



# *Wellbeing Works: Supporting Devon to Thrive*

Interim Report

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## Introduction

### Wellbeing Works

Wellbeing Works is a Devon County Council funded program which commenced in Feb 2022 and runs to Feb 2023. Wellbeing Works is an opportunity for Devon based businesses, employees and individuals to benefit from the tools, techniques and inspiration we need to prioritise and develop our wellbeing and resilience during the pandemic recovery period.



### Why Wellbeing and Resilience?

Wellbeing and resilience are at the heart of Devon's ability to survive, recover and thrive. If we look after ourselves and our teams we can all reap the personal and professional benefits.



*Together, by prioritising wellbeing, we can thrive.*



### Workshops

Wellbeing Works is composed of a range of workshops and has between the 1<sup>st</sup> of April to the 30<sup>th</sup> of September hosted 24 workshops. The workshops aim is to support participants to prioritise their wellbeing in a number of ways, including to:

- feel motivated and equipped to boost their wellbeing by tapping into the inspiration and experience of a range of wellbeing speakers sharing tools, techniques and motivation.
- explore key areas of workplace wellbeing from stress and resilience to relationships and energy, so they can navigate work and life with renewed wellbeing.

- discuss the wellbeing challenges of specific sectors (eg hospitality and tourism, retail construction and wellbeing). Hear from inspiring speakers from within the sector and engage in discussions around how challenges can be addressed whilst maintaining their wellbeing.

The workshop offer consists of a variety of workshops;

- **Boost Workshops** which aim to provide participants with the experience, tools, techniques and inspiration in order to boost their wellbeing by an external speaker.
- **Wellbeing at Work masterclass** are monthly workshops which aim to explore their wellbeing at work including discussions around how to nurture their state of mind, how to manage energy levels and how to build a laser like focus.
- **5 Ways to Wellbeing Workshops** are monthly workshops which aim to enable participants to get clear on some simple steps and to produce a plan they can walk away with around the 5 Ways to Wellbeing.
- **Inspire Workshops** which aim to bring together specialists from specific sectors to discuss wellbeing within their industry.
- **Tailored Workshops** for organisations based on their needs. These have included exploring what wellbeing and mindfulness are, as well as, for example, introducing attendees to guided meditation and mindful listening.

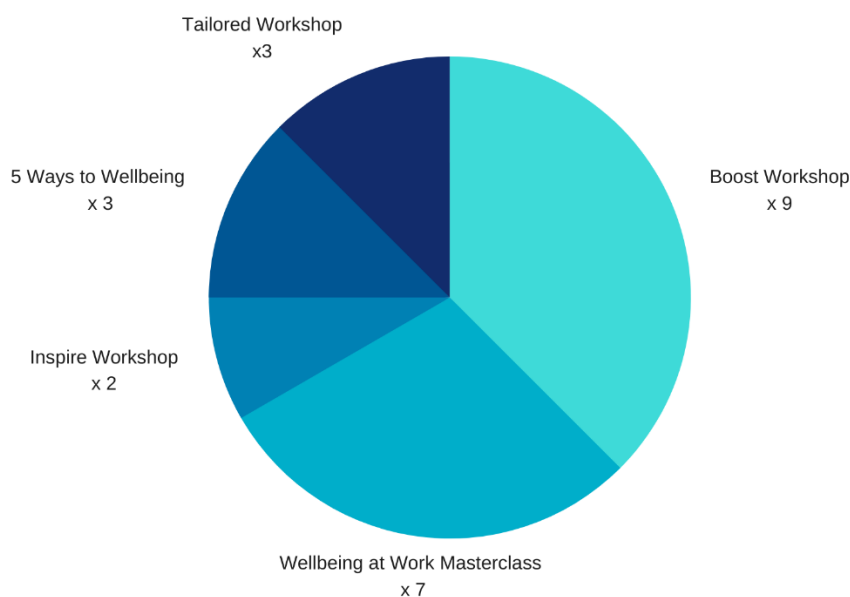


Figure 1: Workshops held from April to September 2022.

Quotes from participants showcase that the workshops have had a positive benefit;

*“Chance to take the time out to consider my wellbeing - a bit of recovery time!”*

*“That the session was interactive and we shared our points of view which provided me with new learnings and thoughts.”*

*“Sharing experience, really informative slides, thought-provoking. Really good session!”*

*“It reminded me of useful tips I could incorporate into my life.”*

*“It was great to take some time out to look at wellbeing. I found the whole concept of flow interesting but would have liked to learn about other approaches too. I can however understand why it was used in this presentation. The tutor was lovely and relaxing to listen to which was an added bonus.”*

*“How inspirational Lauren was and the fact that she gave us lots of tools to improve our routines. It really made me reflect on my own routines and how to change them to the better.”*

*“Would be good to meet up with the participants in a few months time to see if any progress had been made in individuals lives.”*

*“I enjoyed it and I will try to use some of the recommendations.”*

*“Great eye opener and great at reminding about how to improve / change parts of work life and wellbeing.”*

*“Vicki allowed people the time and space for their own insights and her summing up was lovely.”*

*“I was struggling today and it helped me calm down and give myself time.”*

### Wellbeing check-ins

The Wellbeing check-ins are a way for clients to take time out of their day to prioritise their wellbeing with one of our trained team to;

- take stock of their wellbeing and share their challenges
- feel inspired to take positive steps towards greater wellbeing
- be signposted to resources and support for their wellbeing journey

The project can offer each individual up to 3 wellbeing check-ins and to date 13 unique individuals have taken the opportunity to talk to one of our volunteers. A sample of quotes from clients that show the value and benefit of the wellbeing check-ins;

*“Really enjoyed and feel a lot more clarity.”*

*“I felt truly listened to and appreciated having support in planning for the future”*

*“It was nice to speak to someone impartial and she found it really helpful.”*

*“Great session! The client likes the listening angle.”*

## Who are the participants?

- 135 unique participants aged over 18. Out of all attendees 37.3% are females and 62.7% are male. Their age are; 45-54 (35.1%) and 35-44 (22.4%).
- 47.3% are SME employed and the attendees mainly live or work in North Devon and Exeter. 24% are from the Public sector and 22.9% are from the VCSE sector.

Gender of Participants

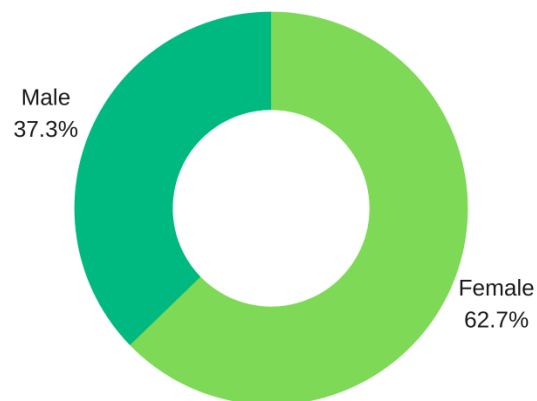


Figure 2: Gender of Participants.

Age of Participants

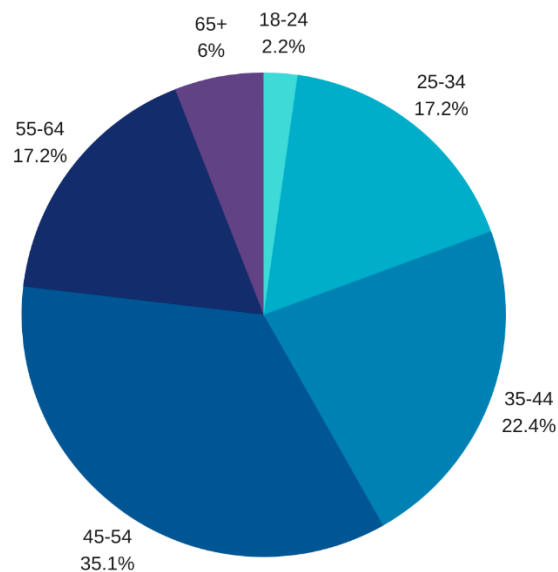


Figure 3: Age of Participants.

## Employment Status of Participants

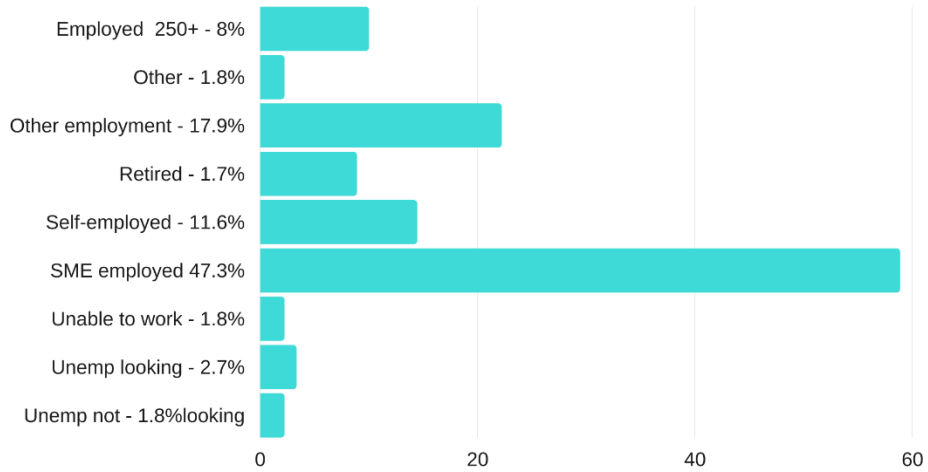


Figure 4: Employment Status of Participants.

## Region of Participants

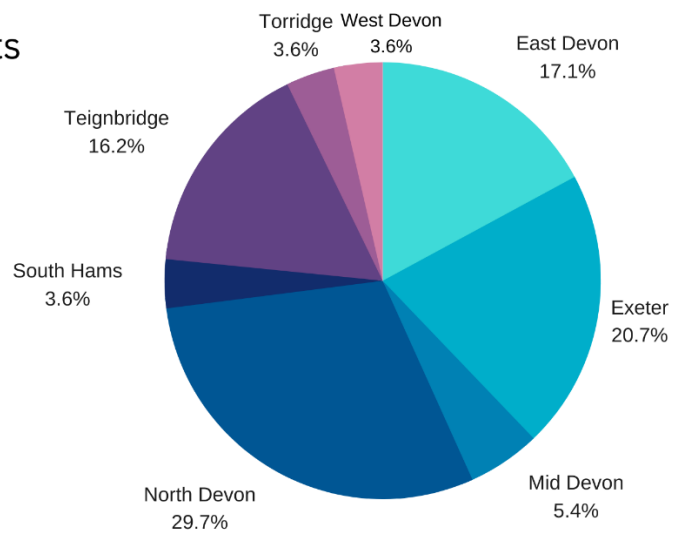


Figure 5: Region of Participants.



## Employment Sector of Participants

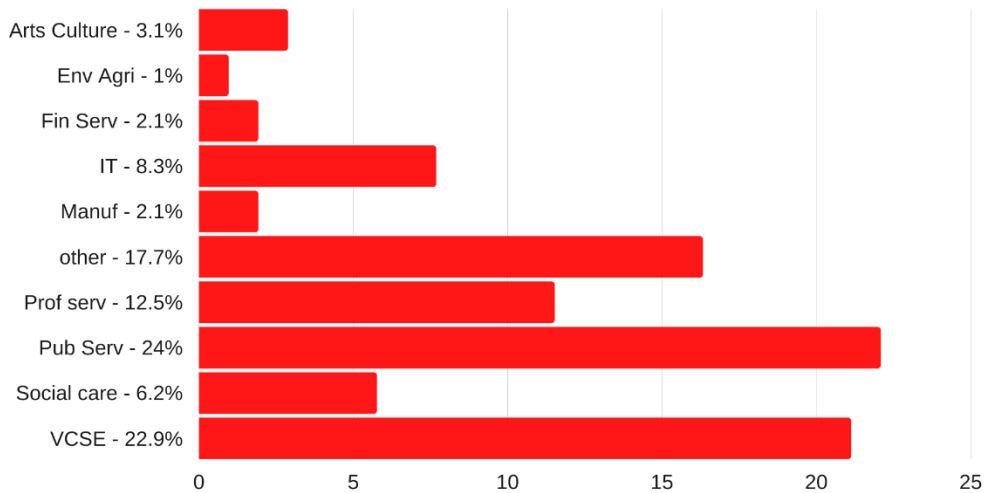


Figure 6: Employment sector of the Participants.

## Results

The Wellbeing Works project has by the end of 30<sup>th</sup> September improved the wellbeing of our participants as they have taken the opportunity to attend the workshops or taken up the offer to talk to one of our volunteers as part of the 1-2-1 wellbeing check-ins. The clients feel that they have more clarity after the wellbeing check-ins, they felt that it was valuable to have someone to listen to them who was impartial. The workshops have provided the participants with new insights and knowledge as well as providing them time to become more aware of their own wellbeing and how to enhance their own wellbeing.



Wellbeing works has enabled participants to after exploring wellbeing, be able to take new actions to improve and enhance their own wellbeing. Including take time during their day for more frequent, shorter breaks to gain new energy, to be kinder to themselves and to set up new routines. Out of the attendees 82.2% have indicated that they will after the workshop or the 1-2-1 wellbeing check-in take action.

Motivation to take action

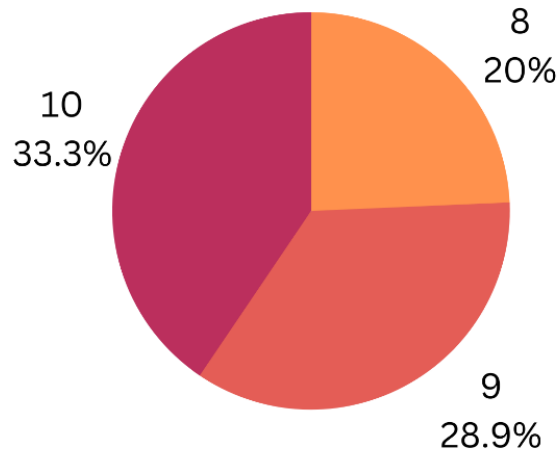


Figure 7: Motivation to take action.

To the question ‘Do you have any suggestions or comments?’ one participant answered;

*“Yes. I understand this service has funding to February 2023. There are very few services of this calibre available and, working in wellbeing throughout the UK, I'm delighted that it is a Devon based service. This importance of this service being funded beyond next year can't be emphasised enough. People need this - like all things wellbeing it is a continuous education of making people aware, but services like this are difficult to find at the best of times - more advertising would benefit and possibly help to keep the service running on a more permanent basis.”*

## Conclusion

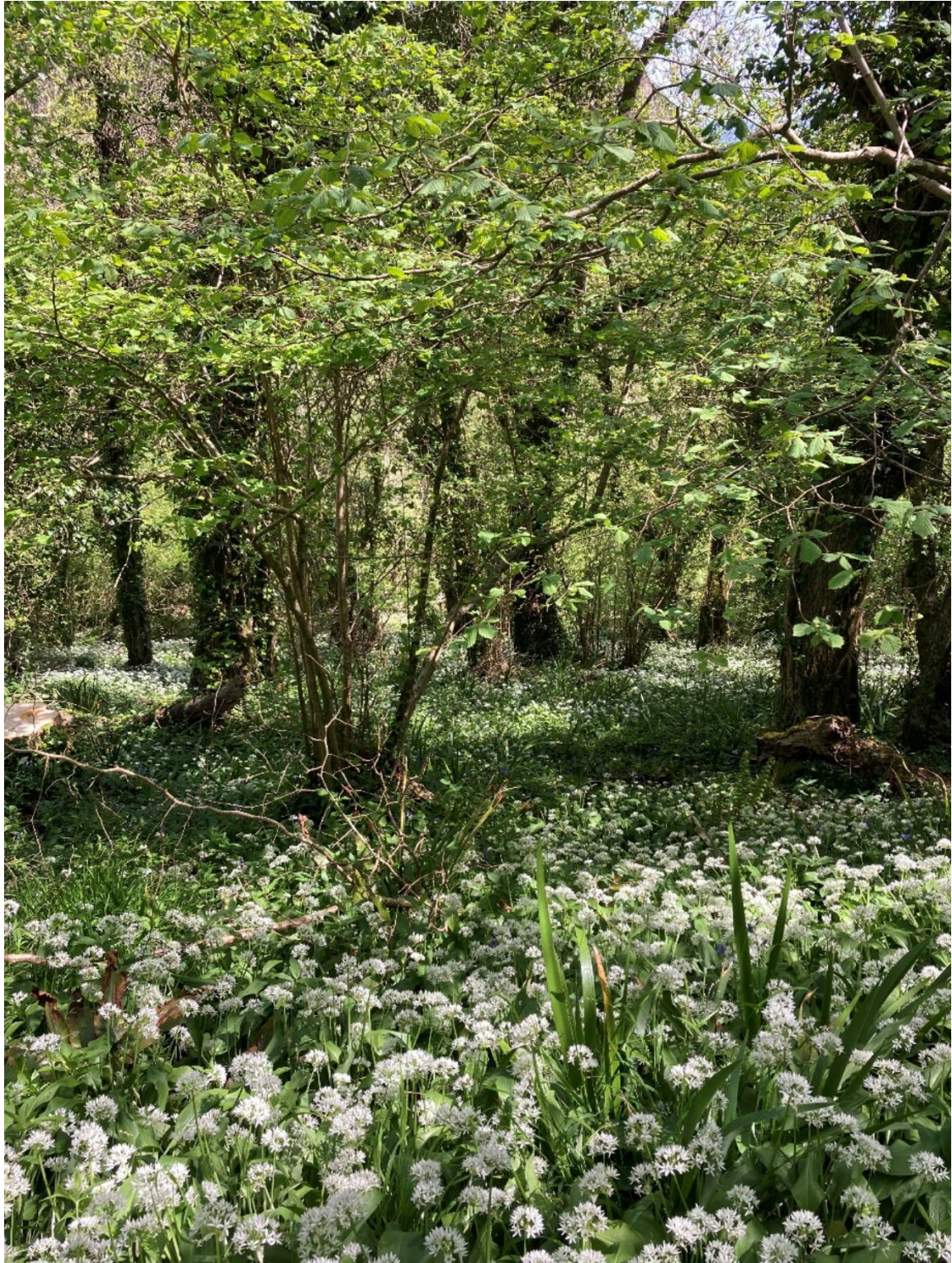
In summary this project has provided great value to the individuals who have attended the workshops and/or the wellbeing check-ins. The project has supported 135 unique individuals who have attended our range of workshops as well as our 1-2-1 wellbeing check-ins. The top two sectors are the Public Sector and the VCSE sector, 47.3% are SME employed and many of the attendees are from either North Devon or Exeter.

A selection of comments that sum up workshop attendees feedback;

*“I, like many people around me, have felt in increase in my stress levels over recent years. Being introduced to methods and tool to lower this and allow a more focused existence has been fantastic.”*

*“Great session, very inspirational. I will now try and get out in different weathers to capture the moments. I would really like to attend follow up session to further explore wellbeing through photography and to learn more about composition, light and purpose.”*

*“I really enjoyed it. Myself and those who joined really enjoyed it. I am certainly going to make time to do again and get into the habit.”*



## Appendix A: Participants Case Studies

One of our 1-2-1 wellbeing check-in clients has given the follow insight;

*“In my three wellbeing check-ins with Alan, he helped me to reflect on my strengths, values and my goals for the future. After each session I left feeling like I could make them a reality! It was brilliant to be able to voice what was on my mind and have support in taking positive next steps. Having someone to listen to me and bring optimism to our conversations left me feeling happier and more hopeful. I’d recommend this service to anyone!”*

A participant who has attended multiple workshops has given the follow quotes;

*“I have been looking for an introduction to Tia Chi for a few months and I believe this was it. Having experimented with the breathing exercises of Wim Hof (recommended in a previous Wellness Works session), it was fantastic to pair it with bodily movement. I, like many people around me, have felt in increase in my stress levels over recent years. Being introduced to methods and tool to lower this and allow a more focused existence has been fantastic.”*

*“Lauren was so inspiring. She mentioned lots of things that we do already, but more besides. I could have listened to her for hours. Now action!”*

The participant attended the Boost workshop; Wellbeing Works - Build a Routine for your Wellbeing with Lauren Lepley-Caldon who is a qualified Advanced Personal Trainer, Nutritional Advisor, EFT and Meditation Teacher and an accredited NLP Master Practitioner and Life and Timeline Coach. Her workshop focused on how to support participants to build a routine. The participant has since attending this workshop set up a new routine which is on a more frequent basis take cold water showers which has the benefits of inducing a higher state of alertness, reduced stress levels and improve the immune response.