

Wellbeing Workshops 2023



When *life* works better,
business works better.
Pai ake te *oranga*, pai ake te *pakihi*.

Vitae offers a range of workshops focused on supporting and developing the wellbeing of people at work.

These workshops are each delivered to people at work over 1 hour, 1.5 hours or 2 hours by experienced facilitators. The content is clinically based with practical skills and strategies applied. Working in partnership with your people and culture/human resources team, content can be adapted to meet the specific needs of your organisation.

Workshops are capped at 12 participants to maximise individual engagement with activities and to enhance a sense of confidentiality and safety in the workshop space. By arrangement these sessions can be offered in a virtual (Zoom) format.

Managing Mental Wellbeing

Content:

- What is mental wellbeing?
- Common experiences in Aotearoa NZ
- Why talk about mental wellbeing?
- Wellbeing as a continuum
- Identifying the wellbeing slide in yourself and others
- Understanding the 'Think, Feel, Act' process (neuroscience)
- Planning to implement 5 ways to wellbeing

Understanding Stress to Build Resilience

Content:

- Understanding the stress response
- Recognising signs of stress at work
- Reducing the impact of stress
- Actioning the 3Rs (Resolve, Refuel, Relax)
- Characteristics of a resilient person
- Thinking traps and skills
- A model of coping – harnessing your resilience
- Making a personal resilience plan

Psychosocial Wellbeing in the Workplace

Content:

- What does it mean?
- Risks to psychosocial wellbeing in the workplace
- Discrimination, Bullying
- Recognising Unconscious Bias
- Overcoming Unconscious Bias with FLAX
- Protective factors
- Build a culture of respect

Building a Resilient Team

Content:

- What does a resilient Team look like?
- Wellbeing in a positive environment
- Characteristics of resilient people and Teams
- Hindrances to building resilience
- Key elements for creating a positive work environment
- A model of Team Coping
- Wellbeing policies and procedures
- Enjoying the benefits



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Building a Culture of Respect

Content:

- What makes a great workplace?
- Hindrances to a healthy workplace culture
- Giving and receiving feedback
- Managing team conflict
- 7 habits of a great workplace
- Connecting conversations

Successfully Navigating Uncertainty and Change

Content:

- Uncertainty, Transition and Change
- Loss, grief and reactions to change
- Understand the stress response
- Strategies to managing stress
- Managing transitions with emotional intelligence
- The ADKAR model for change
- Change in your workplace
- Support available (HR & EAP)

Promoting Self-Care

Content:

- An Aotearoa NZ model of health
- What is Self-Care?
- The impact of self-care on mental wellbeing
- 5 ways to wellbeing
- Caring for others at work (R U OK?)

Dealing with Loss and Grief

Content:

- Understand the words
- Identify types of loss and grief
- Common signs
- Factors affecting grieving
- Functions of normal grieving
- The impact of loss and grief at work
- Identify self-care needs
- Where to get help

TOOLKIT Sessions – ZOOM (15 minutes)

- Relaxation
- Anxiety
- Sleep
- Achieving a work-life balance

Other topics can be developed to meet the specific needs of your people at work.
For more information email workshops@vitae.co.nz