

7

Ways to Wellbeing for Townsville Higher Education

This resource has been developed in a collaborative process with members of the Townsville Higher Education community. Thank you to everyone involved.



1. Appreciating the work and learning environment

The way we feel about our workplace will impact our wellbeing.

- create a welcoming, safe, and clean space where people are happy to work and learn.
- contribute to a workplace culture that recognises and supports boundaries.
- contribute to workplace policies and practices that allow for flexibility and self-agency to achieve outcomes.



2. Enhancing connectedness

Human beings need to belong, and we benefit from a sense of connectedness with those around us. Understanding what motivates our behaviour builds satisfying relationships.

- build relationships based on trust, accountability, respect, and support.
- contribute to a positive organisational culture that welcomes change.
- recognise diversity when communicating, acknowledge success and achievement.



3. Building capability

Building capability may be considered in the context of skills and knowledge, it is also about building self-agency and freedom.

- recognise that there are things that you can control in all situations.
- act with integrity, welcome and acknowledge ideas from others.
- engage in self-reflection enhancing a growth mindset.



4. Continuous improvement

Focusing on wellbeing in the learning space is not a set and forget approach. It is a journey assessing what is working and acting on what is not working.

- take time to find joy and gratitude, rather than “I’ll be happy when”.
- protect your time, end your workday, and give others permission to do the same.
- avoid a rescuer mindset and create an empowering space.



5. Encouraging brain health

Good brain health is about realising your abilities and optimising your cognitive, emotional, psychological, and behavioural functioning to cope with life situations.

- engage in continuous learning related to brain health and self-care.
- contribute to workplace practices that ensure everyone feels valued, rewarded, supported.
- focus on a healthy diet, exercise, outdoor and other social activities.



6. Coaching for success

Coaching for success is about self-efficacy as well as coming together to share and collaborate with others.

- invest in your own successes and those of others.
- be open to change that improves and supports success within the organisation.
- contribute to a culture that appreciates the importance of staff in the organisation’s economy.



7. Supporting someone in distress

A conversation can make a difference in helping someone feel less alone and more supported when they are in distress.

- be aware of changes in behaviour, mood, and conversations.
- stay calm, actively listen in a non-judgemental manner.
- be ok with silence and not having to find a solution.