

## SESSION 2 PREPARATION

### PLEASE CONSIDER AND RECORD YOUR THOUGHTS

#### Positive Emotions

- Do you currently help each employee to experience positive emotions at work? If so how? (Joy, pride, hope, love, inspiration, interest, gratitude etc)
- Thinking about people who have chosen to leave the business (exit interviews, feedback), has a lack of positive emotions played a part in their exit, if so why?
- Nurturing positive emotions is an obvious part of the mental wellbeing agenda. What else should form part of a wellbeing agenda and how might this help attract and retain staff?

#### Engagement

- How do you / the business, encourage every employee to use their voice, and does this approach differ depending on age, gender, or hierarchy?
- How do you / the business help each employee find their flow and how does this impact staff retention?
- How does the level of engagement differ between those who stay in the company and those who leave?
- What else can you / the business do to optimise engagement and create a culture that nurtures diverse talent?

#### Relationships

- What activities/ practices are in place for the business to nurture positive relationships between colleagues?
- How might the need for connection vary across people of different age groups, gender, and career stages?
- How might the quality of human relationships help attract and retain talent and what new initiatives might you like to set in place?

#### Meaning

- How do you / the business help employees make their work meaningful?
- How does our need for meaningful work change over time/ as we progress through our career?
- How do you / the business support employees at each stage of their journey?
- How might promoting meaning/ purpose help attract and retain employees and what else can you / the business do to leverage this?

#### Accomplishment

- How do you / the business help each employee grow?
- How is this approach tailored to the gender, age, and career stage of each person?
- If personal and professional growth is a fundamental need for mental wellbeing, what extra initiatives might you / the business create to attract and retain talent?