AIM	PRIMARY DRIVERS	SECONDARY DRIVERS	CHANGE CONCEPTS

Team culture

Having a work-life balance	Protecting time for breaks; Supporting staff to 'leave work at work'
Everyone can share what is impacting their wellbeing, and be heard	Allocating space and time for staff to share challenges and provide feedback
Everyone makes suggestions and tests ideas to make things better	Structure for raising and solving small frustrations at work; Structure for highlighting and strengthening what makes a good for staff
Having ownership over your own work	
Being able to bring your whole self to work	
Recognition and feeling valued	Provision of refreshments/treats for staff

Relationships and team work

Staff appreciation and celebrating successes in the team	Box/board/online tool to share appreciation for each other; Regular time together to share positive feedback
Increasing connections and bonding as a team	Networking; In-person get together; Making time and space for non-work conversations; Out of work socialising; Celebrating staff birthdays; Eating together

To enhance staff wellbeing and create joy in work

Supporting staff

Making wellbeing business as usual	Conversations about wellbeing; Walking meeting/taking a break from the screen; Allowing for breaks in between meetings; Wellbeing champions/buddies; Physical activity
Protected time to focus on wellbeing	Wellbeing sessions/promoting wellbeing; Flexible working
Opportunities for individual growth and development	Sharing examples of good practice/lessons learned; Career clinics; In-house learning (learning sessions or visits to other teams); Regular attendance and presentations at conferences
Improving the staff environment	Improving the physical environment for staff; Increasing availability of refreshments; Improving equipment for the environment
Time and space for reflection	Protected time for individual and/or team reflection

Ways of working

Communication within the team	Improving communication with the team (clinical); Improving communication within the team (non-clinical)
Flexibility in how the team works	Flexibility on working pattern
Shared goals, meaning and purpose	Coming together to reflect on team/organisation goals, meaning and purpose
Reviewing and improving how we do things	Changing existing processes for clinical work; improving induction and information about the team/service; Changing the duration and/or structure of meetings; Protecting time for planning/focused tasks; Changing processes to support staff to take annual leave; Use of data to promote learning
Personal safety	Improving physical safety of staff

RCPSYCH
Enjoying work