

Welcome to this Wellbeing Check-In session. How are you today? My name is Louise Wheeler and I'm Head of Leadership Programmes at the Civil Service Leadership Academy. I'm delighted to be joined here today by Jonathan Jones, Permanent Secretary of the Government, Legal Department and Health and Wellbeing Champion for the Civil Service. And also Alex Bailey, CEO of Bailey & French, our delivery partner for Civil Service teaming, who as an organisation, specialise in wellbeing and performance. We can see that there are thousands joining us for this session today, and we're so pleased to have you all here. Our intention for this session, is to create a space for you to think about how you are today. And by the end of this session, have some practical tips and ideas to take. Over the past few months, there has been an absolute explosion in wellbeing advice and support, which is so needed, and fantastic that wellbeing is taken so seriously. In the Civil Service Leadership Academy, we've been working really hard with teams and professions to help them think about their wellbeing to run these wellbeing check-ins. Those are quite similar to the ones we have, and we are running today. What's different about our approach, is that we want to hold spaces for people to connect as we're all in the same context together. What we do every single day is so important. Our public services are delivered due to the collective actions of teams, and for the Civil Service to deliver, we all need to be well, care for ourselves and each other. We know that there's a link between wellbeing and inclusion which in the Civil Service, we see as a sense of belonging, having voice and being your authentic self. There's already a strong emphasis in the Civil Service at the moment, as we've heard over the last few days, about how we can level the playing field for everyone, regardless of race, racial backgrounds to belong, be authentic, and have voice. We've been encouraging leaders to think about how race can be a factor within having a sense of inclusion and wellbeing. So developing everyone's commitment to being anti-racist, we feel is now really necessary part of being part of the Civil Service. Social support, storytelling and exploring how we see the world and how we frame our experiences to ourselves, can directly impact our wellbeing both positively and negatively. In the next 40 minutes, we're going to give you a slimmed down version of our wellbeing check-in and work towards developing a collective understanding of how the Perma Model can be used as a framework to support and thrive, even if we find ourselves in tough times. We are going to reflect on our experience of wellbeing and our own personal wellbeing in the current context, and identify ways to strengthen the wellbeing of ourselves and others. So in order to do that, Jonathan is going to lead a conversation about the importance of wellbeing and draw upon his experience in the health and wellbeing senior steering group. And we'll explore the Perma framework, and take a pulse check with you to identify ways to strengthen wellbeing. For the end of the session, Jonathan's going to bring all of this together in a summary of key points. But to start us off, I'd like to pass it over to Jonathan to talk to us about why wellbeing matters.

Thank you very much, Louise. I'm really delighted to be here talking to you. As you've been told, I am the Civil Service Champion for Health and Wellbeing. As long ago now as 2017, we set our five strategic priorities. It feels like a very long time ago now, but they still hold good. They are really underpinned by the principle that we are at our most productive and fully engaged at work when we are healthy, happy and feel able to be ourselves. As Louise said, this session is a wellbeing check-in. We are here today to have a collective conversation about how we are right now today, and what we can do to strengthen our wellbeing, wherever we are physically. What I've been trying to do as Champion and do my own part, is to create a culture where it's natural for people to think and talk about their wellbeing, including their mental health, where these things become part of our everyday work and our dialogue in our teams and in our organisations, where there's a range of tools and guidance and

help that are available for those who want to use them. And people are encouraged to do that, without any sense of stigma or weakness attaching to that.

And in the last few years, we've started to do that by delivering our leading edge, Wellbeing Confident Leaders training to about 92% of senior civil servants to equip them with the knowledge and the tools to do what I've described, really, which is to make wellbeing a core part of the way we work, the way we plan, where we take decisions and communicate. And we've seen, I think, we are seeing the benefits of that on wellbeing, particularly during the very stretching times that we've seen recently, including preparing to leave the EU. And now of course, our response to the coronavirus pandemic. I'll say a bit more about that in a second. But we've seen a lot of other initiatives implemented, for example, through staff networks such as the cross-government menopause network, the Home Office, cancer network, and many, many other initiatives in departments, providing for one-to-one conversations, pulse checks on wellbeing support for line managers, and many other things, too many to mention.

And then, along comes Coronavirus.

And this has affected us all deeply, and it's affected us all differently. There will have been challenges and concerns around self isolation and loneliness. Working from home, personal concerns for those whom working at home is difficult, vulnerable groups, anxiety about the future, parents concerned at the impact on their children and on their families. Those with caring responsibilities, the huge range of ways in which coronavirus and the lockdown will have affected us all differently depending on circumstances, but also affected our wellbeing. There will have been challenges to around how we support our colleagues and our teams during this period, where we don't see one another in person so often. And there's less opportunity for the personal chat that we might have, and the opportunities to pick up on the cues that somebody may be struggling. That may particularly be an issue for someone who is new to a team or to an organisation who doesn't therefore have the pre-existing relationships with their colleagues. Undoubtedly, there's been that full range of challenges from coronavirus and the lockdown in particular, but we've seen some really inspiring examples of how teams have supported one another and inducted new joiners. During this period, my own department, Government Legal Departments had a regular series of working well initiatives, which have included one on the changing shape of teams in COVID, and how teams and managers have managed.

I think we're going to be bringing Jonathan back in. I think we've all been experiencing the joys of working live right now, and the joys of having slightly interesting WiFi connections. So we're looking forward to bringing in Jonathan back in a moment. I think what we will do now, is just think about where we are in terms of what Jonathan was taking there, about how we've been developing a sense of inclusion and wellbeing within the Civil Service. There's been an absolute huge focus on the importance of teams over the last few days and over the last few months. I don't know how many of you were in Alex Chisholm's sessions this morning, and yesterday. But there's been a really specific focus on talking about the power that's in teams and how important they are, and how we are delivering through collective action, and from teams coming together. This aligns really well to what we've developed with the Civil Service teaming approach. We know that there's been a really important focus on Civil Service inclusion, and so thinking about how we can bring belonging, voice and authenticity to life. So when we've been developing the Civil Service teaming approach, we've taken the inclusion

model, and Perma as its underpinning framework. So we have a way for us in our teams to really start to make a difference in terms of wellbeing and performance. I think Jonathan is back with us now, and I think he's just going to tell us about some work you've been doing, and particularly thinking about accomplishments in GLD. And so I'll pass back to you, Jonathan.

Thank you. I'm sorry for dropping out. This is all talking about the work that we've been doing in GLD, on working well, and teams supporting one another very much through their own initiative. But the other thing I was going to mention was, yesterday, we had a really brilliant virtual award ceremony in GLD, which gave us the opportunity to celebrate in a different way but a really authentic way, the hard work, the achievements, all the great things that people in the department have been doing. And so I think the sort of message I draw is that there are things we can do whatever the constraints for our own wellbeing and that of our teams and that includes celebrating our successes. Just saying thank you, taking a bit of time out, sharing our problems in our challenges, offering a supportive word, checking in on a colleague who may have been a bit quiet or are a bit absent, that we can be positive about these things, just making time for whatever energises us and our teams. So I think these things, and there will be many other examples are helping get us a sketch through Covid. And they will also be relevant as we emerge hopefully, into a post-Covid world, whatever that might look like. So I don't want to finish, that's really what I wanted to say. This session is really not not about magically fixing the symptoms of mental or physical ill health. It's about creating an environment where employee wellbeing can flourish, and where there are things we can do ourselves and in our teams to help make that happen. So thank you. Sorry for the intermission. Thank you very much. I'll hand back again to Louise, thanks.

Thanks so much, Jonathan. I think that's a fantastic way for us to talk about Civil Service teaming and the approach. And the approach that we've developed and designed is exactly what Jonathan was talking about. It's about the sort of things that we can do on a daily basis to help us build relationships to help us build the type of environments that help us flourish and perform and deliver. But what is teaming? Teaming means coming together as a team and working towards a common goal. If we're doing teaming really well, we strengthen our relationships and our performance and our wellbeing, so it's a virtuous circle. When we're doing teaming really well, we're developed in five psychological states, and these states allow us to be at our best in our teams. We feel like we are working well with others. We are all role modelling leadership, and we're responding well to the context that we're in. This is so useful. And so pertinent right now, as we're responding within the unprecedented context of performance and wellbeing at this time really should be at the forefront of our minds. We know in difficult times, we often go into survival mode, where we can't see the wood for the trees. We need structures and frameworks and processes to help us process and have the ability to think about what's going on to make the decisions mindfully that we need to make. And what we wanted to do today is give people the opportunity to experience this. In order for us to start the session and hear from everyone, we'd like you to share a few words into the chat function, which describes how you're experiencing the world of work right now. In this session, we're going to create a word cloud, and by the end of the session, share it with you. So we are checking in right here, right now, how you all are. And that's where I'm starting to hear from you, I can see that some of the chats are coming through already, I'd like to introduce Alex Bailey, who will give us a high level overview of how we can develop our world.

Thank you, Louise, and hello, everybody. So whilst everyone's just typing into the chat, their words of experience right now, I'll just talk through the Perma Model, which is the foundation of the teaming approach that we've developed. Now, the Perma Model is a core foundation of teaming, and was developed by Martin Seligman and his team of researchers in 2012. There's been a huge amount of research done since, but the original piece was based on big data research across more than three million people worldwide. It established that not only are these five pillars attributed to people who are flourishing and thriving, but that we can also learn skills in each one of these pillars, that we can influence to increase our own positive psychological wellbeing. We have the power within us to actually concentrate our attention and learn skills around each pillar. And I'll just talk through a little bit of research behind each one, whilst we're seeing some more words come through the chat feed. So firstly, positive emotions. This is more than simply happiness. This is emotions such as pride and joy, connectedness and curiosity, as well as things like belonging. And Barbara Fredrickson is a key researcher in this field, who has demonstrated that the more we feel positive emotions, the more we are able to increase our cognitive ability and think of more solutions to problems and challenges that we face than if we're in a negative mindset. The second pillar around engagement is about how absorbed positively, we are in a task or an activity, where we are fully enjoying using our skills and our strengths to give peak performance. A key researcher in this field is Mihaly Csikszentmihalyi who has done a huge amount of work on flow. And being at that peak state of performance. Relationships is the third pillar here, and this is more than just having a best friend at work. This is about having high quality connections with a supportive network right the way across our work and home lives too. And Dutton has done a huge amount of work here in how we can enhance those high quality connections. Meaning is the fourth pillar, that is about how much purpose and meaning we feel when we are applying ourselves into our role and our performance. And it's connected to up to being more than simply our own role, but actually feeling part of something much bigger than ourselves. Accomplishment is the last pillar of the Perma Model, and it's about feeling that we are able to progress and move forward productively on a daily basis. There is quite a lot of research from Carol Dweck around growth mindset that can really help us feel a greater sense of challenge and achievement on a regular basis. And all these five pillars come together to increase, and as we increase all of them, they interact on each other to increase our resilience overall, to face challenges more positively in all areas of our lives. It's really great that this research has shown that focusing on developing skills in all these core pillars can have a huge impact on our lives, both at work and at home. So, it would be good to hear now from Louise, have you seen anything through in the chat feed about the words people are feeling right now?

Yes, I think and the types of words that we are getting through, really shows the real importance of having these wellbeing check-ins. Currently in these unprecedented times, our experience of Covid and working from home and lockdown, and all of the different elements we've had to bring into our lives, we experience all of those things have been deeply personal. For us, it's about how we can find ways to work at home. And for others, it's meant continuing working on the front line with added strategies to hopefully protect our wellbeing and our health at the same time as living our lives with the same restrictions as the rest of society. So, when I'm looking at the chat, it's still coming through, there's so many, so many words coming through. And I think what's clear here is that we are all experiencing this as a very deeply personal experience. There's a lot of repetition of the word anxious, and there is a sense of tiredness. Lots of people are saying that they're shattered. Some are saying that they are

struggling, they're challenged, and some people talk or feeling very lonely, and depressed, locked in. And so for some people their experience of working from home is incredibly stressful. They're still coming through so please do keep your thoughts coming through in that space. And on the other side, we've also got people that are experiencing this time, as they're enjoying the challenge. So we've got some feedback coming through saying they feel supported, but missing colleagues, but they're in touch. They're building social connections, then they feel trusted. Some people are saying that they're loving working from home, it's helping them live the life that they want to be leading and that they are busy. And for some, they're saying that their health has improved. I think what we can take from this, is also we can be feeling all of these things at the same time. It's not that we're always in in a great space and always in a space where our wellbeing is diminished. We can fluctuate in our wellbeing states. So checking in with ourselves and just recognising where we are is so, so powerful. As we've gone through some of those words that are coming through, I think it's quite key that we start to check in and think about ourselves in terms of the Perma Model. So thank you Alex, for explaining the Perma Model to us, and I think we are just about to start to run a poll.

That's right. Thank you, Louise, and I think that exercise as she said, we've had an influx of words coming through. So they're coming through thick and fast. Thank you everyone for such a great level of interaction so far. We're going to keep this high level of interaction going as much as we possibly can. So yes, we're going to kick off with a poll now to think about how we're feeling in terms of the Perma Model itself. And so you'll see some statements come up, you will have the access to the poll. And whilst the poll comes up, and you are able to have a little look at how you input your results, I'm going to just briefly walk through each of these statements and talk through them whilst everyone's completing that poll exercise. And so if you can look at the the responses, they are about how much you agree or disagree to the statements, you have on the screen right here. Each one refers to a Perma pillar that I just introduced, 1 being low and 10 and high in terms of the scoring. So firstly, in terms of those positive emotions, I experience positive emotions regularly. So how much do we feel we're actually able to feel a sense of either pride or belonging, joy, curiosity or adventure and really feel that actually, we are experiencing positive emotions on a regular basis. So have a think about where you would sit on that scale. The second one here is, I am often positively absorbed in my work. Now this is different than simply being very busy and having lots on our to-do list. This statement is very much about how we are really locked into what we're doing, completely immersed to the point that we lose track of time. And we often look back on those moments with a quite high level of positive emotion. And the work that Csikszentmihalyi has been leading over the last few years, has shown that actually, when people are in a flow state and completely absorbed in their work, sometimes maybe two, three hours at a time, the area of their brain that experiences anxiety, actually shuts off. So it's really fascinating research to think that if we can experience more flow and create those conditions, then actually we can reduce our time spent in terms of feeling anxious. The third statement is about strong and positive relationships with people with me at work. So really think about all the relationships we have, with our managers, with our team members, across departments, across functional teams or professions, and think about how strong are those relationships? The fourth one is about a sense of meaning and purpose in my work, how much do we feel connected to our work being bigger than simply ourselves, when we feel like we're actually connected to a higher purpose? And the last piece is about feeling accomplishment. How many, how much can we feel that we're actually accomplishing and achieving something every single day? Actually, people do need in terms of staying motivated, I know

some of the questions coming through on the audience QA are relating to how to stay motivated. And we do need to feel a sense of production and moving forward on a daily basis to feel motivated. So we're seeing the poll results coming through now. I hope everyone can see these on this screen. And the first one is about feeling positive emotions everyday. Thank you, it is a little small on my screen. Actually, look at that, we have quite a high percentage there. Is it 48%? Sorry, my screen is slightly fuzzy and saying that actually, they agree, 48% experiencing positive emotions regularly. That's fantastic, and sometimes we don't actually realise until we reflect on our emotions, how much we are experiencing positive emotions. So it's fantastic to see that one come up as our as our highest. Some more pieces there around disagree, neither agree nor disagree, and strongly disagree being the lowest. So that's really great to hear that people are able, despite some of these words coming through, that are describing their context to feel positive emotions regularly. So let's move on to the next result. Thank you. So I'm often positively absorbed in my work. Yet again, we've got a high score on the agree, 47% of people are actually positively absorbed in their work at the moment. That's fantastic. Thank you very much. Let's see the next poll, I have strong and positive relationships with people around me at work. We're seeing some trends here, aren't we? 52% of people amongst this large group of people we have here today, saying they agree that they have strong and positive relationships. What a great foundation to build on, that's fantastic. And let's see the fourth one here on meaning and purpose, I have a sense of meaning and purpose in my work - 51% - fantastic!

And the last one on accomplishment.

Again, we've got a high score on agree, so I feel achieve something everyday, 39%, I'd say that's probably our lowest percentage score overall, in terms of people feeling able to achieve something every single day, so that's fantastic. Let's move on to thinking then a little bit more and applying this, into how we are feeling about perma pillars at work currently. We've thought about our context in terms of our words, we've thought about the Perma Model overall. Let's explore that a bit more deeply and consider if you can, again, use the chat feed to tell us how you experienced each one of these pillars now. So in terms of positive emotions, despite being in a challenging situation, what positive emotions could we still feel in a challenge? How could we stay engaged with our work, even if it feels very different to us? And let's consider what types of relationships have helped us in a challenge? Who could we reach out to for support? Or to support knowing that other people are needing some help right now? Why did we choose the Civil Service? And what's meaningful and purposeful to us? And what accomplishments are we still able to achieve daily in our current context? Do keep those responses coming through please, on the chat feed, and we will be pulling back into these as we move forward. But I think it's a really great opportunity to be as specific as we can with this, and try and apply it into our current experience. Louise, I'm not sure, have you seen any themes coming through on the Q&A on all the chats on that piece that you'd like to highlight?

Yeah, I think there's quite a lot coming through about the support people feel from their teams, and there's some comments here about having regular contact with teams and the communications within one person's experience, they're the best that they've ever had in 40 years. There's also some slightly more negative comments around, you know, feeling that there is potentially some work to be done with leaders about working from home. And I think that's definitely something that we've heard a few times. But we also heard that leaders are recognised for that they doing, so we guess that it's a work in

progress for for some. There is some chat here about having good conversations with managers and team leaders, making the difference to working remotely and people drawing on their own personal to do a good job. So looking at what intrinsically motivates them to to work within the current scenario. There's so much coming through, that's what I can take for the moment. The next one is about being digitally enabled, so Skype being helpful, and obviously other platforms used across the piece to stay connected, and the connection piece seems to be a real, real thing coming through today.

Great, thank you, Louise, and hopefully we can bring that into the word cloud, we will pull together after this, as well to summarise. So let's look at some quick wins, what top tips can we apply to our daily lives that will make a difference? I'm going to run through these fairly quickly, because we're also going to be sharing some micro actions and some further research and top tips afterwards. But just if we look at some of those core areas, in terms of meaning and purpose, one thing we can do, is write our role purpose statements. So we all get job descriptions when we move roles, and when were recruited, and that's really fantastic to have the level of detail that sometimes we need quite a clear purpose statement that's very unique to us. We can all write those and keep those on our screens and think about what is it that really drives us in our role? Pieces like that can really help with our meaning as well as our sense of accomplishment too. But also simple little activities, like sharing our three positive things with with whoever we might live with, our family or friends that we have dinner with on a daily basis. Or perhaps even sharing if we have children, and sharing three positive things when we're driving somewhere, or perhaps writing down at the end of the day in a gratitude journal. Three things that we feel grateful for, we feel positive about simply helps us to reframe even the micro things that happened throughout the day, and focus in on the positive. And actually when we do reflect, we're often pleasantly surprised by how many positive things have happened in a day, however small that actually have an impact on ourselves. There's also another great piece around accomplishment when we often write to-do lists and get to the end of the day, having never finished them and feeling that we haven't accomplished. Whereas actually, at the end of the day, let's write a Done List. What are all the things that we did get done? What are all the things we did move forward? Sometimes, it's a whole load of things that we never anticipated, that never ended up on our to-do list. But writing that 'Done List', ticking them off or crossing them off, however you like to feel, can give us a real sense of accomplishment that we are still moving forwards.

So, we are going to briefly think about extending that to thinking about our positive anchors. One thing we know is really important to keep us going in challenging scenarios, particularly if they're over a longer period of time, is to focus in on what strengthens us personally. Sometimes, it can be something like a motivational statement. It can be remembering a situation where we did positively respond to a challenge. But thinking inside, what is it that personally strengthens me sometimes, keeping an eye on that. Just simply keeping a note somewhere, of what keeps you feeling strong when you're facing challenges, so that it's there to reflect on in the moment when something comes up that we weren't anticipating helps us feel, actually this is going to be Ok.

I think in in that space, Alex, it's really important to note that sometimes we do need a little extra help. These are really fantastic examples of how we can look after our wellbeing. Now, more than ever, we need to take care of ourselves and recognise that maybe our usual coping mechanisms might need to differ to help us through these challenging circumstances. So there might be two shifts and changes as

our context does. I'm really conscious that we've had someone on the chat function, share that they're feeling suicidal. I think it's really important in this moment, just to hear that, and it looks like it came through about 20 minutes ago. I apologise as I've only just seen it now as I've been scrolling through. But I just want to recognise that if you're in that space, that these types of interventions can support you. But there is also obviously professional help out there, and that the Civil Service is putting in place to support people if you do need extra support for your mental health. Each department has its own Employee Assistance Programme and some counselling services are there to support. But if you are ever in a space where you are in an urgent and acute space, or being suicidal, then the Samaritans is a fantastic service. They really listen and can help you if you're feeling in that space. I just want to interject there, to make sure that the time and the clock is ticking on. I just want to make sure that that we held that moment there for a second. So back to you, Alex, on the things that we can do to help us strengthen ourselves.

Thank you Louise, really important message. Ok, so in terms of further actions that we can take, we would love to hear from everyone here. We've got thousands of people online right now who called in to check in about their wellbeing and how they're feeling right now. That's a huge amount of brain power. We've got some great minds here that could come together to learn from each other about what we can do, so of everything we've talked about here today, as well as those physical things that we can do to improve our mental health. Let's share on the chat feed, what are the things that we could do that would have an impact across some of those Perma pillars for ourselves, or for those people around us? I'd love to hear what people have already been doing. As Jonathan said, there is a huge amount of work that has taken place across all departments. I'm really pleased with some of the pieces that came out of the SCS population on the wellbeing confident leaders, talking about all the commitments towards promoting wellbeing in all types of conversations, team conversations and one-to-ones. Let's hear what's made a difference to people and what actions we can take. So please do send these through. I'm just having a look myself through on the chat feed. Louise, are there any any things that are jumping out to you, in terms of what actions people are sharing?

There are ones here about having positive conversations with team coffee breaks. So having a social connection around non-work related aspects, and some of the positive actions that can be taken. Someone said that they pretend they're going to work so they cycle halfway there and they come back to keep themselves fit. Someone is talking about, and I think it's really important to note that not everyone is in the space where they're able to feel that they can take action. They might need a little bit of extra time to think about it. People are sharing that their home is a chaotic office or the escape for them. So

obviously, in that space, trying to think about what else they can do, to support themselves. Look for different ways to get human interaction when it's not being met. And there was a comment really early on, around how we are focusing and how we're talking a lot about how we need to think about recognising people that are caring for others. And so are people with children or caring responsibility, those to be recognised in service quite a lot. But there's a point here about, you know, the people that live on their own are lonely, so the people that live on their own also need care. So how can we think about that and bring that into the way that we care for ourselves and others, if we know that someone

is living on their own, and maybe feeling isolated? There's so many here, so we'll probably capture these given the time and feed these back afterwards.

Thank you, Louise, and so let's keep sharing those. We are obviously going to keep the chat function and the discussion forum conversation going after this session. It will be really great to be able to answer some more of those questions, and gather together some of those themes, because there's a huge amount of learning we can gather from that. But yes, human meaningful connection is by far, standing out as a theme here, and lots of different ways people have tried to maintain that despite some of the challenges that have been in their way. In terms of moving forward, we have some some resources that will be available afterwards, for people to continue learning and sharing. There are some great models there, just really simple ways and frameworks. As Louise said before, sometimes when we are faced with a challenge, it's almost difficult to think, we get a bit panicky. And actually, it's really helpful at that point in time to have some kind of process or framework to work through. That just helps structure our thinking and bring us back to a point where we're feeling more in control and more positive about the situation. There are some core pieces here, the Hero Model is from a field of research around psychological capital, and building resilience. The ABCD model is also similarly supportive in terms of challenging our existing beliefs, to really get us to focus in on our positive abilities. And, and the teaming piece, which is all of this is at the heart of the teaming model. And so I'll hand over to Louise, who's going to talk about what's available internally now,

Thanks ever so much. I'm really conscious of time, we could be here all day. Not all day, but we could spend a lot of time talking to you, about this offer. I'm going to be really brief, because I'd like to bring Jonathan back into the conversation. So just to know that there is a number of different resources that are here to support people to have wellbeing conversations and to bring inclusion into our daily work. We can't control the fact that we can't see people face-to-face. We can't control some of the things that we are having to deal with. But what we can do, is take steps where we build connections, we talk about what is important to us, we take care of ourselves and to each other. So these four different interventions, the wellbeing check-in for one, is where we can run this for 500 people at a time, splitting people into small groups to talk about things that really matter for them. We've got some Perma workshops and Civil Service teaming modules and workshops for senior leaders, and leaders at all levels. I'm going to swiftly move on to the next section, which is, if you would like to sign up for our micro actions, there are 52 of them. They are really helpful to basically start the day really well, and they pop into an email, I've been using them on a daily basis, to help me think about how I'm going to start the day. You can use them in team meetings and coaching conversations. In general catch ups, they're just a way to stimulate a conversation about what is possible and in scenarios and the situations, in which we find ourselves in. So what we need you to do in order to sign up for them, is you should be seeing a poll on your screen. Now, in order to get these micro actions into your emails, you need to sign up to this poll. Hopefully, you've got something at the bottom of your screen, pop your email address into there, and we will consolidate that and you should be receiving those emails. In the next week or so. Ok, so I'd like to bring us back to the space where were at the beginning, talking about why well being matters. We've got a few moments left here with Jonathan. And Jonathan is going to talk to us now, and just give his thoughts on how wellbeing really contributes to what we need to do in the Civil Service, and how we can continue to become and build a brilliant Civil Service.

Thanks very much again, Louise and Alex. I'll be very brief. I started by saying that my ambition as Champion had been to create a culture in which people could talk openly about their wellbeing and how they feel. And that's what you've been doing. So I feel that this session itself, is evidence that we are now able to have those conversations in a way that perhaps we we might not have done five years ago or so. I also said at the beginning, that our focus in the Civil Service is on enabling wellness in all its forms. Let's not treat that as a kind of buzzword. Let's treat it as a way of enabling people to be their best, to be as engaged, as productive, as healthy as they can be. Because as I said, that's the way you create a really strong, productive, engaged workforce, so that's the brilliant Civil Service. Those are the conversations, I think we've been having. The other point I've made there is deep, deeply personal things heard just in the chat and from people's contributions, the full range of emotions that people are feeling today alone, and we might all feel differently tomorrow. I said the way that Coronavirus and lockdown has affected us, it's deeply personal. It affected us all individually in different ways and on different days. So the purpose of this session is not to produce some kind of prescription, how to how to improve your wellbeing. What you've got here, is an invitation to think carefully about your own wellbeing, and that of those around you, including your teams. Think about the particular actions you might take, again, individually and in your teams, and you've got some ideas. There's loads of ideas here. But in the end, it's a very individual choice. It's about individual decision as to what things work for you and your life, in your work in your teams. I hope that this session has helped you to think about that, and, really, that's how I would close. It's to invite you to carry on thinking about your own wellbeing, not to say, in some kind of other false cheesy way. But in real life, what is it that could make you a more productive, more flourishing individual and both yourself and in your teams and in your workplaces? Consider all the models and the ideas that you've heard about. And then take them away and commit to the actions, you yourself might take, that you've made in this session, to build on your own personal wellbeing. And so I hope you found the session really helpful as just a good brief opportunity to reflect on some of those things. Thank you.

And thank you ever so much, Jonathan, for joining us, and to Alex as well. We've had, you know, just 45 minutes together to talk about wellbeing and there's been some really significant subjects that have been brought up. We hope that you've been walking away with some helpful personal reflections. Maybe a few new insights, I know that I found it really interesting how everyone here is taking actions. And I've definitely learned a few things from some of you. So thank you for sharing how you're approaching, building and strengthening your wellbeing. I want to just make sure that we mentioned earlier, but we obviously all have the opportunity, and if we ever need it to use the services of Samaritans. They are a free service, open 24-7. You can email [Joe@Samaritans.org](mailto:Joe@Samaritans.org) or call them on 112123. Also Sane offers a national out-of-hours mental health helpline. You can call them on 0300-304-7000 and we'll put this in the chat feed, so hopefully you'll have those resources there. Please do remember, in addition to the Civil Service teaming and wellbeing offer that we have, you can access it through Civil Service learning or all of the learning platform departments or directly on our website. And on gov.uk there's also your employee assistance programmes that are tailored to your departmental organisation that will be there to support you. So rounding up, hopefully you found this session useful and you're walking away, being proud of your accomplishments if you're working with the Civil Service. Thank you so much.