

The Wellformance Diagnostic

How do you improve both performance without driving your people harder, and wellbeing without impacting day-to-day operations? This audit gives you a straightforward framework to navigate that complexity and get the best of both worlds, targeting your resources for maximum impact.

Mental wellbeing, your people's state of mind, affects your organisation's day to day performance, KPIs and customer experience in so many ways. Levels of creativity and innovation, resistance to change, quality of decisions, levels of mistakes and conflict.... But with so many potential impacts, it can be difficult to know where to target your improvements.

The audit's one of the resources which accompany the Wellbeing Strategy Routemap, designed to help you embed wellbeing within the organisation's culture and maximise returns on your wellbeing investment. Auditing helps your leadership team to

- Build shared understanding across the organisation of the wider effects of wellbeing, helping you to set clear priorities, and to target your wellbeing activities for maximum impact
- Identify what's already working on which you can build, saving you time and energy
- Serve as a baseline against which to measure your progress



It explores these six key synergies between mental wellbeing and the organisation's performance, with clear scoring criteria for each.

The audit is designed as a framework for discussion, to help you identify what's already working and set your priorities for what's to be improved.

Would you like a diagnostic?

The audit itself takes about 20 minutes for each stakeholder to complete. I'll collate the feedback from your chosen participants and present your baseline report, with recommendations for further discussion, and next steps. Drop me an email or give me a bell to explore....

Overload

Individual stresses can be energising – those challenges we rise to, which can bring out our best. The more stresses someone's facing, within work and from outside, the further their resources get stretched. Once the total amount of stress exceeds the resources, it becomes uncomfortable and disruptive. This is overload. It can be caused by one or two really big stresses, or lots of little ones; and according to our national Workplace Stress survey, 42% of people experience it often.

The Effects on Performance

The effects are difficult to measure, because overload can show up in so many different ways. Someone who's distracted by all the issues competing for their attention might find it difficult to prioritise or focus – so key tasks may take longer, with errors and missed opportunities more likely. Worrying often creates a vicious cycle with overload - it can be a significant drain on the resources, increasing the experience of overload, which then gives rise to further worrying about situations we feel unable to control.

Feeling that they've no spare capacity can make someone more protective of their own resources, reducing their willingness to take on new responsibilities, to solve problems for which they're not directly responsible, or to support and develop colleagues. It can increase the resistance to change, and damage working relationships as fuses shorten.



Assessing Overload

My over all assessment for Overload

(choose a number from 1-9 based on the criteria described below)

Level 1

- People often complain of feeling stressed out, having too much on their plate, or of feeling out of control
- Corners often get cut just to get things done
- Day to day work is highly reactive, making it very difficult to plan and prioritise
- Most people worry lots, often about situations which they can't influence
- People rarely go out of their way to help each other, or to seek out new opportunities and challenges

Level 5

- Some people get stressed by what's expected of them, and some take it mostly in their stride
- Most people have some control over their tasks and priorities, and if they're feeling under the weather for a short while, they're able to choose less taxing activities
- Some people take on things for which they're not directly responsible, like mentoring a colleague, or making an improvement to ways of working

Level 9

- Most people feel able to comfortably deal with whatever life (personal and professional) throws at them
- People plan and prioritise effectively
- Many roles don't require high attention to detail, dealing effectively with other people, or creative thinking; so even if someone is a little under the weather, it doesn't adversely affect performance
- Most roles have a high degree of choice and control, and people can choose an interruption-free work environment whenever they need it

