

# ICBE

IRISH CENTRE  
FOR BUSINESS  
EXCELLENCE

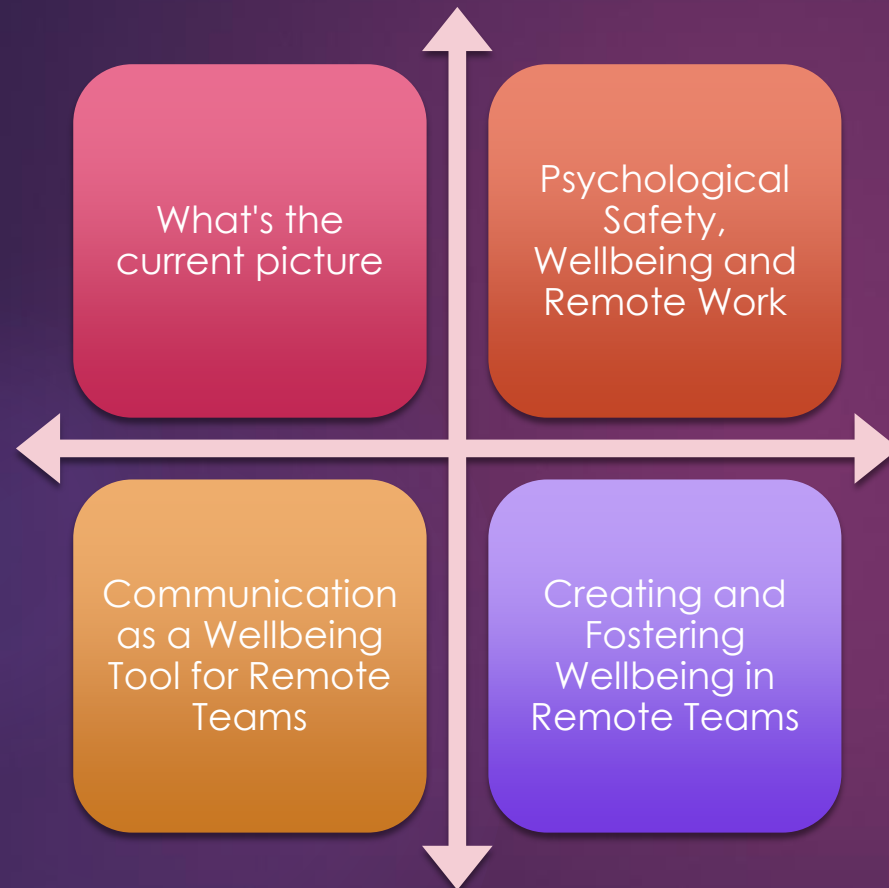
*Where knowledge is shared and multiplied*

# WELCOME

**ICBE Lunchtime  
Bite-Sized Webinar**  
*Wellbeing in Remote Teams*



# Wellbeing in Remote Teams



**Workplace Health &  
Wellbeing Ltd.**

**Dorothy Scarry**

**BA PGCE HDipED MSc Workplace Health  
and Wellbeing**

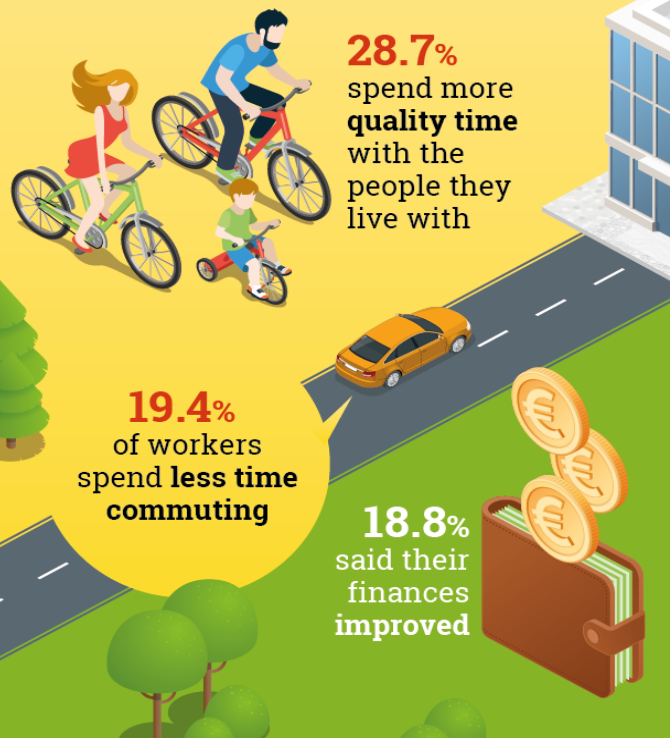
**Member SOM AHPI INTO Teaching  
Council IoH**



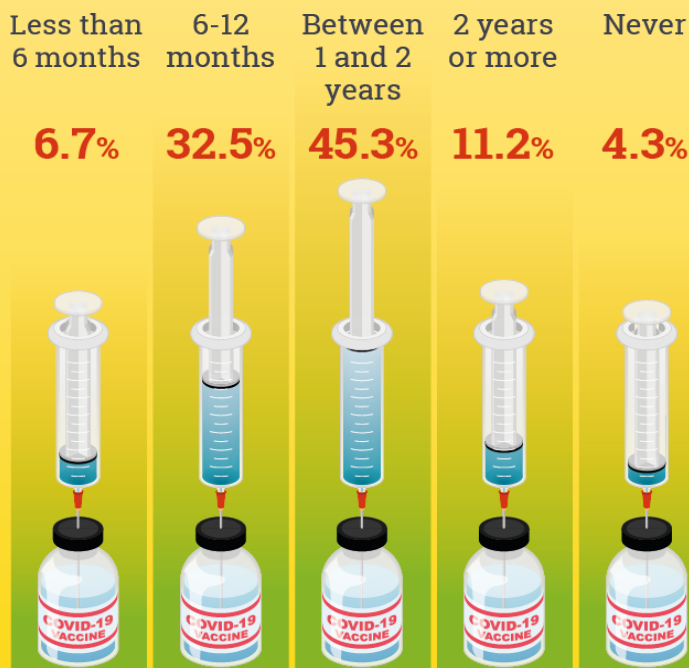
## Social Impact of COVID-19 Survey November 2020

Well-being and Lifestyle under Level 5 Restrictions

Aspects of respondents' lives that changed for the better since the COVID-19 outbreak



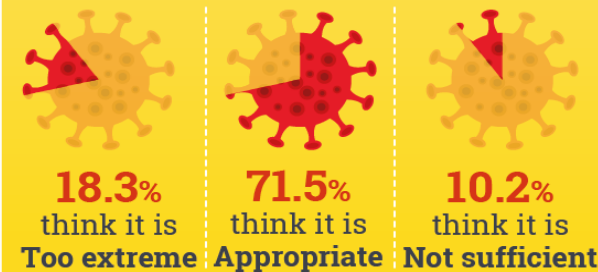
Length of time respondents think it will be before their lives returns to something similar to what it was pre-COVID-19



**11.5%** of respondents reported feeling **downhearted or depressed** 'All or Most of the time' compared to **5.5%** in April

**13.7%** of respondents reported feeling **lonely** 'All or Most of the time' compared to **6.8%** in April

Respondent's views on current Level 5 response to managing COVID-19



# Mental Health First Aid Ireland

Working from Home Survey July 2020

- **31.7%** reported not being happy with their current work-life balance
- **33%** frequently felt isolated working at home
- **59%** are worried about job security
- **38.7%** harbour health concerns for family members
- **40%** of respondents were found to be experiencing poor wellbeing as defined under the WHO-5 Well-Being Index.
- **34.3%** of respondents agreed that they found working at home to be motivational
- **57.9%** agreed that they loved the autonomy that home working presented
- **72.6%** felt trusted by their employers



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WHO-5

HOW ARE YOU?



Psycho-social  
Safety

Demands

Control

Support

Management  
Standard  
Indicator Tools

Role

Relationships

Change



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inclusion

## Wellbeing and Remote Working

- ▶ Caring Responsibilities
- ▶ Ageing Workforce
- ▶ Inclusion and Diversity
- ▶ Life-Style
- ▶ Work-Life Balance



[www.menti.com](https://www.menti.com)

**CODE: 783700**

Go to [www.menti.com](http://www.menti.com) and use the code 78 37 00

# What supports your wellbeing?



Press S to show image



Communication

“The single biggest problem in communication is the illusion that it has taken place.”

George Bernard Shaw



# Supporting Flexible, Remote and Hybrid Work



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- ▶ Communication Board/ Trello/ Teams/Slack
- ▶ Communication Diary/ Outlook
- ▶ Technology-web meetings, file sharing. Choose a platform that can deliver what your team needs
- ▶ Networking/Hubs
- ▶ Regular Formal and Informal Team Meetings
- ▶ Skillnet- Online CPD

# Active Listening-

## RASA

- ▶ Receive
- ▶ Appreciate
- ▶ Summarise
- ▶ Ask

Julian Treasure



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# Wellbeing and Culture

THE TANGIBLE AND THE INTANGIBLE





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# Workplace Health and Wellbeing Ltd



Dorothy Scarry

- Workplace Wellbeing and Resilience Training Providers
- Bespoke Live Virtual Workshops
- Consultation
- DISC Personality Profiling
- 1:1 Coaching and Mentoring

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“WHEN A FLOWER  
DOESN'T BLOOM, YOU FIX  
THE ENVIRONMENT IN  
WHICH IT GROWS, NOT  
THE FLOWER”.

ALEXANDER DEN HEIJER



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