Clear Thinking

WELLBEING & COACHING SOLUTIONS

Gain Clarity. Achieve Results.

CLEAR THINKING WORKPLACE WORKSHOPS

Practical people development for healthier, clearer and more effective workplaces.



Workplace challenges are rarely solved by another policy, poster or initiative.

We create space for people to pause, think, talk and take practical action.

Engaging, reflective and practical sessions with tools people can use when they return to work.

No tick-box training, No unnecessary jargon.
Just useful conversations, practical tools and meaningful action.

THE WORKSHOP COLLECTION

01 BEYOND THE FRUIT BOWL

Workplace wellbeing that actually, matter or initiative.

Wellbeing is about much more than benefits and initiatives. This workshop explores what really influences people's everyday experience at work.

Participants explore:

- What actually wellbeing really means
- The difference between wellbeing initiatives and working conditions
- The Workplace Wellbeing Iceberg
- The Tuesday Afternoon Test
- Psychological safety
- The impact of leadership and everyday behaviours
- What individuals, managers and organisations can influence
- Practical actions that make work healthier

Practical tool: Clear Thinking Wellbeing Iceberg

Ideal for: Managers • Leaders • HR teams Wellbeing leads • Whole-team development

Available as: 60–90 minutes | Half day | Full day

02 THE TUESDAY AFTERNOON TEST

What does it really feel like to work here?

Forget the wellbeing training for a moment. What happens at 2.47pm on an ordinary Tuesday when someone is overwhelmed, has asked a question or disagrees with their manager? This thought-provoking session explores psychological safety and the everyday experience of work.

Participants explore:

- What psychological safety looks and feels like
- Whether people can speak up, ask for help and admit mistakes
- The behaviours that create or damage trust
- The role managers play in creating safety
- How teams respond when things go wrong
- Small behaviours that can make a significant difference

Practical tool: The Tuesday Test Reflection Guide

Ideal for: Leadership teams • Managers • Teams Culture programmes • Wellbeing events

Available as: 60–90 minutes | Half day | Full day

03 THE ART OF DIFFICULT CONVERSATIONS

Say what needs to be said — clearly, respectfully and constructively.

Avoiding difficult conversations rarely makes them easier. This practical workshop helps managers develop the confidence and skills to approach challenging conversations rather than allowing problems to grow.

Participants explore:

- Why we avoid difficult conversations
- Recognising our own responses to conflict
- Preparing before the conversation
- Separating fact, assumption and emotion
- Listening to understand
- Asking better questions
- Giving clear and respectful feedback
- Managing emotion and disagreement
- Setting boundaries and expectations
- Moving towards resolution and action

Practical tool: Clear Thinking Conversation Prep Sheet

Ideal for: Managers • Team leaders • Aspiring managers HR/People teams

Available as: 90 minutes | Half day | Full day

04 LEADING YOURSELF FIRST

Better leadership starts with self-awareness.

Leadership isn't only about how we lead other people. It begins with understanding how we think, respond, communicate, make decisions and behave under pressure.

Participants explore:

- Understanding personal patterns and triggers
- Strengths and overlooked derailers
- Values and what actually matters
- Mindset and limiting beliefs
- Emotional responses
- Taking ownership
- Intentional behaviour
- Personal leadership habits
- Turning insight into action

Practical tool: Personal User Manual

Ideal for: Managers • Emerging leaders • Talent programmes • Aspiring leaders

Available as: 90 minutes | Half day | Full day

05 BOUNDARIES WITHOUT GUILT

Protecting capacity without damaging relationships.

Being helpful doesn't have to mean being endlessly available. This workshop explores how people can establish healthier boundaries around workload, time, conversations and relationships while remaining collaborative and professional.

Participants explore:

- What healthy boundaries actually are
- Why saying no can feel uncomfortable
- Workload creep and over-responsibility
- Workload and capacity
- Recognising when boundaries are crossed
- Assertiveness versus aggression
- Saying no respectfully
- Asking for time
- Pushing back constructively
- Protecting recovery and switching off

Practical tool: Ways to Say No

Ideal for: Employees • Managers • Teams Wellbeing programmes

Available as: 60–90 minutes | Half day | Full day

06 RESILIENT, NOT INVINCIBLE

Building resilience that is sustainable.

Resilience isn't about coping with everything. It's about understanding what drains us, what supports us and how to respond to pressure in a way that protects wellbeing and performance.

Participants explore:

- What resilience really is
- Stress responses
- Early signs of overload
- Recovery and replenishment
- Mindset and perspective
- Building resilience habits
- Support networks
- Sustainable performance

Practical tool: Resilience Reset Plan

Ideal for: Employees • Teams • Managers Wellbeing initiatives

Available as: 60–90 minutes | Half day | Full day

Tools people can use straight away

Relevant. Practical. Real-world.

Better conversations. Better workplaces.

THE WORKSHOP COLLECTION CONTINUES...

07 FROM OVERWHELMED TO CLEAR THINKING



Creating more headspace when life feels too much.

Participants explore:

- The signs of overwhelm
- What fuels mental clutter
- The impact of stress on thinking, decision-making and wellbeing
- What we can and can't control
- Creating more space
- Practical strategies to reset and refocus
- Prioritisation that actually works
- Building habits for a clearer, calmer mindset

Practical tool: Brain Dump & One Small Step Plan

Ideal for:
Employees • Teams • Managers
Wellbeing programmes

Available as: 60–90 minutes | Half day | Full day

08 QUIETING THE IMPOSTER VOICE



Building confidence without pretending self-doubt doesn't exist.

Participants explore:

- What imposter feelings really look like at work
- Why capable people still doubt themselves
- Discounting success and over-attributing mistakes
- Comparison and fear of being "found out"
- Recognising evidence of capability
- Responding differently to the inner critic
- Asking for help without seeing it as failure
- Building lasting self-confidence

Practical tool: My Evidence Bank

Ideal for:
Employees • Managers • Team development
Aspiring leaders • Talent programmes

Available as: 60–90 minutes | Half day | Full day

09 ASSERTIVE, NOT AGGRESSIVE



Communicating clearly without losing yourself — or the relationship.

Participants explore:

- Passive, aggressive and assertive communication
- Why we sometimes avoid saying what we need
- Identifying default communication styles
- Expressing needs and opinions clearly
- Saying no
- Disagreeing respectfully
- Asking for what you need
- Holding your position under pressure
- Dealing with pushback
- Assertive language people can actually use

Practical tool: Clear Thinking Assertive Conversations Toolkit

Ideal for: Employees • Team leaders • HR/People teams

Available as: 90 minutes | Half day | Full day

10 PEOPLE-CENTRED CULTURE



Because culture isn't what we say. It's what people experience.

Participants explore:

- What "people-centred" actually means
- Stated culture vs lived culture
- The everyday moments that shape culture
- Leadership behaviours that make the biggest difference
- Voice and involvement
- Psychological safety
- Fairness, consistency
- The gap between policy and practice
- Practical actions to build a healthier, more supportive culture

Practical tool: The Culture Gap: Say → Do → Experience

Ideal for:
Leader/leadership teams • HR teams •
Whole-organisation development

Available as: Half day | Full development day

11 WHEN GOOD PEOPLE ARE RUNNING ON EMPTY



Recognising and responding to burnout before people reach breaking point.

Participants explore:

- What burnout really is
- Early signs — in ourselves and others
- Workload and emotional load
- Presenteeism and its impact
- Recovery and replenishment
- What actually helps
- Manager conversations that make a difference
- Building sustainable working practices

Practical tool: My Energy & Recovery Plan

Ideal for:
Employees • Managers • Teams
Wellbeing programmes

Available as: 60–90 minutes | Half day | Full day

12 PAUSE. FOCUS. PROCEED.



Slowing down enough to do what matters well.

Participants explore:

- Why we feel pressure to keep moving
- Busy versus effective
- The impact of constant task-switching
- Recognising when your brain needs a pause
- Breathing and grounding at work
- What actually needs your attention now
- Giving permission not to do everything at once
- Focusing on one task at a time
- Building micro-pauses into the working day

Practical tool: The Clear Thinking PAUSE

P	A	U	S	E
PAUSE Stop for a moment.	ARRIVE Take a breath. Notice where you are.	UNDERSTAND What actually needs my attention?	SELECT Choose one thing.	ENGAGE Give that one thing your attention.

Ideal for: Employees • Managers • Teams

Available as: 60–90 minutes | Half day | Full day

BUILD YOUR OWN PROGRAMME

All workshops can be delivered as a stand-alone session or combined into a tailored development programme, aligned to your organisational goals and wellbeing strategy.

EXAMPLE PATHWAYS:

- ✓ Healthier Workplaces
- ✓ Confident People
- ✓ Sustainable Working
- ✓ Better Management

"Practical, relevant and real. People left with ideas they could use straight away."

Tools people can use straight away

Relevant. Practical. Real-world.

Better conversations. Better workplaces.

Let's start a conversation.

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