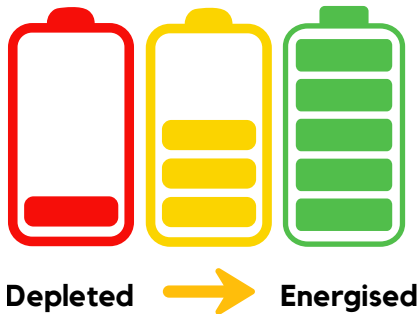




The Everyday Culture Builders: A Guide for Managers

A practical guide for organisations and leaders to put wellbeing at the heart of your leadership culture.

How to Lead with Wellbeing at the Heart of Performance



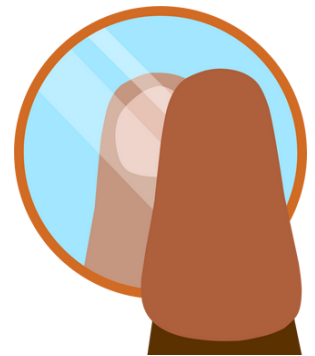
Your role as a manager is about more than delivering results; it's about creating the environment where your people can deliver results sustainably. The health and wellbeing of your workforce is therefore critical to ensure they are not only well enough to work but able to thrive.

This quick-reference guide gives you the mindset, behaviours, and practical actions to lead with both clarity and care; creating the climate where a culture of wellbeing fuels high performance.

1. Start with Self-Awareness

Great team wellbeing starts with how you show up. Ask yourself:

- Do I model healthy working practices (breaks, boundaries, workload)?
- Do I talk openly about pressure, mistakes, and support?
- Do I know how I respond under stress – and how that affects others?
- How effectively do I spot signs of stress and pressure in others?



✓ **In action:** If you're under pressure, name it.

"I'm feeling stretched this week, so I'm planning time to focus and recharge. Let me know if you need to do the same."

🔧 Suggested Tools & Approaches:

- Use a weekly reflection (e.g. diary prompt) to check your mood & triggers.
- Try a self-assessment tool like MindTools' Stress Management quiz or Insights Discovery Profile to understand your default reactions.
- Block protected time in your calendar for "deep work" and breaks – and let your team know you're doing it.
- Use our free Transformational Leadership - [Self Assessment Tool](#)

2. Hold Human-Centred Conversations

Your 1:1s aren't just for task updates; they're a powerful opportunity to check in on how your people really are.

Try asking:

- "What's energising you right now?"
- "Where are you feeling pressure or stuck?"
- "What support would make the biggest difference this week?"

✓ **In action:** Build psychological safety by listening without immediately jumping in to solve. Sometimes, being heard is the help.



🔧 Suggested Tools & Approaches:

- Use a conversation framework like GROW (Goal, Reality, Options, Will) or TALK (Tune in, Ask, Listen, Keep it going).
- Schedule "wellbeing check-in" 1:1s monthly that are separate from performance reviews.
- Use anonymous pulse surveys (via tools like Officevibe, 15Five, or simple Google/MS Forms) to spot themes.

3. Spot the Signs Early

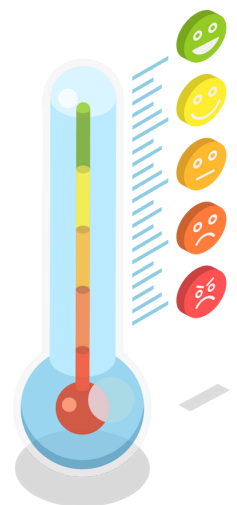
Burnout and disengagement rarely happen overnight. Keep an eye out for:

- Sudden drops in energy or focus
- Increased irritability, silence, or defensiveness
- Missed deadlines, low motivation, or overwork

✓ **In action:** Don't wait for a crisis. If something feels "off," check in early:
"I've noticed you've seemed quieter lately – is everything okay?"

🔧 Suggested Tools & Approaches:

- Keep a "People Radar" list and jot down weekly reflections on how each team member seems to be doing.
- Use tools like Wellbeing Action Plans (from Mind UK) to understand early signs for each individual.
- Encourage a culture of "checking in, not checking up" between peers as well as managers.



4. Balance Empathy with Clarity



Being supportive doesn't mean removing accountability – it means helping people succeed without burning out.



At the heart of this is reminding your self **"Clear is Kind"**, in other words have you made sure everyone is fully aware and understands what you are asking of them?

- **Set clear expectations and revisit priorities regularly**
- **Help your team manage workload, not just absorb more**
- **Celebrate progress, not just perfection**

✓ **In action:** Use this line when pressure builds:

"Let's talk about what's realistic this week – and what can wait."

🔧 Suggested Tools & Approaches:

- Use a Prioritisation Matrix (e.g. Eisenhower Box) in team check-ins.
- Set shared team norms for "good enough" delivery and recovery time after big pushes.
- Try "traffic light" check-ins in meetings: **red** = stuck, **amber** = stretched, **green** = fine.



Help your team to prioritise their workload by using the Eisenhower Matrix, create the permission for them to use it by consistently demonstrating the use of this yourself



5. Create a Positive, Predictable Climate

Wellbeing isn't just emotional – it's structural. The more predictability, autonomy and appreciation people feel, the better they perform.

To embed this try consistently doing these things:

- Regularly share the 'why' behind decisions
- Encourage people to contribute to potential solutions
- Recognise contributions – early and often
- Be consistent in how you support, communicate and lead

✓ **In action:** Use team meetings to spotlight strengths:

"What's one thing someone in the team did this week that helped you?"

Suggested Tools & Approaches:

Create a climate of Positive Critique – "feed the emotional bank account" by catching people doing the right thing and calling it out as you spot it; when this becomes embedded in your culture more of 'good stuff' will show up!

- Use a weekly "Wins & Thanks" ritual – 5 minutes in every team meeting.
- Share a 'You Said, We Did' board or update to show responsiveness to feedback.
- Use project retrospectives not just for performance, but also to ask: "What helped us thrive?"
- Explore how to link to reward and recognition programmes, providing a consistent framework against clear expectations.

Want to go further?

Not sure where to start? We would love to help you unlock the potential within your people and have a no obligation chat to explore how we can help.

We help organisations build sustainable cultures by aligning values and behaviours with their mission, and equipping leaders to lead with impact, clarity, and care through tailored development.

Get in touch to explore how we can help you create a culture where your people and your business thrives.

