

WELLBEING

What is employee/volunteer wellbeing?

Employee/volunteer wellbeing is a term that describes how a person's role affects their overall health and happiness. When an organisation prioritises wellbeing, their teams are likely to be happier and experience less stress.

Several factors contribute to an employee's/volunteer's wellbeing, and they can include:

- Physical health
- Emotional health
- Financial health
- Psychological wellbeing
- Social wellbeing

The Mental health charity [Mind](#), have a great set of tips for staying well in your role:

Identify your triggers.

We're all different. What affects someone else's mental wellbeing won't necessarily affect yours in the same way. Whether it's challenges in work or the current circumstance we all find ourselves in, we all have times where we feel stressed, upset or find it difficult to cope. Working out what triggers poor mental health for you can help you anticipate problems and find solutions. Whether it's taking in too much negative news and media regarding the current climate or a heavy workload. Finding out your triggers can help.

Take time for yourself.

Spending time on yourself is essential for your wellbeing, and helps you be more resilient. It's vital to prioritise your own needs sometimes, rather than the demands of your work. Ignoring your needs can lead to stress and burn-out. Take short breaks throughout the day as well as at least half-an-hour to get some food. A short break can help you feel recharged and refreshed. It can also give you a different perspective on any work problems.

Be kind to yourself.

It's important to be kind to yourself and remember it's okay to not be okay. We may feel different from one day to the next as situations change so it's important to be kind to yourself.

Connect with colleagues.

Evidence suggests that feeling close to and valued by other people is a basic human need. Good relationships are important to our wellbeing. Explore the social opportunities that might be available to you such as fitness classes or book clubs. Joining lunch and learn sessions or striking up conversations with colleagues over a coffee in the break room can also be great ways to build professional relationships.

Celebrate the small successes.

We all want to contribute and make a difference to the things we work on, we want to feel accomplished and that we've achieved something. So, it's important to celebrate the successes, big and small. Some days that might mean a great piece of work, other days it could mean doing housework or making the bed. Try to identify one small thing each day that you can accomplish.

Quick tip: Set boundaries It can feel easy to bring work home, especially if you've had experience of volunteering remotely. Consider how you communicate clear boundaries with colleagues through making clear your working hours using your diary or email signature and investigate how you can properly manage work notifications to your digital devices outside of volunteering hours.

Ask for help.

If you feel your workload is spiralling out of control, take the opportunity to discuss it with your manager or supervisor. Discuss what work you should prioritise and reflect on what is possible to negotiate in terms of timelines and deadlines as well as the scope or scale of the work to be completed. If you're encountering a bottleneck related to other teams, departments, or staff, discuss what support your manager might be able to provide in addressing some of these issues.

Quick tip: Get the basics right Quality sleep, a good diet and proper hydration can make all the difference to your workday. Be sure to keep yourself well hydrated throughout the day and if struggling with sleep consider consulting Mind's guidance.

Learn to say no.

It can be easy to take on more work than you can manage, but over time this can lead to stress and burnout. Try to protect your mental health by politely saying no to extra demands when you've not got capacity. If you feel unable to decline additional work, be sure to clarify with your manager what existing work should be deprioritised or dropped to accommodate it within your workday.