

Primary Care Team (East of England)

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Which change ideas did you test and what did you learn from them?

- **Establishing fortnightly wellbeing sessions on set subject areas – allowed us to have set time in the diary to focus on wellbeing and enjoy work.**
- **Improving our communication systems – has enabled us to improve how we communicate with each other and external parties**

What changes have you seen in the team?

The topic of wellbeing and joy are discussed more in the working day. Now feels acceptable for team members to discuss a wider range of topics and share their personal lives more, dedicated time in all team meetings. The team has certainly learned more from one and other during the collaborative and that has improved the team culture.

What are your reflections on taking part in the project?

The collaborative has afforded us all the opportunity to reflect on what we enjoy from work and how we can try to maximise it. Furthermore, our wellbeing sessions have given the team a chance to learn more about certain subjects and one another.

What challenges have you faced in this work?

Has been difficult from time to time to protect the time needed to make the EWC a worthwhile exercise. If the team isn't in the right frame of mind due to work pressures, then it can be challenging to think outside of the box. Being flexible with when we meet and what we cover has really helped to keep us on track.

Looking at the future:

We have starting to embed some improvements that were highlighted during the 'banes of our life' session. As a team we want to take this forward, as it has been interesting to see how even small changes can have a big impact on enjoyment.