Team Ethos

At UoA, wellbeing means being comfortable, happy and healthy, in all areas of life: at home, at university, at work and everywhere else. Every team operates differently and we will all have varying values, principals and expectations in relation to wellbeing.

You may find this template helpful to, as a team, explore these differences and agree on what you want your team ethos to be.

It could be a useful way to agree encourage and support each other to prioritise wellbeing.

You may also want to consider how your commitment helps you easily incorporate SAMH 5 Ways to Wellbeing into your working life, by ticking the ones your charter achieves.

Wellbeing Strategy Pillars

Supportive Environment
Think about what you can do to further support each other and create a positive working environment.
Examples: Be open and honest with each other about work pressures. Be mindful of each other’s pressure points and support each other the best you can.

Informed Community
Think about your team’s awareness of wellbeing services, resources and support.
Examples: Share information about and support each other to incorporate new self care techniques into our working life. We will undertake a variety of wellbeing courses and share our learning.

Positive Culture
Think about how to create or enhance a fully inclusive and positive working culture in your team.
Examples: Encourage each other to build in an active break into their working day. Celebrate each other successes.

Empowered Community
Think about how you can support each other to incorporate wellbeing in the working day.
Examples: Gain an understanding of individual stress relievers so we can encourage each other to practice self-care.

Healthy Lifestyle
Think about how you can build healthy habits into your day.
Examples: Take active breaks. Host a soup Friday on the first Friday of every month.

Training Requirements and Other Opportunities
Think about the training you might need to support your commitments in the charter.
Examples: L-I-S-T-E-N, Skills Booster Courses.

Top Tips
- Do this exercise as part of a regular team meeting
- Consider revisiting quarterly
- Consider any training or upskilling requirements to help you meet your commitment