

Take positive steps together - use our action plan

When we consider an individual's emotional wellbeing, it can be daunting. It can be really difficult to get the conversation to a place where you can focus on the issues behind the emotions so you can help target the root causes.

Our work environment is made up of a range of factors that can either support or hinder emotional wellbeing. Staff in the NHS have identified three factors that most strongly influence levels of emotional health:

A view that the level of pressure you face is fair and reasonable

A belief that you are able to make the difference to the things that matter to you

The presence of supportive relationships with colleagues

An action plan could support conversations, allowing time to think through each of the factors that could be impacting the levels of pressure faced by your colleagues or team members.

Consider the questions in each area, note down things that help **positive pressure** in this area and things that could put **unnecessary pressure** on others. Then decide, based on those factors, how urgent action is and what action is required.

You can use this plan to prepare for a conversation or in partnership with your colleague/team member to help them develop their own action plan.

NHS staff reflected that they normally felt one of three ways:



Go slow



Good day



On the edge

	Current challenges in this area	Positives to work from
<p>Believe you can make a difference Think about the extent to which:</p> <ul style="list-style-type: none"> • you feel that what you are asked to do by your trust fits with your idea of good care • what you are asked to do is worthwhile • you feel committed to achieving your goals 		

Key actions to take and by when:

Action required urgently	Action required in the medium term	Keep doing the same

	Current challenges in this area	Positives to work from
<p>Level of workload Think about whether you:</p> <ul style="list-style-type: none"> • have a manageable workload and realistic deadlines • have working hours that are in balance with your home / personal life • have enough time to do your job properly 		

Key actions to take and by when:

Action required urgently	Action required in the medium term	Keep doing the same

	Current challenges in this area	Positives to work from
<p>Work relationships Think about whether you:</p> <ul style="list-style-type: none"> • feel that you have good relationships with your manager / supervisor • feel that you have good relationships with your colleagues / peers • feel that you are not isolated and have support in the workplace 		

Key actions to take and by when:

Action required urgently	Action required in the medium term	Keep doing the same

Action plan

Impacting the pressures faced by my team or individual.

Factors I need to influence immediately

Action to be taken

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Factors I can use to support my actions

Action to be taken

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Factors causing pressure that I cannot directly influence

Action to be taken to buffer the negative impact of these

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