

# WELLBEING

## QUESTIONS & TIPS

**Interreg**   
2 Seas Mers Zeeën  
**FLAVOUR**

European Regional Development Fund



Copyright © 2021, Plymouth Marjon University.  
**<https://sites.marjon.ac.uk/flavourguide>**

## Introduction

It's important to take time to look after our own wellbeing and to support the wellbeing of the people we work with. Each card contains two questions you could ask staff or volunteers to help explore how they are feeling and what they need. There's also a tip to help create a supportive work environment.

*Take a moment to flick through the cards and see what appeals to you today.*

# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS

## Questions

“What can I do to be there for you?”

“What are you grateful for today?”

## Tip

Respond quickly if someone says they are stressed or overworked. Listen to what they have to say and ask what it is like for them. Work out together what you can do to help reduce the stress. Agree to check in again.

# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS

## Questions

"I noticed that xxxx, how are you doing today?"

"Would it be helpful to have regular catch ups?"

## Tip

Encourage staff and volunteers to take breaks. If people are not taking breaks, talk to them about it. Help them to know it is okay to take a break.



# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS



## Questions

“What’s your thinking around how you are at work at the moment?”

“What ideas have you got about helping your wellbeing?”

## Tip

People communicate in different ways. Clear communication to some might not be to others. Find out if people prefer to be shown, told about or try a task themselves.



# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS

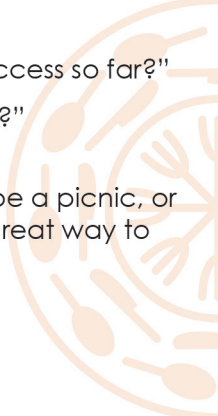
## Questions

"What's contributed to your success so far?"

"What is working well right now?"

## Tip

Hold a group activity. It could be a picnic, or a group walk in a break. It's a great way to build social connections.



# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS

## Questions

"What is working well right now?"

"What did you learn today?"

## Tip

Accept that mistakes will happen. Don't judge the person when they do, instead ask them about what happened. Find a way to learn from it - and if there is something that needs to change because of it.



# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS

## Questions

"What made you smile today?"

"What were your three top positive moments this month?"

## Tip

Thank people for the work they are doing.

Thank people for how they are doing it:

*"I saw the extra effort you put into that."*

Celebrate as a group when goals are met.

# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS



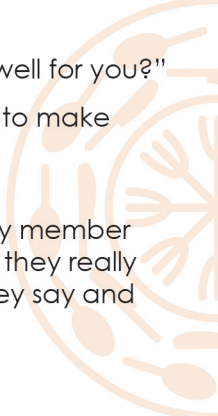
## Questions

"In the past, what has worked well for you?"

"Is there something we can do to make working here easier for you?"

## Tip

Find 5 minutes to speak to every member of staff and volunteer. Ask how they really are. Be sure to listen to what they say and then respond.



# WELLBEING

QUESTIONS  
& TIPS



WELLBEING  
QUESTIONS  
& TIPS