

**TEAM WELLBEING FOR
MANAGERS**
WORKSHOP GUIDE



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LEARNING OBJECTIVES

At the end of the session delegates will understand how to give praise to team members, and the positive impact this has on wellbeing for the team. Team members will also develop a better appreciation of what motivates people and how to work on additional responsibilities for the benefit of the team.

INTRODUCTION

This guide is designed for a manager or a facilitator to deliver a short workshop featuring videos from the Video Arts Wellbeing Essentials Series. Each video comes with a series of activities around the following structure:

LOOK – watch the video and reflect on the content and message.

THINK – activities and questions linking the video to their own experience and workplace

REMEMBER – a summary of the key learning points

Each section relating to the video will last around 15-25 minutes

PRACTISE – At the end of the series of videos there is an exercise which will bring the learnings together.

FEATURED VIDEOS

- Reward people like grown-ups
- Embrace your introverts and pessimists
- Entrust people with big responsibilities

VIDEO 1 – REWARD PEOPLE LIKE GROWN-UPS

LOOK

THINK (5 minutes discussion)

What different ways can people be rewarded at work other than a bonus?

Ask team members to come up with ideas about how they could be rewarded for the work they do.

If possible ask them to watch the RSA Animate video with Dan Pink about the ‘surprising truth of what motivates us’ <https://www.youtube.com/watch?v=u6XAPnuFjJc>.

How can team members praise and recognise each other for a job well done?

Ask team members to reflect on what they do to praise each other when they’ve done a good job? How do they share their achievements and small accomplishments?

REMEMBER

- Reward people the way you’d like to be rewarded
- The best rewards can be non-physical, such as sincere praise
- The opportunity to work on an especially engaging project can be a highly motivating reward

VIDEO 2 – EMBRACE YOUR INTROVERTS AND PESSIMISTS

LOOK

THINK (10 minutes discussion)

What are some of the stereotypes we might assume about people who are introverts or pessimists?
Encourage team members to be open to sharing their stereotypes, and to then consider how unhelpful it is to think that introversion or pessimism are 'bad traits'.

How does introversion help in a team?

Ask the team to explore this question.

How does pessimism help in a team?

Ask the team to explore this question.

PRACTISE (20 minutes discussion)

We're not always one or the other. Sometimes people can feel full of energy and other times they need to be quiet and have some space from others.

As a team answer the following questions:

- Sometimes when I need to be quiet, this is how I behave...
- Sometimes when I am critical about an idea, I might be misunderstood because...
- Sometimes when there's a group consensus to do something and I feel pressured to take part, it makes me feel like this...

Ask each team member to answer these questions first in pairs, and then as a group.

The insights from this will help raise the awareness that sometimes extraversion can be helpful, and at other times we need to respect that some people may need some quiet time. It will also help to raise awareness that criticism isn't always personal even though we might see it that way.

REMEMBER

- We tend to assume a happy workplace means a workplace full of extraverts and optimists
- In fact, introverts and pessimists have a major role to play
- Pessimists help foresee and forestall problems; introverts are great listeners and thinkers

VIDEO 3 – ENTRUST PEOPLE WITH BIG RESPONSIBILITIES

LOOK

THINK (5 minutes)

What were some of your key insights from the video?

Be prepared as the manager that some of the team may feel that you act in some ways the Bad Manager acts. If that's the case, you'll need to be open to hearing their feedback and not being defensive.

Ask the team to talk about what they learned and what they think could be done differently about how they approach the work they do.

PRACTISE (10 mins brainstorm)

Most teams face the challenge that not all of their processes and procedures are as efficient as they can be. What additional responsibility could each team member take to improve the efficiency of the team?

Ask the team to discuss and come up with ideas around this they can make happen. Do this in the style of a brainstorm. Remember the following guidelines for brainstorming:

- List out all ideas
- Don't criticise any
- Encourage everyone to contribute

Once you have a list, prioritise and invite people to commit to doing different ones (you may find some ideas require two or more people to complete them)

REMEMBER

- The best way to make people happy at work is to make their work meaningful
- Entrust people with slightly bigger responsibilities than they seem might feel ready for
- Resist the urge to monitor their progress obsessively

PRACTISE (20 mins exercise)

This exercise will help to share praise amongst team members and provide a structure for how to do this.

Print out the below template and ask each team member to do this for at least 3 other people in the team. Once they've completed the template, they should use it as a basis for discussion with that team member.

Praise exercise

Name	
What did they do that you think is worth praising?	
What was the positive impact of their action?	
Why do you appreciate what they did?	
What useful insight could you share with others because of what they did?	