

**1. Some of our initial ideas are:**

Retrospectives (for shared learning); fortnightly/monthly updates on team progress; spaces for creativity; clinical shadowing; wellbeing check ins; drop-ins for collaboration.

Primary Care School Team  
(East of England),  
Health Education England



**2. The idea we have chosen to test first is:**

Scheduling a weekly hour for wellbeing.

We have discussed various options for that hour, including: A book club, group yoga classes, group cooking classes, Strava team competitions/Fitbit challenges and Italian lessons.

**3. This idea relates to the secondary driver(s) of:**

Focus on wellbeing

**4. Our plan is to:**

- Schedule the weekly 1-hour session in team member's diaries.
- Select one of the above activities to begin with.
- Run the session.

**5. We will measure this change idea by:**

- Noting attendance at the sessions and collecting informal feedback from team members as to whether they enjoyed it/found it useful.
- Plan to conduct a survey after 3 months to measure the impact and feedback to the group.



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# Workforce Transformation Health Education England

## 1. Some of our initial ideas are:

- Creating time for reflective thinking
- Encouraging feedback from stakeholders to understand the impact our team has on the wider picture
- Opening up projects & areas of work to the wider team to see who is interested, rather than assigning specific colleagues

## 2. The idea we have chosen to test first is:

Creating time for reflective thinking – Putting time aside to allow colleagues to become more adept at reflecting on their ways of working.

## 3. This idea relates to the secondary driver(s)

**of:** Day to day functions and systems; communication; Space for individuality and creativity

## 4. Our plan is to:

- We invited three colleagues in the team to block out 30 minutes of reflective time in their diaries each week over a period of 4 weeks (from w/c 9th August - w/c 30th August).
- The 30 minutes are roughly broken down into: 5 minutes for “switching off”, 20 minutes for thinking, 5 minutes for “switching on”.
- The project lead shared slides with all participants around methods of reflection and we discussed as a test team how to make this time most effective for each individual.

## 5. We will measure this change idea by:

- We are checking in with each participant towards the end of each week and are asking them pre-prepared questions, inviting a discussion about how useful they are finding this reflective time.
- We will collate all data after the 4 weeks have passed and our reflections on this will inform the next steps.
- Amendments following initial feedback: Fixed or flexible time? Frequency?



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**Older Adult Home Treatment Team**  
Sheffield Health and Social Care  
NHS Foundation Trust



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**1. Some of our initial ideas are:**

Appreciation box, ideas board, positive statement of the week

**2. The idea we have chosen to test first is:**

An appreciation box to share messages within the team

**3. This idea relates to the secondary driver(s) of:**

Recognition and feeling valued, communication

**4. An overview of our plan:**

- We made an appreciation box and emailed the team to inform them of it's location.
- At our wider team meeting, we asked staff how they would like the messages to be fed back. We're going to test sharing 'thanks' face to face in the team meeting, emailing comments individually and showing comments on a flip chart in the MDT room.
- We're going to test this idea and keep momentum with it. Comments received so far include: "So supportive and makes a good cup of tea", "A fantastic and extraordinary nurse who is always approachable and understanding", "You've been amazing - it feels like you've held the team together in recent weeks - thank you".

**5. We will measure this change idea by:**

- Collecting a tally of how many slips are in the box/messages of thanks given each week
- Asking for the team's feedback on this change idea after a couple of weeks
- Assessing whether there's been a change/improvement in weekly ImproveWell survey data



## Locality-based Community Mental Health Teams, Coventry and Warwickshire Partnership NHS Trust

### 1. Some of our initial ideas are:

Protected admin days “lockdown days”  
Feel good Fridays  
Steps challenge  
Student feedback Videos in Multi Disciplinary Team meetings

### 2. The idea we have chosen to test first is:

Staff steps challenge - Helping motivate staff to be more physically active during working hours (9-5). We hope this will help improve staff mental wellbeing too!

### 3. This idea relates to the secondary driver(s) of:

Focus on wellbeing

### 4. Our plan is to:

- Create a challenge to help staff take regular breaks, help them move away from their computers/desks. The challenge is open to all staff to take part in, anyone interested in the challenge lets us know.
- We've asked staff to report back on how many steps they've achieved in a working day.
- We've created a WhatsApp group which staff send a picture to each day by 5pm. The picture has to be date and time stamped with their results.



### 5. We will measure this change idea by:

- We've created a spreadsheet which documents the number of steps staff member has achieved. The spreadsheet is updated this daily.
- We want to see a baseline of the number of steps staff complete and then to compare this down the line.
- We also want to see if the team are more active, and whether the number of steps has increased.
- We hope to develop a questionnaire to see how staff feel about this idea.



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