



GLWS
OUR Change CO.LAB
Group Wellbeing Report
 (1 hr) February 23
www.glwswellbeing.com



THE GLWS® FRAMEWORK

WORKING WELL Aspects of Wellbeing affected by our professional lives	LIVING WELL Aspects of Wellbeing affected by our home, social and personal lives
AUTHENTIC RELATIONSHIPS Our relationships with our family, friends, colleagues and community	MEANING, PURPOSE & DIRECTION Our overall sense of whether we are leading a 'good and full' life which holds meaning and purpose for us
RESILIENCE & EQUANIMITY Our inner strength and emotional awareness	VITALITY & ENERGY Our physical health, nutrition, exercise and sleep
BALANCE & BOUNDARIES Our success in balancing the various demands placed on us in all aspects of our life	INTELLECTUAL ENGAGEMENT & FLOW Our intrinsic interest and focus in the work we do

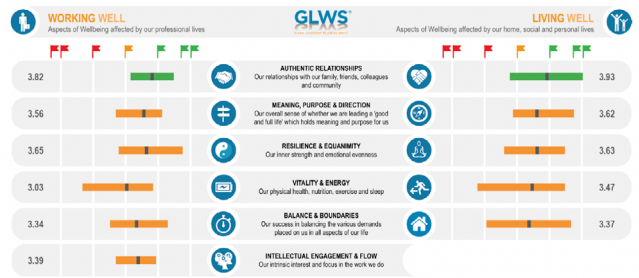


WHAT DOES THIS WELLBEING PROFILE TELL US ABOUT US AS CHANGEMAKERS?

This guide is **YOURS!**

Lots of tips, questions and ideas that bring immediate benefits and cause deep reflection to initiate the process of change.

YOUR GROUP WELLBEING PROFILE



The importance of energy and wellbeing and how that affects your ability to lead others.



UNDERSTANDING YOUR WELLBEING

Wellbeing implies a sense of thriving, flourishing, being fully alive, 'firing on all cylinders' and living life to the full, as well as feeling balanced and calm, contented and at ease with life.

Wellbeing is affected by many elements in our lives and varies from person to person because each of us has a different combination of psychological, emotional, social and physical inner resources upon which we draw. **Our wellbeing fluctuates depending on the events, challenges and experiences we encounter in our lives. Hence, your GLWS profile is unique to you and reflects your assessment of your wellbeing at this moment in time.**

GROUP WELLBEING REPORT Change CO.LAB
 GLWS : EEK & SENSE 2023

We asked our CO LAB Group to briefly share something their latest change making experience has taught them.

LEARNINGS

Self care: Give yourself a break, give others the space to create their mark on challenges and letting go.

Manage group leadership with a positive mindset, align your values to make an impact. Build Leadership capabilities with a focus on Gender Diversity roles.

Recognising the position I am in and ensuring my values are in place. This will make future decisions easier.

REFLECTIONS

The real need to invest heavily in people and people leaders who report to us. Heavily investing in delegating authority and positioning at the appropriate levels.

The need for self care, developing others and letting go a bit more. Receive feedback before you leave your next job role.

GLWS does a really good job on reflecting on your energy and work life balance.

GLWS was an eye opener for me. Slow things down, reflect and reset.

What does a sustainable professional practice look like?



GLWS
OUR Change CO.LAB
Group Wellbeing Report
 (1 hr) February 23
www.glwswellbeing.com
www.petruc.co

Are your organisations getting the best out of you? Are you being under utilised? Not in time but your potential! How do you create more opportunities to influence - bring your full self and ensure people around you KNOW what you can offer.



Talk to us about effective climate change leadership and brand strategies.

CHANGE CO.LAB GLWS QUESTION TIME:

What does this profile suggest are the strengths and challenges for change making leaders?

What stands out as particularly positive from a wellbeing perspective?

What 2-3 areas do you think would most require attention / change / improvement?

Anything else that you are curious to understand more about?



TAKE TIME TO REFLECT

GLWS also tells us to take time to VALUE our thinking!

Create a CLEAR SENSE OF DIRECTION AND VISION: Take time to reflect, plan, ideate, focus - get those BIG ROCKS into your diary first - prioritise your time.

GROUP SESSION SPOKESPERSONS

"It's important for us to think about our energy and vitality and take note of the warning signs. How much impact will it make if we let other scores slip further than they are now - and where would we see these reflected in those others area's that we see doing well? **"Reflections expressed by Daz on behalf of his group session.**



GLWS: Consider the wellbeing of your group as a whole. Expect wellbeing to fluctuate in accordance with the challenges thrown at you:

Combination of Psychological, Emotional, Social and Physical inner resources each individual has at their disposal.



CLARE: Concept of **Energy Management vs Time Management** - something to think about.



ANDREW: As change-leaders do we put pressure on ourselves to prioritise others vs our self care?



DAZ: Pleasing to see authentic relationships coming through. We want to make positive impacts.



GEORGE: Only so many hours in the day - how do we develop the skills to manage this?

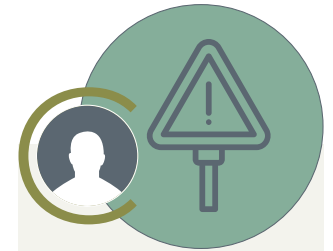
STRENGTHS!

I go out of my way to show empathy for colleagues' feelings and needs. Our changemakers scores ranked high also for positive relationships at **WORK + HOME!**



Access your Energy Audit from our Energy + Wellbeing guide includes Remote Working Edition!

WE ARE MORE PRODUCTIVE WHEN WE TAKE BREAKS DURING OUR DAY - Studies show you actually get more done!



Recognising our Early Warning Signals

Themes we see to look out for:

LACKING DISCIPLINE: SELF MANAGING OUR DAYS

- + Getting caught in back to back meetings
- + Race against the clock
- + Being on auto pilot
- + Shorten meetings - that we can control!
- + How do you plan out your days?
- + Moving, stretching, breathing?



Remember BEN + ABI's Workshop! Learn to say no - but learn to **say YES to big things you really want to invest in.**