

Five steps to successful wellbeing 1:1s



The best way to find out how people are doing is to ask them. Managers benefit from having a direct line into employees and are often the first point of contact when raising concerns about wellbeing.

Most people managers will already be checking in with their teams. But to ensure a consistent approach, businesses can create a wellbeing 1:1 format for all managers to follow. This way everyone has the same opportunity to discuss their wellbeing.



Good mental wellbeing doesn't mean you're always happy or unaffected by your experiences. But poor mental wellbeing can make it more difficult to cope with daily life.

Mind

1

Keep it informal and simple

Avoid formalising the 1:1 where possible, and flex to fit the person you're connecting with. The session should feel completely different to a performance meeting.

Creating a safe space where people can be open is everything – so think laterally, and consider space, place and pace to put people at ease. A 'walking 1:1' can be a great way to do this – no eye contact and fresh air can really help people open up.



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2

Prioritise wellbeing

Try not to cram wellbeing conversations into a busy day, managers will need headspace just as much as their employees for this to be beneficial.

Allocate a day and invite employees to schedule the meeting at a time that's best for them. It shows that you – and the organisation – is really taking wellbeing seriously, too.



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3

Let them talk and really listen

It's natural as a manager to want to jump into solution mode – but this isn't the right time. Try not to disrupt the flow or cut off what your person is sharing. Sit back and really listen.



4

Ways to raise concerns

Equip managers with information on how to clearly report any team wellbeing concerns to your HR department. Confidentiality and responsiveness matters.



5

Not a one hit wonder

Prevent wellbeing feeling like a tick box exercise by making conversations a regular thing. They can be short or long depending on the needs of the team, so choose a rhythm that feels natural.



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Discover more

Discover a series of simple and effective conversation starters and interventions to support your team Wellbeing 1:1s on The Clubhouse.



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www.thecultureclubhouse.com/

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