What are your non-negotiables?

A non-negotiable can be anything important to you and your wellbeing. These are the things you want to make time to do each day and not miss.

Some examples are listed below:

- going to the gym
- doing the school run
- having a lunch break
- eating dinner with your family
- · reading to your children at bedtime
- watching your favourite TV show.



What more could we do as a team to make sure we are all OK and managing our wellbeing?

This is a perfect opportunity to discuss ways in which you can help each other.

Examples could be:

- share work more evenly
- have a regular team lunch
- take a regular team break where everyone has a cup of tea and a catch up for 15–20mins
- listen to each other.



What do you do to relieve stress?

Everyone is different. We will all have different ways of managing and reducing our stress.

Ask the group to share some of their tips.

Some examples might be: talking to someone, going for a walk or writing their feelings down.



When you are feeling overwhelmed, what signs or signals (if any) do you display?

Encourage the group to discuss.

This will make others more aware of what signs they should look out for and highlight the fact that everyone deals with things in a different way. What can be something very small to one person can be the last straw for someone else, depending on what else is going on in their life.

Some examples might be:

- being more irritable or snappy
- becoming withdrawn or not joining in with things that they used to
- acting differently to how they usually would
- an increase in risk taking behaviour eg drinking more, spending more money than usual
- not looking after themselves as well as usual.



You are supporting someone through a difficult time and feel in need of some support yourself.

Who can you speak to?

It's perfectly normal to feel the need to talk after supporting someone. You could talk to a friend, colleague or family member. Alternatively any of the following routes could also be a source of support:

- Samaritans (by phone on 116 123 or email jo@samaritans.org).
- NHS 111 offers health advice in the UK and is free from landlines and mobiles.
- Your organisation's mental health champions, helpline or employee assist programme.



How would you like your colleagues to support you?

Everyone is different and will have preferences around how they would like people to approach them.

Encourage the group to share some of their preferences.



What in life brings you joy?

What impact does this have on you?

Everyone will have different things in life which bring them joy. Examples could be spending time with their children, retail therapy, going to see a movie.

Let the group share their own examples and how these impact on them.



The Mental Health Foundation produced a list of 10 top tips to remind people to look after their wellbeing.

Can you guess what these are?

- 1 Eat a balanced diet and drink sensibly.
- 2 Maintain friendships.
- 3 Maintain close relationships.
- 4 Take exercise.
- 5 Sleep.
- 6 Laugh.
- **7** Cry.
- 8 Ask for help when you need it.
- 9 Make time for you.
- 10 Remember work isn't everything.

