8 Ideas to Enable Staff to Flourish at Work



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Introduction

When we look after our staff, everybody wins. Happy staff tend to be healthier, more productive and more innovative. In this resource we've shared eight ideas that you can use as a springboard for thinking about how to enable your staff to flourish. Some ideas will be easier to implement than others, but each has the potential to have an impact.

Pick two or three of these ideas that resonate with you to try and lean into them for the next few weeks. For each idea you decide to try consider:

Who? – who could help; ideas land better when we bring colleagues along with us

What? – what can we try, what would be the easiest way to get started?

Why? – what difference might it make, how will you know if it's working?

When? – when can we get started and how long shall we trial it for?

Some ideas are quick wins and you might see an impact right away, other ideas might be slower burners – don't lose faith too soon.



Good Luck!

Seen & Heard?

Ensure every member of staff feels seen and heard

Open lines of communication where every member of the team feels equally seen and valued is absolutely fundamental. This both promotes the wellbeing of staff who feel noticed, appreciated and listened to and also ensures that we are able to learn from every member of the team.

Inviting the most junior team members to speak before more senior team members so they can share an honest opinion

You Could Try

Having an open door policy, or specific 'surgery' hours

Providing a range of ways for people to share ideas so that everyone can chose the method that suits them

Trust

A culture of trust makes for a happy work environment.

This means that every member of staff can rely on the other members of the team, that people are able to be open and honest about their ups and downs and that managers trust their teams to do their jobs well without being micro-managed.

You Could Try

Working with staff to develop a set of guiding principles about how we work with one another

Encouraging collaborative rather than top-down goal setting

Considering how performance is measured and managed and how these checks and measures are perceived by staff and whether there may be better alternatives

Create a culture where help is readily sought and given

Help!

When asking for help is seen as a sign of strength rather than a sign of weakness, staff are more likely to seek help early for problems they are facing either professionally or personally. A culture where help is readily sought and given also promotes a feeling of trust and safety and many issues are able to be resolved within teams without ever needing to be escalated.

Encourage leaders and line managers to role model help-seeking. When managers readily seek help and support this gives others permission to do so too.

You Could Try

Openly praising help-seeking

Ensure that helplines, websites and other sources of support available to your staff are shared through a variety of methods.

Gift Mistakes

Treat mistakes as gifts to be exchanged

Every time we make a mistake and we're brave enough to share that mistake with colleagues, we provide an incredibly powerful learning opportunity where not only the person who made the mistake can learn from it, but colleagues as well.

You Could Try

Encourage authentic leadership with managers sharing their own mistakes and what they've learned from them

Celebrating a 'fail of the day'

Consider carefully how individual failures are responded to - what would be the most supportive way of responding?

Mastery

Support staff to develop knowledge & mastery

We enjoy things we're good at so scaffolding support and training for staff to gain knowledge and mastery within their role is a pretty sure-fire way of boosting morale and self-esteem. Everyone has the capacity to be continually learning and given a safe space to explore their current strengths and challenges, most staff will identify areas where they feel they would like to learn more.

You Could Try

Providing every member of staff with a small budget of time or money for personal development and encourage creativity in how it is spent

Facilitating shadowing

Share and celebrate the skills and understanding of staff who have strengths in specific areas

Stop!

Stop doing things that don't need to be done

Just because something has always been done doesn't mean it's worth doing. Within any workplace there are a whole raft of reports, meetings and regular tasks that are repeatedly carried out without any real benefit to anybody. Be brave and consider what could be culled. Every time we remove an unnecessary or unproductive activity from people's to do lists, we give them the gift of time.

You Could Try

Regularly review upcoming meetings. Scrap meetings and reduce attendee lists where possible

Write a to-don't list

Consider meeting length - meetings stretch to fill the time. Coudl your 60 minute meeting be cut to 45 minutes?

Hello...

Be human and connect with your colleagues with a hello and a smile

This will make more difference to them, and to us, than you might think. Small but frequent moments of human connection help us all to feel a part of something and make work feel like a safe and supportive environment, even on the tough days.

Encouraging all line managers to say hello to everyone they manage at least once a day. It sounds simple but you'd be amazed how few people connect with their team even on this basic level.

You Could Try

Asking and answering the question 'How are you?' more honestly.

Build bridges with colleagues by learning a little about their passions and interests outside of work.

Creativity

Cultivate conditions for creativity

A creative workplace is often one where problems are readily solved and innovation is happening all the time. It's rewarding to work in this kind of environment which will often illicit the very best of staff at every level. Cultivating conditions where creativity can flow takes a little thinking about though and exactly what this needs to look like will vary from team to team.

You Could Try

Walking and talking rather than holding more traditional meetings

Creating safe, relaxed spaces where ideas can flow freely

Casting the net wide when looking for inspiration. Encourage colleagues to share ideas and practice that have inspired them regardless of whether it is closely aligned to the current issue


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