

We are very grateful to the individual concerned for kindly agreeing to share their personal wellbeing plan

Strictly Private and Confidential

1. What do I notice in myself when my wellbeing is good?

I am relaxed, confident, outgoing, chatty.
I am flexible and adaptable.
I am 'open' in conversation.

2. What changes do I notice when my wellbeing is not so good?

I may seem exactly the same as above, because I am trying to cover how I really am.
I will be experiencing a lot more tiredness and my energy levels will be low.
Probably look tired.

I am unlikely to be sleeping well —less well than normal.
I may not be so chatty or confident, as I will be feeling very anxious inside.
I often get migraines when I am tired or stressed, which tend to be the triggers.
As I am tired, I find it hard to get going in the mornings, and may get to work a few minutes late (and would make up the time at the end of the day).

I lose interest / motivation easily and tend to get demoralised quickly and feel undervalued.
Tedious work tasks get me down, although sometimes, having something 'routine' to do can be helpful at times.

I may be less flexible-and quieter.
I am likely to over-think things (which is my anxiety doing the talking)
I am less able to concentrate and may find some tasks difficult to start / I do not have the mental energy to have difficult conversations / a will avoid situations involving conflict.

3. What do I need to do if my wellbeing is not so good?

Take action early (I am pretty good at taking action myself now, as I have a lot of support from my GP, and can enlist other support if needed);
See my GP for a review of meds; I will take an occasional sleeping tablet to give me a good night's sleep. I don't really like taking sleeping tablets as I remain tired the next day.
I have been prescribed medication for short term anxiety, to help me cope with situations involving something specific to do that will cause a lot of anxiety (e.g. a stressful meeting), but I don't like to take these.

I will consider referring myself back to other services (such as Workways) for support.
Try to delegate other family pressures to others in my family who have more time / confidence.

Work flexibly when I can to improve / sustain my wellbeing and prevent deteriorations.

At work, reducing the amount of travelling when I am tired may be helpful, where this is possible to achieve.

If I were more unwell, I would ask to be referred for Cognitive Behavioural Therapy, which I have found really helpful in the past; I would also proactively seek advice from the Occupational Health service at work.

The last thing that I need is for others to start to panic / over-react to how I am, as this is certain to make me worse! Any decisions need to be made with me, not for me.

4. What would I like my colleagues to do if my wellbeing is not so good?

Keep a quiet eye on me. Maybe ask me if I am alright (but I might just say 'I'm fine').

If am struggling to get through the day (when I have a migraine), possibly suggest that I go home, rather than struggle on.

Don't start to have long or difficult conversations with me at the end of the day, when I am tired. Where possible, don't put me under additional pressure (e.g. the Sickness Absence Policy, which I currently feel I am being penalised for – having one long term condition plus a short term unconnected illness, which when combined trigger the policy).

5. What can I do to prevent deterioration in my wellbeing?

Take regular breaks; eat lunch.

Don't try to be a hero and expect too much of myself (e.g. trying to make up hours if I go home with a migraine, as this is likely to cause more stress and become a vicious cycle).

When my energy levels and time permit, exercise in moderate amounts.

Rest as much as possible, in conjunction with the above.

Go to bed earlier; not to be afraid to take an occasional sleeping tablet to get a good night's sleep (to prevent excessive tiredness).

Making sure that I do not spend most of my free time looking after others (relatives, older children), and that I put myself first sometimes (e.g. do something that I enjoy - gardening, reading, swimming, cooking, meeting with friends etc).

6. What support is helpful / unhelpful?

Being able to work flexibly, with flexible working patterns.

Having a responsive line manager, e.g. when I request leave, having a prompt response. Knowing that I have leave planned helps me to sustain me.

Having a trusting relationship with my line manager, who is willing to trust me and that I know what helps me best to stay well at work.

Having reasonable adjustments made (and maintained) to my job to support my wellbeing.

Fast / prompt responses to problems / issues raised.

Uncertainty is unhelpful and demoralising.

In the long term, this will help me to find my job more rewarding

Support from my line manager in not having to make up time spent at appointments, depending on the input / referral, which then becomes a vicious circle of making up hours , becoming exhausted, and becoming more stressed about making up hours etc.