of a team
that makes decisions that
matter together



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What if?

- The team have been supporting someone at the end of their life and the family are incredible grateful. They email you and say they would like to take one team member out for dinner as a thank you. How would you react?

What if?

- The team are supporting Bill who has been asked by his GP to give up alcohol for the sake of his health. When the wellbeing workers do his shopping he frequently asks them to buy him gin and vodka. How would you support the team to handle this?

What if?

- One of the team told you there was a clique in the Wellbeing team and they didn't feel part of it. How would you react to this?



Wellbeing
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in TimeLine Photos

“My
dream job...
it encapsulates
all my
values”



Mo
Wellbeing Worker
& Trusted Assessor

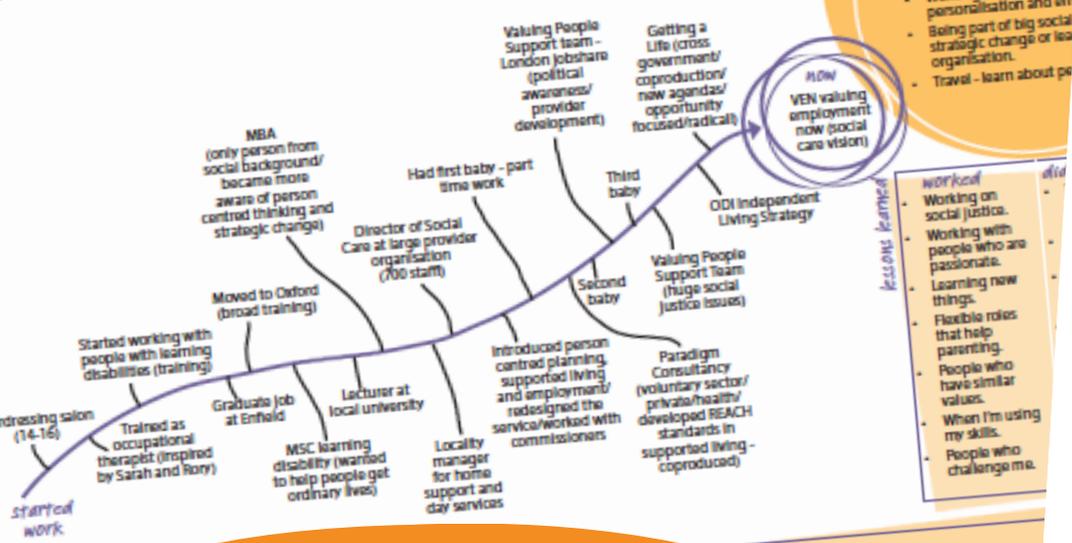
Our Values

- Compassion
- Responsibility
- Collaboration
- Curiosity
- Creativity
- Flourishing

This is the template they used to record Nicola's work history.

Work History

My Work Timeline



My One-Page Profile



Name: Audrey Harkness



What people like or appreciate about me

I am honest, trustworthy, reliable, approachable, friendly, a good listener, supportive and caring person. I treat others fairly and respect them at all times.

I have a good sense of humour and can be witty at times. I am a very loyal person and try to help others as often as I can. I am a very open person and will be honest when asked opinions.

What's important to me

My family are very important to me, I am very close to my mum and my two sisters Kirsten and Erin and my brother Lewis. I like to visit my nanas and other relatives at least once a fortnight. I speak to my family on the telephone most days and try to see them for face to face contact once a week.

My friends are important I like to spend time socialising with them, going out for meals, going to the cinema, as well as nights in the house relaxing watching films and having a blether at least once a week.

I like to travel and see different countries, I enjoy watching television especially the soaps.

I like to go to the gym and attend some classes with my friends every 3-4 weeks, and I like to unwind as well at the pool and Jacuzzi.

I like to spend time pampering myself having my nails and hair done, getting my makeup down for special occasions.

I am passionate about my work as I know I am making a difference to others as well as offering support when I can.

How best to support me

Be honest and open with me, give me feedback on my practice both negative and positive, help me progress by showing me ways to improve by talking through this to enable me to make changes.

I like to be organised and have my own system, I will always ask for support and advice if required, but do appreciate others advice and input on other ways of working.

I would like to be given the opportunity to develop my skills and praise to be given when earned.

I would like the opportunity to participate in any training courses that will help me learn new skills and expand my knowledge.

Give me clear instructions, I like to have my own opinion and speak freely where appropriate.

Keep me in the loop, let me know if I am not giving enough information to carry out a job effectively.

You will be inspired to bring your whole self to work



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Structures that support self management

- Team meetings
- Confirmation practices
- Buddies
- Team metrics
- Raising tensions
- Mobizio (great tech)
- Slack (great comms)
- What if? scenarios
- 'How we work' book





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**Follow our journey at
Wellbeingteams.org**