

Winter Wellbeing For Managers

1. Look after yourself

- If you're not able to thrive, neither is your team - make sure you are getting the support you need.

2. Check in regularly

- Check in regularly with your team as a group and individually, using video or phone. Email isn't always the best way to check on someone's wellbeing.
- Flag any issues early and signpost to the resources at our disposal - EAP, mental health first aiders etc.
- Consider opening team meetings with a 'mindful moment'.

3. Outcomes over hours

- Assessment of your team should be made on their output and achievement of objectives - not the number of hours sat behind a screen.
- Don't expect responses to emails outside of work hours.