

# Change Idea Menu

Primary driver	Secondary driver	Change ideas from design workshop
Trust	Recognition and feeling valued	<ul style="list-style-type: none"> <li>• <a href="#">GREATIX</a> – showing appreciation for team members by completing an online form. East London NHS Foundation Trust.</li> </ul>
	Focus on wellbeing	<ul style="list-style-type: none"> <li>• A wellbeing hour once a fortnight booked in each staff member's diary and used for anything they choose (e.g. online fitness class, walk, longer lunch break). There may be some roles where staff cannot take an hour out of their day – consider how it can be equitable for the whole team.</li> </ul>
Safety	Physical safety	<ul style="list-style-type: none"> <li>• A safe and welcoming space where staff can spend time in peace and quiet, reflect, take time out during a particularly stressful day*</li> </ul>
	Environmental safety	<ul style="list-style-type: none"> <li>• Coffee, tea and milk paid for.</li> </ul>
	Psychological safety	<ul style="list-style-type: none"> <li>• Opportunity to share and acknowledge any trauma in the team.</li> <li>• Checking in on each other to see how others are feeling e.g a buddying system*</li> <li>• Having space in team/MDT meetings for the whole team to reflect together with dedicated time</li> </ul>

		<p>for this. Time for reflection, to check in with the team, reflect on team dynamics.</p> <ul style="list-style-type: none"> <li>• <a href="#">Appreciate inquiry</a> – identifying strengths, weaknesses and possibilities. East London NHS Foundation Trust.</li> </ul>
Relationships, teamwork and camaraderie	Shared activities	<ul style="list-style-type: none"> <li>• Bring and share lunches.</li> <li>• Fortnightly online quiz (Kahoot!).</li> <li>• Mindfulness – an impromptu 10-minute mindfulness session using an app (such as Insight Timer) which anyone in the team can initiate.</li> <li>• Having an informal coffee break in the middle of meetings/ward rounds enables the team to get to know each other without roles or hierarchy.</li> <li>• <a href="#">Randomised coffee meeting</a>. East London NHS Foundation Trust.</li> <li>• Patient awards/Oscars.</li> </ul>
	Flexibility and choice	<ul style="list-style-type: none"> <li>• A wellbeing hour once a fortnight booked in each staff member's diary and used for anything they choose (e.g. online fitness class, walk, longer lunch break). There may be some roles where staff cannot take an hour out of their day – consider how it can be equitable for the whole team.</li> </ul>



	Shared goals, meaning and purpose	<ul style="list-style-type: none"> <li>Experts by experience attending business meetings helps to stay connected to meaning and purpose.</li> </ul>
	Communication	<ul style="list-style-type: none"> <li><a href="#">Breakfast club on a Monday morning</a>. East London NHS Foundation Trust.</li> </ul>
	Adapting to different models of working	<ul style="list-style-type: none"> <li><a href="#">Improving the experience of new starters</a>. East London NHS Foundation Trust.</li> </ul>
	Day-to-day functions and systems	<ul style="list-style-type: none"> <li>Having regular discussions around joy at work can disrupt usual ways of thinking and prompt people to think about patterns/habits they may be stuck in.</li> </ul>

\*Idea generated in our design workshop