

Wellbeing Confident Leaders Training

THE AIMS OF WCL TRAINING:

The aim of WCL training is to learn the best ways to empower positive wellbeing across the Civil Service. We will be exploring what wellbeing is and identifying the steps we can take as leaders and the areas in which we can make a positive difference to our colleagues' lives in work and beyond. This document offers details of the training, the relevance of positive wellbeing and the PERMA+R model and an introduction to Bailey & French.

WHY FOCUS ON WELLBEING?:

In the Civil Service, our average working time lost due to stress equal 5.8 days per person per year. See the full breakdown of benchmark scores for the Civil Service People Survey 2018 [here](#). As leaders, it is also important to be aware of the growing tendency towards presenteeism; when people come to work when unwell and are less productive and effective as a result and struggling to switch off at home.

Taking a positive, preventative approach to wellbeing is now a strategic priority for the Civil Service. Supporting our leaders to understand their role and how they can make a difference overall is a key focus. The Wellbeing Confident Leaders training is a major part of this and is being delivered across all Whitehall departments for Senior Civil Servants and has been incorporated into leadership performance objectives.

WHY IS WCL TRAINING NECESSARY?:

Across the Civil Service we've already made great progress in reducing the stigma around mental ill-health, and signposting those at crisis point to support.

The recent Stevenson Farmer Thriving at Work report also highlights the business return of supporting wellbeing and the potential for between £1.50 and £9 for every £1 invested in workplace interventions for mental health. Take a look at [this article](#), by the Guardian newspaper on the Stevenson Farmer Thriving at Work report – 5mins.

We can use positive strategies at work to boost wellbeing, and in turn performance. For example, focusing on strengths at work can help people to be 8% more productive, and experience 21% less worry and 16% less stress.

A strategic and long-term proactive approach to wellbeing takes people beyond simply surviving and getting back to zero (alleviating the symptoms of mental ill-health) but moving towards thriving and flourishing. It's about giving everyone the knowledge and skills to know how to support their own positive psychological wellbeing, so they have confidence to meet all life's challenges now, and in to the future, building a more resilient Civil Service.

THE DIFFERENCE BETWEEN MENTAL ILLNESS AND POSITIVE WELLBEING:

Positive wellbeing focuses on mental-wellness as opposed to mental-illness. Over the last couple of years for many departments and agencies, attention has been on mental and physical ill-health, focusing on ways to reduce the symptoms of a negative work environment with interventions targeting those in crisis.

As leaders we can do more to empower everyone to support their own positive psychological wellbeing. We need to provide an open, honest platform for people to take accountability for their own and others' wellbeing in a positive way. WCL training allows us to take a step closer to achieving this and provides a positive foundation for collaborative learning.

WHAT IS THE PERMA MODEL OF WELLBEING?:

The PERMA model of positive wellbeing was developed and published in 2011 by Dr. Martin Seligman, Psychologist and founding father of Positive Psychology. The model establishes five fundamental pillars of wellbeing: Positive Emotion, Engagement, Relationships, Meaning and Accomplishment.

Take a look at a post by Rupert McNeil, Civil Service Chief People Officer, [on the PERMA model](#) – 5-min read.

The approach and model has been identified by CSEP and CSL, working with Bailey & French, to help support departments and agencies take a more strategic approach to support wellbeing.



WHAT CAN I EXPECT FROM THE SESSION AND WHAT TOOLS WILL BE USED?:

Based on evidence-based research, the Wellbeing conversation mat helps us explore the five PERMA pillars. It also instigates an additional conversation around resilience as an output.

Jonathan Jones, Permanent Secretary of the Government Legal Department and CS Health and Wellbeing Champion, shares his experience [here](#) – 5-min read.

The conversation mat gives an immediate ‘pulse check’ of the five pillars and resilience overall to support personal development. In addition, it gives leaders an indication of areas to prioritise for teams, departments and agencies, with a focus on empowering impactful actions.



HOW WILL THE WCL TRAINING HELP ME?:

The aim of WCL is to feel empowered and confident to practice, manage and role-model positive psychological wellbeing. Not only will this benefit our own and others’ mental wellbeing, it will also enhance our performance and ability to lead successfully.

The conversation mat is designed to create platforms for increased self-awareness and shared learning (core parts of Emotional Intelligence - correlated highly with personal and leadership effectiveness) and helps teams/leaders tackle often difficult subjects in a non-judgemental way that engages the whole group.

Recent research shows how employees value workplace wellbeing, including things like work companionship and recognition, over material benefits, like salary. Take a look at [this article](#) on the benefits of positive workplace cultures. To be a brilliant Civil Service we must do more than just get the basics right. As leaders we will recognise our roles in leading our departments and agencies to really flourish and thrive.

WHAT DO I NEED TO DO AFTER THE WORKSHOP?:

This training session in itself will not change our culture overnight. However, it gives leaders, the knowledge and tools to create a safe space for people to have potentially sensitive and positively focused conversations about wellbeing.

As leaders, it's our role to continue these conversations, with our peers, teams and departments, building on the momentum of the workshop. So, be ready to think on the day and afterwards about how best you might do that.

WHO ARE BAILEY & FRENCH?:

Bailey & French empower people to be their best for wellbeing and performance. They work in partnership with the CIPD, speaking at events and conferences and are pioneers in the field of Positive Psychology, working with a range of organisations, both in the UK and internationally, and across the public and private sector.

They guest-lecture at Universities across the UK, including London School of Economics, Kings College London, City and the University of Edinburgh on a range of Masters-level courses across HR and Business.

Their work encourages people to be their best by creating positive platforms for people to come up with their own ideas, solutions and ways forward, identifying actions most relevant to them, their teams and department/agency. For more details on their approach and recent client case studies click [here](#).

