Well@Work

Experience Workshop by
Work It OUT and GLAS Foundation

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Mental wellbeing at the workplace is the number one condition for people to develop their full potential and bring their talent to the company, ultimately helping it reach the business goals.

And as it seems natural to want this and easy to achieve it, there are many communication and behavioural errors on a daily basis which prevent people from thriving.

Most often they are so subtle that become invisible like a spider net in a room. This way they can accumulate and lead to feelings of isolation, invalidation, exclusion at the workplace and ultimately - mental distress.

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DESCRIPTION

Well@Work is a fully interactive workshop dedicated to the subtle but truly harmful microaggressions which are not covered by any internal policies because they stay hidden for the ones who do them and most often disguised as innocent remarks, even compliments.

It helps participants to recognize them and reach a level of awareness on the topic through personal experience using a compilation of games, role plays and open discussions.

In addition to uncover the veil from those errors, participants will also practice how to improve their communication and behavior in order to create an environment where everyone to have mental wellbeing.

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GOALS

- Bring the attention towards microaggressions and learn how to recognize them
- Explore the feelings and emotions people experience when they are target of microaggression themselves
- Define what mental wellbeing is and what it means to lack it in reality
- Practice how to improve the communication and behavioral errors that lead to mental distress of others
- Raise participants' self-awareness on the topic and thus help improve the work environment

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APPROACH

Fully interactive and participatory workshop raising awareness

- Experiential approach leading to actionable insights
- Empathy exercises and role plays
- Storytelling and real life examples
- No-fluff discussions based on Art of Hosting practice methods
- Communication techniques and inclusive language
- Research on best practices

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AUDIENCE

- Executives, mid-level managers & team leaders
- HR professionals and recruit teams
- All employees

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AGENDA

time	activity
10 min	**Introduction** Wellcome and setting the tone and expectations
25 min	**Check-in** Presentations of participants and dive into the topic
25 min	**Being (un)well** Defining mental wellbeing, its manifestations in reality and what does it mean to not have it
50 min	**Talking aggression** Role play: “Find the errors” Personal Reflection: “When It Happened to Me” The Mirror Effect: “Recognizing Our Own Blind Spots”
10 min	**break**
30 min	**Constellation game** Role play based on a real case presented by participants
20 min	**Action & Takeaway** Improve communication and behavioral errors
10 min	**Check out** What do I take with me?

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GET IN TOUCH

Please reach out with any questions to:

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Work It Out is a network of based in Bulgaria domestic and international companies who share the values of Diversity, Equity, Inclusion, and Belonging /DEIB/ and want to transform their environment into a human-centered workplace where people to thrive.

Diversity and inclusion at the workplace are not only crucial from a purely human perspective, but also business-wise for attracting and retaining new talents and reaching the company business goals.

Research has shown that embracing diversity leads to variety of different perspectives, increased creativity and innovation, higher employees' engagement, better decision making and ultimately – higher productivity and more profits.

Transforming the company's culture needs time and everyone involved. A good starting point would be the team managers being the visionaries and the leaders of the company but continuing top to bottom and involving all the employees of the company is a necessary step.

Diversity is a journey – and we don't kid ourselves that we're near our destination yet.

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