

The Four Pillars of Health and Wellbeing


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A bit about me



- Chartered Clinical Psychologist
- Neuropsychologist 
- Associate Fellow of British Psychological Society

- Health and Wellbeing Consultant
 - May not be what you think!

- Speaker
- Coach
- Writer

Let's talk about work

- Most of us will have to work...but no one ever tells us *how* to work
- “Get a good education so you can get a good job”
- ?



More than money



- Cannot build a relationship with benefits package
- Even the most mindful and grateful employee will only feel the impact of an increased benefit once

“I worked so hard organising our Winter Conference. I went above and beyond and on the team call I wasn’t even singled out for a thankyou. Last year I got a £200 gift voucher and a bottle of champagne. This year I was busier than ever and still pulled it together and I don’t even get a thank you? I know I shouldn’t but I’d mentally spent that money. It’s unbelievable that I got nothing.”

Frustrated
yet?



- What more do they want?!



- “You’re not at work to have fun”

How it started

- “This is Steph, she’s does the hand-holding”
- Pink and fluffy
- Nice-to-have
- We have no budget for this
- **Big** conversation

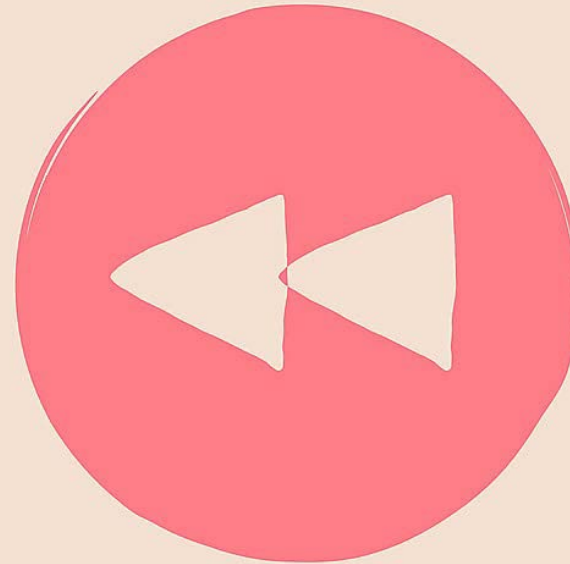
“wait... she might be right...”



Reworked



REWORKED



PUTTING HEALTH AND HAPPINESS
AT THE CENTRE OF YOUR CAREER

DR. STEPHANIE FITZGERALD

HHSE

1. **Happy**
2. **Healthy**
3. **Safe**
4. **Engaged**



Happy



- Happy at work?
- You experience feelings of happiness while at work
 - Think about your job
 - Telling others about your job
- Align to a greater purpose
- Does *not* mean that you won't have tough days.
- In spite of the tough days, your job **supports** your happiness

Why does happy matter?



- Time! 81396...(115000)
- In a typical working week we will spend more time at work than we will spend:
 - With friends, family and loved ones
 - In our own bed
 - Travelling the world
 - Relaxing
 - Pursuing hobbies
 - Reading (for pleasure- not emails!)
- More time at work than anywhere else...don't you deserve to be happy?

Healthy



- Do no harm principle
 - Work shouldn't harm you
 - You shouldn't harm work
- Fitness to practice
- Health *as* safety
- Want HWB data? Look at your safety data. HHSE employees do not have accidents!

Healthy



- Health *as* safety is also how you pitch to your senior leadership team and get Board level approval
- Existing frameworks for safety issues can easily be converted for health issues
- Safety briefings become health and safety briefings
- The healthier we are at work, the healthier we'll be

Case study 1



Safe

- It is a *given* that you should be safe at work
- You may feel safe in an office but...



- Physical safety and psychological safety
- Back to the Do No Harm principle



Engaged



- Being mindfully involved in the task at hand
- You can be engaged in your work, even when completing boring tasks
- Measures of engagement:
 - Recalling your last working day in detail
 - Understand the role your job plays in the wider company aims
 - Pride in your work
 - Emotionally connected to your work

Case study 2



Low cost/
no cost



- You don't need ££££££ to secure employee wellbeing.
 - There is no external solution to internal issues
- Have to start prioritising wellbeing – it is the fuel for your engine.



Low cost/
no cost

- Ask for *meaningful* feedback where employees make the decisions and therefore the difference
- Problems are **not** the responsibility of the manager to solve.
- Disempowering people is not a solution



Reworking company culture



- Kaizen
- 1% improvement. Every. Single. Day.



Thank
you!

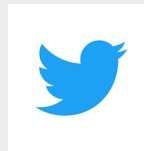


If you have any questions please feel free to
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