

Wellness in the role

It is important to be mindful of your own mental health whilst in work which will enable us to be able to support people through their own recovery. Work your way's mission is to support people into paid employment, so that they can lead fulfilling and happy lives – but... we also want to support each other as best we can to promote good mental health within the team.

You may have a good idea of your own wellness tools and you may also want to look at this in private, rather than with somebody else however, it is a good idea to have an understanding of what tools support you in feeling well when at work and at home.

Wellness Action Plans also referred to as WAP plans were inspired by Mary Ellen Copeland's Wellness Recovery Action Plan® (WRAP®): an evidence-based system used worldwide by people to manage their mental health. The WAPs are a personalised, practical tool we can all use – whether we have a mental health problem or not – to help us identify what keeps us well at work, what causes us to become unwell, and how to address a mental health problem at work should you be experiencing one.


It also opens up a dialogue with your manager or supervisor, in order for them to better understand your needs and experiences and ultimately better support your mental health, which in turn leads to greater productivity, better performance and increased job satisfaction. We all have mental and physical health needs, and this WAP has been designed to support us all to manage our health and wellbeing.

WAPs are also particularly helpful during the return to work process if you have been off work for any extended period, as they provide a structure for conversations around what support will help you and what reasonable adjustments might be useful to discuss and consider with your manager.

What should your WAP cover?

- Approaches you will take and behaviours you can adopt to support your wellbeing.
- Any workplace triggers for stress or poor wellbeing.
- Actions and positive steps you and your manager will take if you are experiencing stress or poor mental health.
- What support you might need from your line manager to ensure good wellbeing.
- An agreed time to review the WAP and any support measures that have been put in place to see if they're working.
- Anything else that you feel would be useful in supporting your mental and physical health and wellbeing.
- Early warning signs of poor mental health that your manager or supervisor can look out for.

Your WAP is not legally binding but is intended as an agreement between you and your manager in order to promote your wellbeing including any adjustments you may wish to discuss.

<p><u>Embed Wellness Action Plan</u></p>	<div data-bbox="997 1758 1045 1814" data-label="Image">  </div> <p data-bbox="922 1818 1125 1870">Wellness Action Plan 2017.pdf</p>
---	---