

Fostering Healthy Relationships

Obligations staff & volunteers wellbeing:

- Values/
- Legal – HSW, ERA, HRA and Privacy
- Engagement
- Performance/productivity

Be conscious of:

- Work design – how work is organised
- Work relationships – social factors
- Work environment

Volunteer

In this Act, a **volunteer worker**—

(a)

means a volunteer who carries out work in any capacity for a PCBU—

- (i)

with the knowledge or consent of the PCBU; and

- (ii)

on an ongoing and regular basis; and

- (iii)

that is an integral part of the business or undertaking; but

How to check-in

- Create environment – open and trusting
- Tailored for different people (EACH – Adult, Consumer, Human)
- Notice – patterns, changes
- Te Ao Māori – learn about their whakapapa, what's important
- Holistic approach – person/work/relationships inter/intra, motivations, aspirations/whanau
- Be interested, be present, authentic, ask open questions, listen
- How are you? How are you really....(ask sincerely, humbly, frequently)
- Coffee..walks...
- Ask what they need from you..more or less of x,y,z

Example of a check-in

- “What’s Going Well In Your Role? Any Wins This Week/Month?”
- “What’s Your Biggest Challenge Right Now?”
- “How Fulfilled Are You In Your Role And Why?”
- “What Resources Would Be Helpful To You Right Now?”
- “Is There Anything I Can Help You With? Or Any Feedback?”

Mental Health responders

CONVOS (Co-Liberate)

- Check – risk of harm
- Open – conversation
- Notice – impact on life
- Validate – feelings and experiences
- Offer – hope for recovery
- Support – options & actions

Highly distressed- Distressed – Coping – Doing ok – Doing well- Thriving