

# Vitae service information

## Wellbeing workshops 2025

Vitae offers a range of workshops focused on supporting and developing the wellbeing of people at work. These workshops are delivered by experienced facilitators to employees, teams and organisations – and can be adapted to 1 hour, 1.5 hour or 2 hours (online or in person). Workshops are capped at 15 participants to maximise individual engagement with activities and to enhance a sense of confidentiality and safety in the workshop space.

Working in partnership with you, our content can be adapted to meet the specific needs of your organisation. The content is practical to ensure participants have the skills and strategies they need to make change and apply the learning to their situation.

### Navigating change and uncertainty

- Types of change in the workplace
- Common responses to uncertainty
- Understanding our stress response
- Circle of concern, influence and control
- The 4 As stress management framework
- Self-reflection questions
- Self-care tips

### Understanding and managing stress

- Workplace wellbeing in NZ
- Understanding our stress response
- Recognising signs of stress at work
- The stress performance curve
- Thinking traps and solutions
- Boundaries to protect wellbeing
- Self-care tips

### How to have challenging conversations

- Different reasons for this type of conversation
- Circle of concern, influence and control
- Giving and receiving feedback
- Dealing with workplace issues
- Preparation is the key
- Delivery
- Follow up
- Workplace case study and reflections

### Dealing with conflict

- Why does it occur
- Common types of conflict at work
- Conflict roles and styles
- Reflection and analysis
- Customer conflict
- De-escalation during a conflict
- Defusing after a conflict
- Self-care tips

### Managing workloads and pressure

- Current stresses and pressures
- Work related stress and performance
- Thinking traps and boundaries
- Managing energy
- Heavy workload tips
- Wellbeing outside of work – self care

### Creating a workplace wellbeing action plan

- Benefits of having an action plan
- Key information to be included
- Preparation
- SMART goals and timeframes
- Resourcing and reporting
- Evaluation
- **NB: please bring a topic to draft a plan for**

Please contact [workshops@vitae.co.nz](mailto:workshops@vitae.co.nz) with any questions.