

THE CHANGING
LEADERSHIP
LANDSCAPE

WELLBEING
LEARNING JOURNAL





WELLBEING



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What we want you to start thinking about is: **How can you respect your team members as unique people not just a resource, welcoming all that they bring to their work? How can you understand potential under performance through the lens of being human? How can you as a non-trained wellbeing professional enable team members to be truthful about their challenges, vulnerabilities, emotional and mental health?**

ABOUT ANDREA

Andrea began her career in wellbeing at work 25 years ago, and has worked with a wide range of industries to support employers to tackle mental health stigma in the workplace, create sustainable solutions for safeguarding their people's wellbeing, and design programmes which encourage recovery from emotional distress.

Andrea has provided wellbeing consultancy to retailTRUST customers since 2012, and is well positioned to understand the unique needs and challenges of today's retailers. She served as a Trustee of Mind England and Wales for seven years, and regularly appears in the media to discuss ways in which all employers can create workplaces which promote best practice.

ABOUT CLIFF

Cliff is a Health and Wellbeing specialist, with over 20 years experience within B2B & B2C sales across a range of sectors including retail, social care and employee health and wellbeing.

Previously Cliff spent over a decade in retail at Iceland and Dixons.

Before you participate in this pre-recorded module take some time to reflect:

- How can you better understand your own mental and emotional wellbeing and that of your peers?
- What are the practical tools and techniques that you currently use to develop your approach to wellbeing?
- How can you best approach this subject where you are not the trained professional?

WATCH THE SESSION

Click on the button below to watch the session recorded by Andrea Woodside and Cliff Lee.

Video duration: 40 minutes 50 seconds



retailTRUST can be reached 24/7 on 0808 801 0808 or visit www.myrtwellbeing.org.uk

There are 3 exercises to complete after your session, these should not take more than 30 mins to complete.

In exercises 2 & 3 you will not be sharing your answers so whatever you write down is for your eyes only. We will be suggesting you use these same exercises with team members and we'll explain how to use them at your session. It's important to complete them yourself before using them with others.

EXERCISE 1 - STRANGERS ON A TRAIN

This exercise helps you to identify our own unconscious bias. Imagine that you are boarding a train, about to make a three-hour journey. The train is crowded with only a few seats unoccupied and no chance of sitting on your own.

All of the 6 available seats are listed below, along with a short description of the passenger who is already seated next to where you'll be sitting if you selected that seat.

Take 3 minutes to decide which seat you will choose and why.

Exercise: Once you have completed the exercise, take time for some personal reflection on the choice you made and why. Would you reconsider based on the group discussion?

Strangers on a train: The options:

1. A seat opposite a mother and her young daughter (you think she's about 4 years old). From the books, tablet and sketchpad on the table it is clear the child has plenty to keep her occupied. At the moment her mother is reading her a story.
2. A seat next to a young man who is wearing a thrash metal tee shirt and a large pair of headphones.
3. The window seat of a pair. The aisle seat is taken by a plump elderly woman who is chatting to the man sitting across from her. On the table in front of her is a thermos flask, sandwich box, copy of the Daily Mail and pair of glasses.
4. A seat next to a middle-aged man in a business suit with a laptop on the table in front of him. He is on the phone and speaking quite loudly.
5. A seat next to another that is currently unoccupied except for a coat. On the table in front of it is a can of lager with another empty one scrunched next to it. You notice the 'occupied' light for the toilet is on.
6. A seat in a group of 4, the other seats are occupied by young women who are clearly travelling together. The table between the seats is covered in magazines, tubs of salad and bottles of diet drinks.

WELLBEING

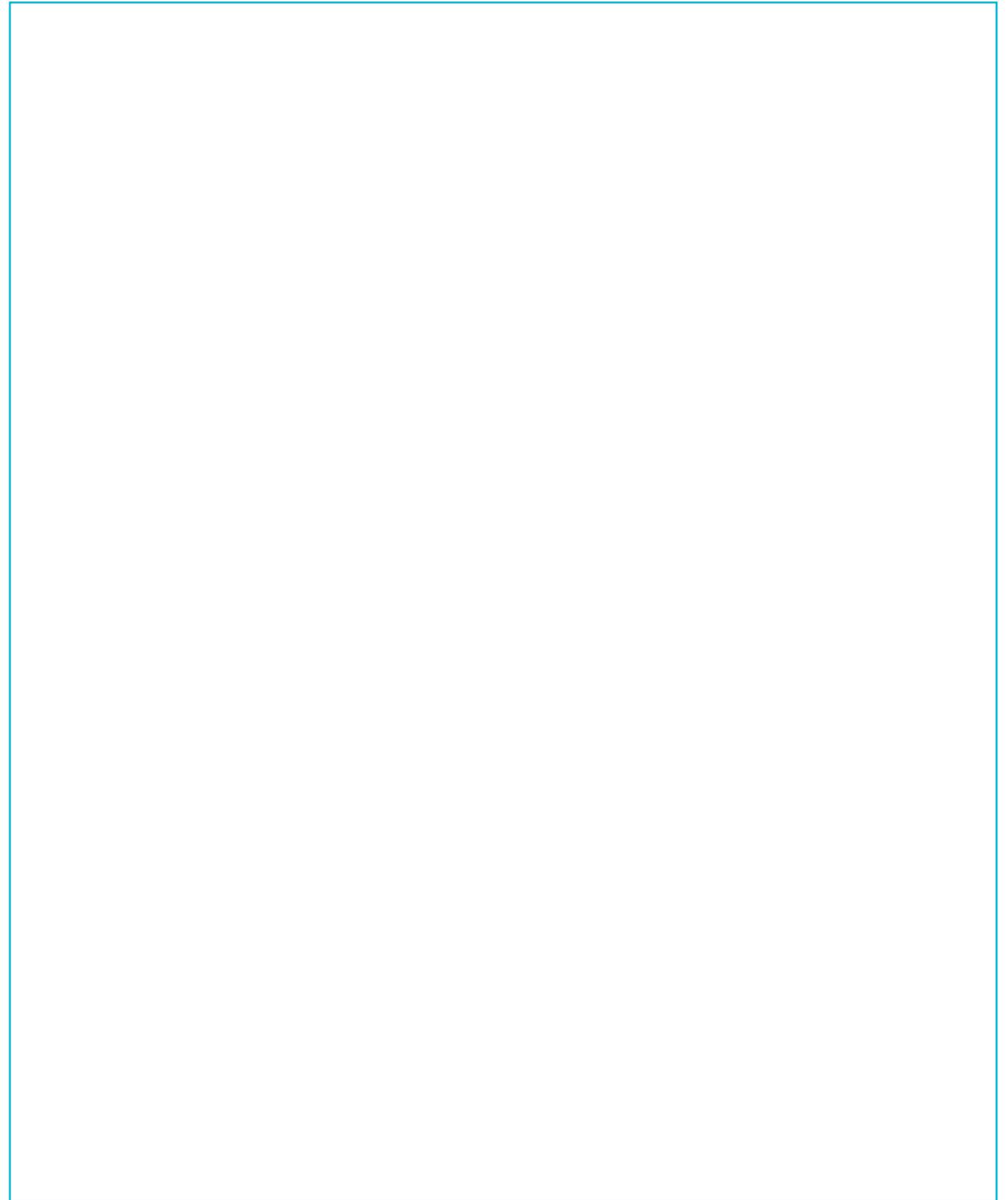
STRANGERS ON A TRAIN
PERSONAL REFLECTION

Having heard back from the rest from others (your Buddy or peers) about their seat selections, would you reconsider your choice of seat, if so why?

How did your unconscious bias come into play when selecting your seat?



NOTES



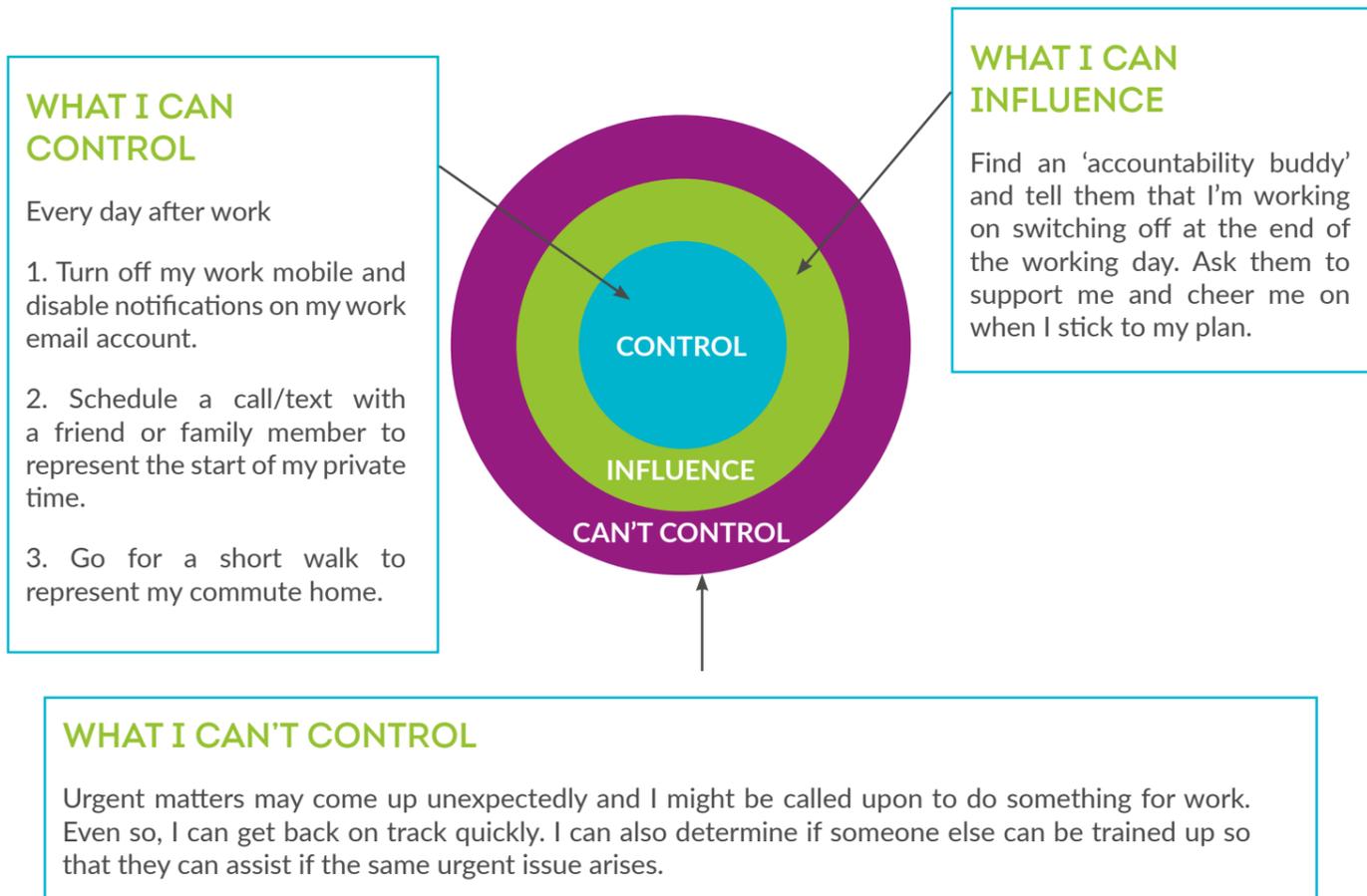
EXERCISES

EXERCISE 3 - THE CIRCLE OF INFLUENCE

The Circle of Influence helps you to identify what you can control in any given situation. When faced with a challenge of whatever kind, human beings tend to first consider what is out of their control, but this is the wrong way around. If you start from the point of 'everything is beyond my control', you're likely to feel powerless and even more stressed. Start from the point of what you can control... because there is always something.

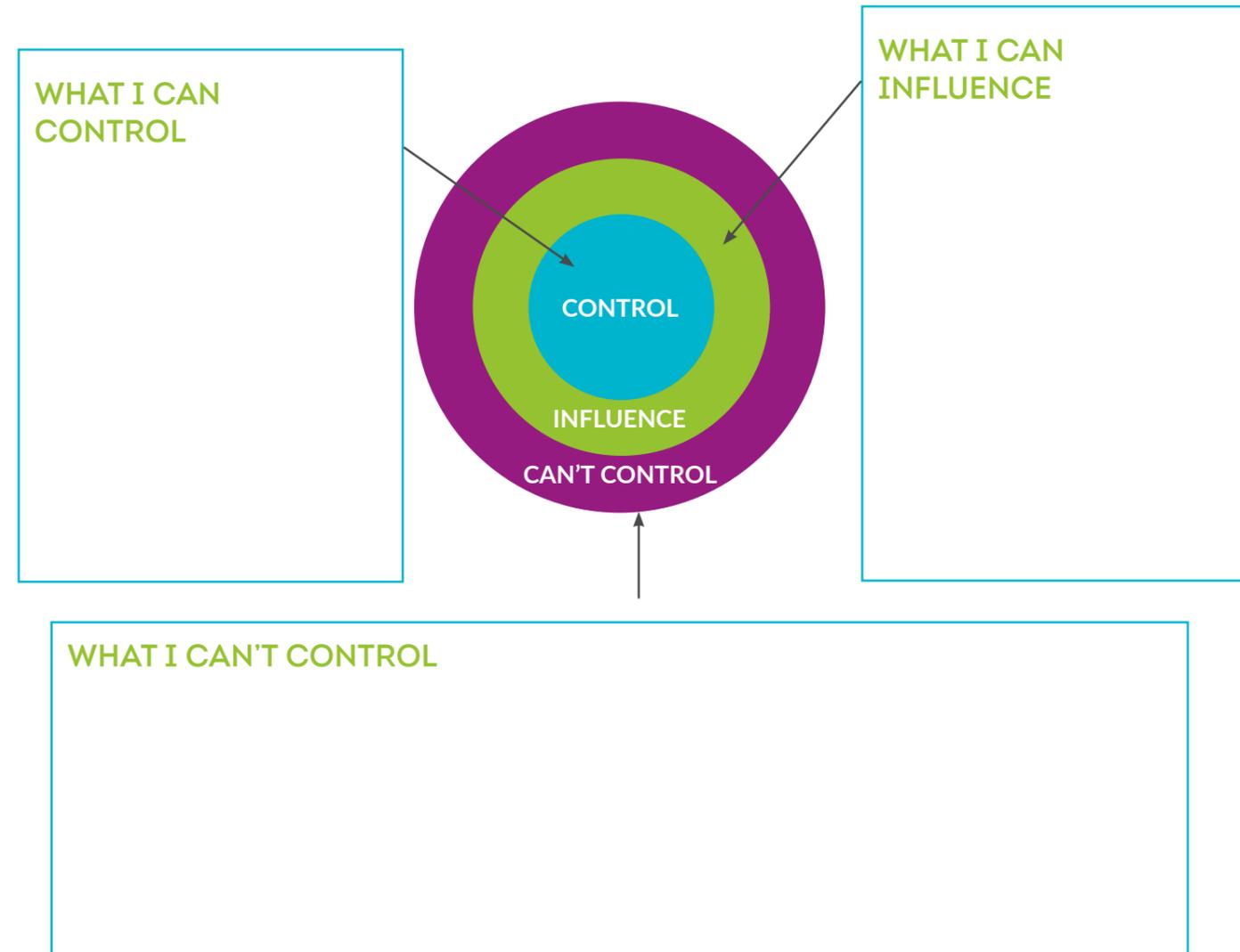
The diagram below offers an example of a common issue people are reporting while working from home. This is just to give you a sense of how the exercise works but choose something that's causing you stress at the moment, whether at work or at home. Be as specific as you can about the challenge you're facing.

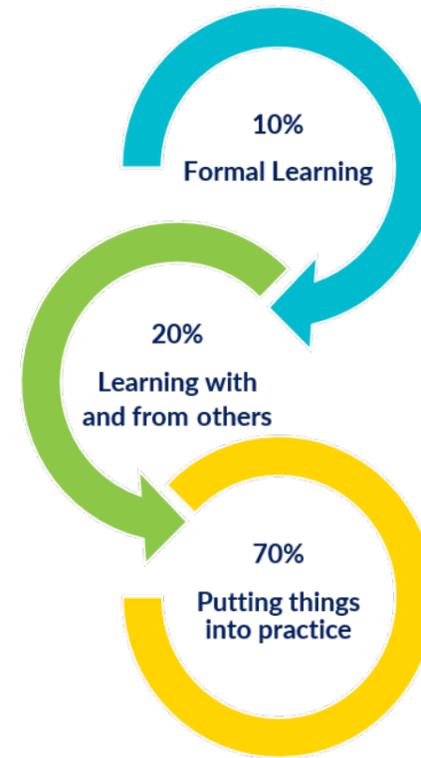
My challenge: I can't switch off from work at the end of the day



Exercise: Complete your own circle of influence. And then sit back and marvel at how in control you really are.

Note: you will not have to share your results with anyone else on the programme.





What was my learning from the keynote?

What am I going to share, discuss with my peers? What would I like feedback on? What insights or questions will I share on Slido?

What will I put into practice, what new thought, action, behaviour and habit?

When?

Where?

And with Whom?

BRC LEARNING

If you have any questions during the programme please
don't hesitate to get in touch.

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