

Working with Wellbeing

Assessment: Intervention Plan

Declaration: By submitting this assessment (Parts 1 and 2) for marking I declare that it is entirely my own work. I understand that falsely claiming that the work is my own is malpractice and can lead to NEBOSH imposing severe penalties (see the NEBOSH Malpractice Policy for further information).

Part 1 - Reflection

Reflect on your organisation's current workplace strengths and weaknesses in relation to each of the six branches of wellbeing using the table below:

	Strengths	Weaknesses	Tutor feedback
<i>Interaction</i>	Workers are grouped into teams of four and need to communicate with each other frequently as part of their work so there is a lot of interaction between members of the same team throughout the day.	There is little opportunity to interact with any other workers outside of your own team, therefore interaction is limited to a couple of people only. The rest room is very small and there is not much space to relax and interact with others during break times. As a result, workers often do not use the rest room at all, staying at their desks.	
<i>Exercise</i>	The organisation provides discounted gym membership for a local gym just a few hundred yards away. Many workers take advantage of this and visit the gym either before or after their shift.	As most workers at the organisation are desk based, and as the building is single storey only, there is little opportunity for workers to gain any exercise as part of their role during their working day.	
<i>Mindfulness</i>	Our premises are situated on a small estate, in a pleasant rural location with plentiful green space and wide, safe footpaths giving opportunity for local walks at lunchtime and	As a fast-paced organisation with tight deadlines, there is a lot of pressure on workers to complete tasks as quickly as possible. There is therefore little opportunity to encourage mindfulness, with workers constantly on the go and looking to the next task to be completed. Many do not take their	

	the chance for workers to appreciate the nature all around them.	breaks, staying at their desk so do not take the opportunity to venture outside for a walk.	
<i>Nutrition</i>	Information on healthy eating is provided to all workers with posters on display in the rest room. The posters detail what makes up a healthy diet, what proportions of each food group we should be eating every day and the benefits of a healthy diet.	Vending machines in the rest room contain mainly chocolate bars and crisps. There are few healthy options on offer, no fruit is available, and with no local shops nearby, workers are reliant on either what they bring with them to eat at work, or the vending machine.	
<i>Kindness</i>	Workers across the organisation are happy to help each other wherever they can (and there is an expectation that everyone will be willing to help), giving advice or practical assistance with tasks.	Because of high expectations of workers, and fast-paced environment, individuals may not ask for help for fear of appearing incompetent. They may also be self-critical rather than showing self-kindness and accepting that we all need help at times and taking advantage of the considerable expertise available around them.	
<i>Learning</i>	All new starters are paired up with an experienced worker for their first week at work so can easily ask questions and learn all about their role quickly. This also helps them to get to know their colleagues quickly.	Most learning is informal- learning from other colleagues. There is no training budget available, so any external training is limited to free courses which workers become aware of; but this is not necessarily encouraged due to time pressures.	

Part 2 – Intervention, justification, and evaluation

Intervention	Justification and evaluation	Tutor feedback
Choose 3 interventions to improve wellbeing, detailing the branch/branches of wellbeing each relates to.	<ul style="list-style-type: none"> • Why have you chosen these actions? • How will you evaluate their effectiveness? 	
To provide an outdoor seating area on site to increase the space available for staff to use during break times (Interaction, Mindfulness).	<p>With only a small rest room available, workers often remain at their desk during breaks. (There is not enough space to make the rest room any bigger). Having additional space in the outdoor seating area will encourage workers to move away from their desk at breaktimes and will increase interaction between different teams. It will also provide the opportunity for time outdoors in the fresh air, and to practise mindfulness, appreciating nature, and a change of surroundings.</p> <p>Effectiveness of this intervention will be evaluated by conducting a survey before and after the intervention on general wellbeing levels. As part of this survey questions will also be asked on how often they remain at their desk at break times and which rest area they use if any.</p>	
To set up a lunchtime walking group. This will be an informal group (anyone is welcome to join on any day) where at the lunchtime break, workers can meet outside and have a short walk together through local parkland (Interaction, Exercise, Mindfulness).	<p>As most workers at the organisation have a job which involves them being sat behind a desk, walking at lunchtime would raise activity levels and give the opportunity for some exercise during the working day. A group walk will provide the opportunity for social interaction with colleagues outside of your own team. Walking through the local parkland will also provide the opportunity to practise mindfulness with a change</p>	

	<p>in surroundings, the nature around them, listening to colleagues, and time away from their desk and work pressures.</p> <p>Effectiveness can be evaluated by monitoring the popularity of the sessions; how many people take part each day over a certain time period; and whether workers participate regularly.</p>	
<p>To make online mindfulness resources available on the company intranet to all employees (Mindfulness, Learning).</p>	<p>With a fast-paced and pressurised working environment, workers are constantly on the go. Many will not be aware of mindfulness or how this could be helpful to their wellbeing. Online resources can raise levels of awareness and use of mindfulness as a technique. The location of these resources will be communicated to every team during team meetings and all workers asked to take a break during their working day to read through them.</p> <p>I will evaluate their effectiveness using a survey including questions on wellbeing and mental health, in addition to questions about their use of the materials and mindfulness techniques. The 'Workplace wellbeing snapshot survey' could be used as this survey can be customised.</p>	