

Team wellbeing activities

Tips for improving mindset in challenging times

Key principles

- Aim for activities that promote connection, fun, optimism, and healthy routines for mental and physical wellness
- If your team has been redeployed, consider a weekly fun activity as a way to keep in touch, and provide some stability
- Ask the team to brainstorm, suggest and help manage activities. Regular is better
- Help these practices 'stick' by promoting and participating
- Celebrate your 'team wellbeing champions' for their efforts

Consider your opportunities

- Huddles, handovers, team meetings, end of shift
- Periodically choose to phone rather than email
- Start and end of day
- End of week, month or quarter
- Birthdays, special days or festivals
- Celebration days - # of vaccinations, # of days with decreased COVID cases, # of people successfully discharged
- Periods of furlough or isolation

Moments

- One minute stretch or dance routine – rotate the person who leads it
- Thought for the day (funny/ inspirational/ image)
- Good news story
- Express your 'thanks' to someone before leaving each day
- Send a warm wish to someone each week, and tell them why they matter to you
- What's one thing that went well today? / that you are grateful for?/ that you learned?
- Who helped you today?
- Who did you help, and how?

Meetings

- The 'Meme/ Moment that best describes my week is'....
- Use a new [icebreaker question](#) each week
- Group activities (virtual or in real life): Trivia, Zumba, cooking, Arts and Crafts
- Netflix / Book club (optional)
- Share a strength you are using at the moment
- Play a song at the start of each meeting, or build a playlist – play at next get together
- Virtual coffee catch up, with kids / pets/ partners free to visit – no 'work talk' allowed
- Submit a meme/ song/ title that represents your team

Team wellbeing activities

- Volunteer each meeting to present for 5-10 mins on a holiday, interest or introduce their family.
- Create space to discuss a question or idea related to maintaining / building positive mental health.

Quick games

- Guess whose desk this picture is?
- Guess 'whose eyebrows' (using pictures of people in masks)
- Two truths and a lie?
- Who am I?
- Trivia
- Show and Tell: a significant object
- Wear a Hat / Wear a Moustache / Themes in Webex meetings
- Share something you didn't know about me / Share something the team may not know about you.

Activities

For your mental health

- **Create a wellness corner** - where people can take a break and focus on wellness with calming scents, music, or mindful colouring
- **Introduce mindfulness into your day** - consider using apps like Smiling Mind or Treat and undertake a mindfulness session. Both apps have guided sessions from a few minutes to 25 minutes or longer.
- **Southern Synergy** - attend online mindfulness sessions with Southern Synergy every Wednesday at 2.30pm.
- **Sharing strengths** - gather your team share the strengths of the team
- **Wellbeing challenge** - create a wellbeing challenge each month focused on prioritising mental health

For your physical health

- **Walking groups** - organise a lunchtime walking group
- **Walk around the block** - leave the shift with a walk around the block to end to the day
- **MOVE classes** - sign up to MOVE classes run by Monash Healthwise Gym
- **Step challenge** - organise a step challenge within the team
- **Scavenger hunt** - find specific items around your worksite and take a photo. Consider getting people out and moving on their break.
- **Nature walks** - get your team together and go on different nature walks
- **Walk and talk** - change up your 1:1 catch ups to a 'Walk and Talk' meeting
- **Cookbook** - build your own cookbook and share your recipes with your team



For your social health

- **Coffee catch-ups** - organise coffee with a buddy and schedule a timeslot for a once-a-week.
- **Register for a random coffee date** - receive a 'match-up' partner from a different discipline in the unit and a couple of coffee vouchers. Go for coffee and enjoy getting to know someone a little better.
- **Movie dates** - host virtual Zoom Netflix movie dates
- **Organise competitions with your team** - for example predict the daily vax numbers, weather, trending news etc.
- **Questions box** - Answers can be read out at meetings. For example, 'on my next holiday I will...'
- **Monthly team newsletter** - for example with activities, pet profiles or recipes
- **Create an ideas and praise wall** – for example where employee can put up suggestions for activities, where employees can answer specific questions writing their answers on a post it note i.e. What made you smile today? What is something kind you can do for yourself this week? or where employees can write positive things about each other.

For your emotional health

- **Nominations** - for example 'employee of the week' or 'win of the week'
- **Art activities** - for example paper planes or colouring competitions. These could also be themed around holidays, including Easter or Christmas. Colour in a map of where each employee comes from.
- **Dress up days** - where possible consider PJs or special colours, colourful and funky scrubs
- **Physical environment** - where allowed create a nice feel in your working environment, for example:
 - **Smell** usually one of the first things people register about an environment and it has the power creating positive or negative associations for someone within a minute. Use essential oil diffusers (no heat source and automatically switch off) room spray. Different fragrances can provide different moods. NOTE: please consult your team and consider others who are close to your working environment, as some individuals may be very sensitive to fragrances.
 - **Look** - consider warm natural earth tones and dimmable lighting. Consider pictures of serene landscapes that provide individuals with an escape. You could also incorporate a poster of relaxing or reenergising yoga poses. A few cushions and a splash of greenery in the form of a plants to purify the air and refresh the environment.
 - **Hear**- music, podcasts or Spotify playlists for people to select on their phone, guided meditation, white noise, rain, or maybe using earbuds to block out noise.

Wellbeing champions

If you do not have a Wellbeing Champion on the Wellbeing Champions distribution list and someone in your team is interested, please contact Gaynor Henderson, Health and Wellbeing Coordinator at Gaynor.Henderson@monashhealth.org.

