

# CG Zest Wellness Wellness Action Plan

Developing a Wellness Action Plan can help employees to actively support their wellbeing by reflecting on the causes of stress and poor emotional health, and by taking ownership of moving forward. In doing so, managers can open dialogue with employees, understand their needs and experiences, and therefore better support their wellbeing.

Wellness Action Plan development can be effective by an employee thinking about and sharing insight in regards to the following questions:

- what are they like when they are feeling well and flourishing at work?
- what their environment is like when it is supporting their wellbeing?
- coping strategies already used and what makes these effective?

Which early signs might be noticed when the employee is feeling stressed/emotionally unwell? (For example: shallow breathing, isolation, exhaustion, losing perspective, being irritable)

What can be done to support the employee to stay healthy at work? [What can help minimize stress or support managing symptoms?]

How might stress or poor emotional health impact the employees work? (For example: find it difficult to make decisions, hard to prioritize tasks, compromised customer service)

What steps can be taken once the employee starts to feel unwell? (For example: peer support, engage with wellness resources)



*Adapted from Mind UK.*