



Civil Service

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**Wellbeing Check in  
Civil Service Live Online  
14 and 15 July 2020**

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## **Jonathan Jones**

Health and Wellbeing Champion for the Civil Service  
Permanent Secretary, Government Legal Department

## **Louise Wheeler**

Head of Leadership Programmes  
Civil Service Leadership Academy

## **Alex Bailey**

CEO, Bailey & French

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## Outcomes

1. Understanding the Civil Service Teaming approach and its underpinning PERMA model as a framework to support wellbeing.
2. Reflecting on our experience of wellbeing in the current context.
3. Identifying ways to strengthen the wellbeing and resilience of ourselves and others.



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**Jonathan Jones**

Health and Wellbeing Senior Champion

Permanent Secretary for Government Legal Department

**Why wellbeing matters**

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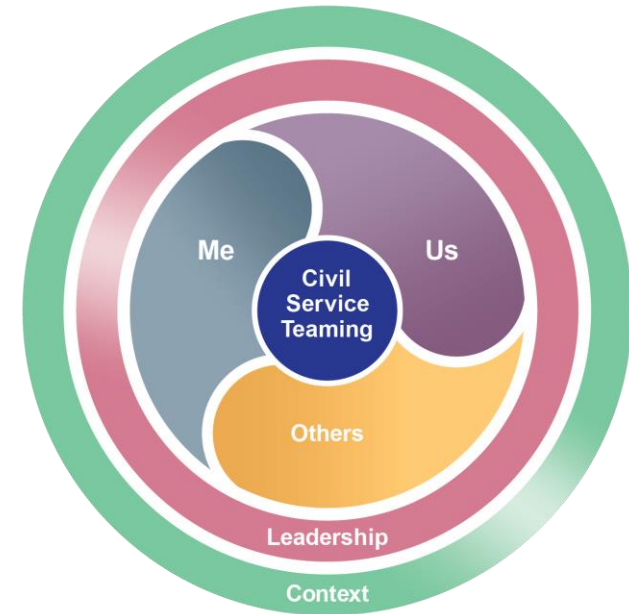
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## What is Civil Service Teaming?

Teaming means coming together as a team and working towards a common goal.

Effective teaming strengthens relationships and supports our performance and wellbeing.



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**Me:** I am at my best in this team



**Us:** We are a team



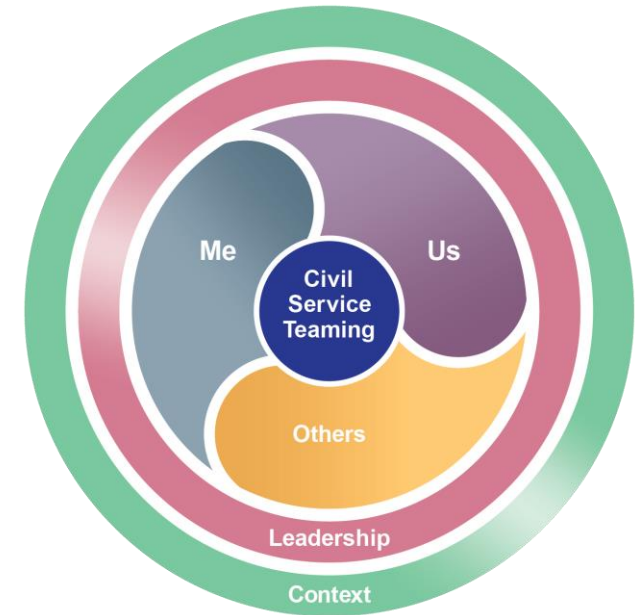
**Others:** We work well with others



**Leadership:** We all role model leadership



**Context:** We can respond well to the context we are in



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Positive emotions  
Engagement  
Relationships  
Meaning  
Accomplishment  
+ Resilience

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## PERMA Poll (1 is low; 10 is high)

- I experience **positive emotions** regularly.
- I am often positively **absorbed** in my work.
- I have strong, **positive relationships** with people around me at work.
- I have a sense of **meaning and purpose** in my work.
- I feel like I **achieve something** every day.



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What is your experience of the PERMA pillars at the moment?

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**P**

What **POSITIVE EMOTIONS** are we feeling, or could we have been feeling despite being in a challenging situation?

**E**

How can we stay **ENGAGED** with our work if it feels very different? i.e. Working from Home?

**R**

What **RELATIONSHIPS** have helped us previously when challenged? Who could we reach out to for support or to support at this time?

**M**

Why did we choose the Civil Service? What is **MEANINGFUL** and purposeful to us?

**A**

What small **ACCOMPLISHMENTS** are we able to achieve daily in our current context?

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**A few tips...**

Positive emotions  
Engagement  
Relationships  
Meaning  
Accomplishment  
+ Resilience

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What strengthens  
me?

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What actions  
can we take?

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## Approaches that can help

The **HERO** model is linked to increased wellbeing, work and life satisfaction.



- H** Hope
- E** Self- Efficacy
- R** Resilience
- O** Optimism

The **ABCDE** Model helps us challenge our beliefs and assumptions that might hold us back.



- A** Adversity
- B** Belief
- C** Consequence
- D** Dispute
- E** Energy

Teaming means coming together as a team and working towards a common goal.



By focusing on **me, us, others, leadership and context**, effective teaming strengthens relationships wellbeing and performance.



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## Civil Service Teaming offer

Wellbeing  
Check in for  
up to 500  
People

1 x 60 mins  
Up to 500

PERMA+R  
workshops for  
individuals to  
build skills  
around each  
element of  
PERMA+R

6 x 60 mins  
Up to 500

CS Teaming  
modules to  
support **intact**  
**teams**

3 x 90 mins  
Teams of 8, 12 or 16

Workshops  
for leaders  
and managers  
– leading  
virtually

3 x 90 mins  
Up to 16



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## Sign up for Micro-Actions

- A sequence of emails with one discussion question to use in teams, pairs or individually.
- You could use these questions to start off your day, or just when checking in with your team.



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## How does this work contribute to helping us become A Brilliant Civil Service?

- Frameworks to support relationships, performance and wellbeing.
- Collective conversations to understand our current context.
- Strengthening resilience to face challenges together.

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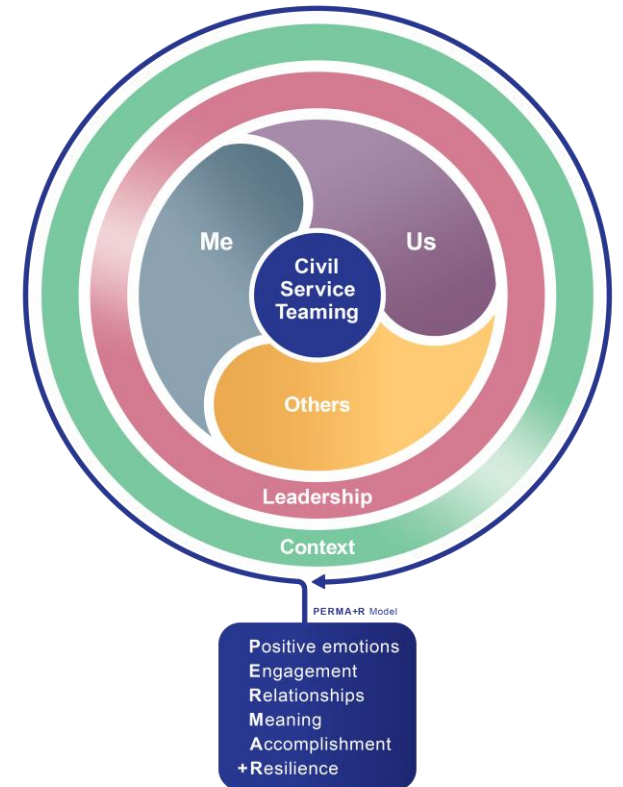
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## What could we do following this session?

- Continue personal reflections using CS Teaming resources provided.
- Open up teaming conversations with colleagues about your experience today.
- Complete actions committed to during the session to strengthen wellbeing.
- Run the learning offer in your teams / departments



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