

GROW

Well-being conversation tool

Well-being is a sense of wellness, meaning that you are doing well physically, mentally and socially. Well-being is an important aspect within your GROW conversations. After all, feeling well is an important condition for achieving results and developing yourself. With this tool, you can reflect on the various aspects of your well-being. You can use this as input for your GROW conversation.



Via the QR code, view a short e-learning on well-being within GROW and the model of positive health

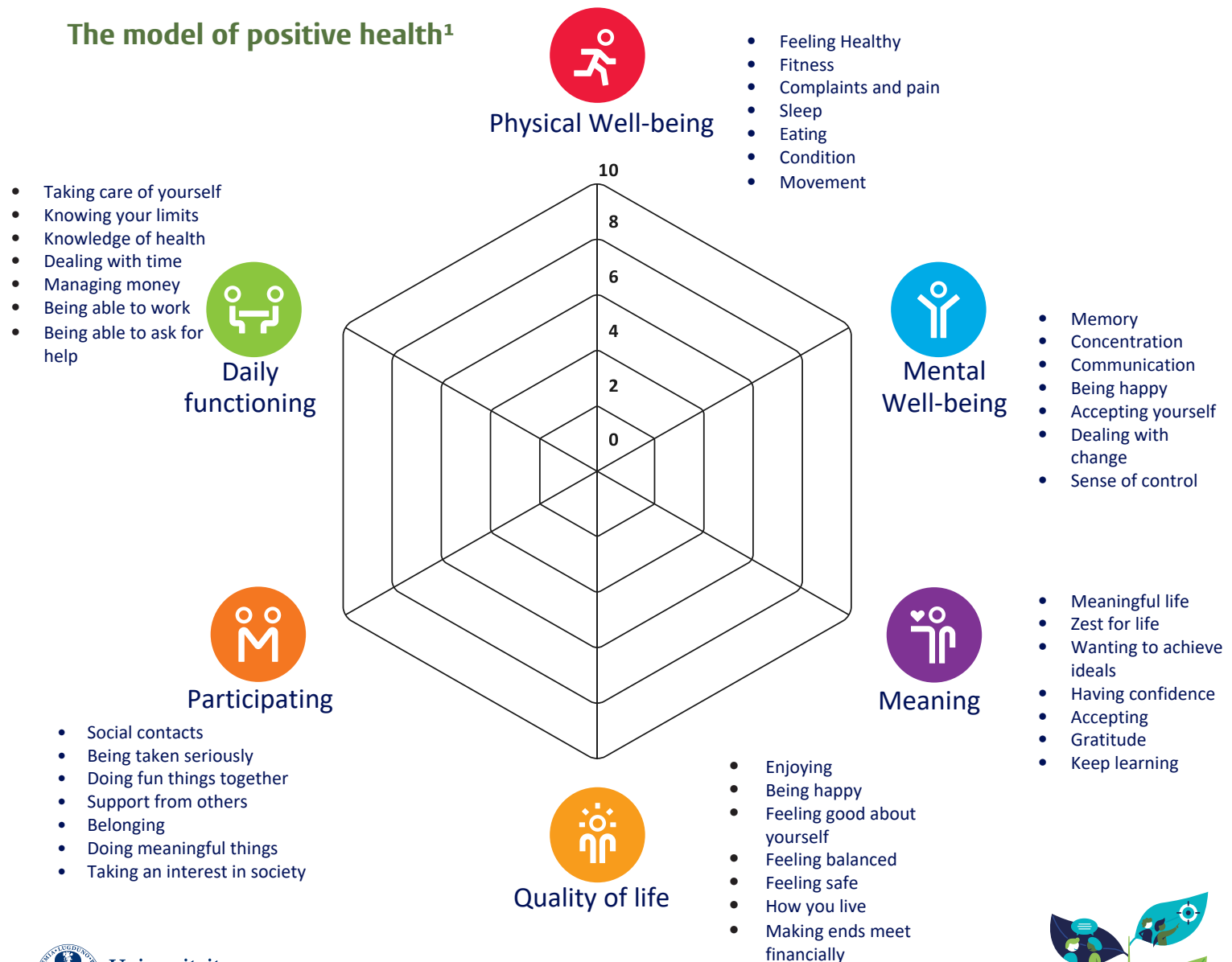
How can you use this tool?

Complete the positive health model on all aspects; where are you now and where do you want to go? Also look at the reflective questions on the next page. Think about:

- What does it take to get where you want to be?
- What do you need to do, to achieve this?
- Who do you need to do this?
- When do you want to achieve your goal?

You can include the reflection on this in your GROW conversation.

The model of positive health¹



Questions on well-being

Below are some questions for each facet of the positive health model that can help you think about your well-being in that area. Are you a manager? Then you can use these questions to have a conversation with the employee about well-being.



Physical well-being

- How is your energy level after a day's work?
- How do you unwind after a day's work?



Mental well-being

- How do you feel?
- What are your needs?
- What is keeping you busy at the moment?
- Is there anything you are worried about?
- How do you work when you are under pressure?
- What challenges are you currently experiencing in your role that are not visible to others?



Meaning

- How much do you enjoy your work?
- What are you most proud of in your work?
- What has energised you a lot lately?
- What has cost you a lot of energy recently?
- What challenges would you like to face in your work?
- What gets you excited at work?
- What do you think are your main strengths at work?



Quality of life

- Do you feel that you currently have a good balance between exertion and relaxation?
- Do you have enough time for yourself to relax?
- Do you manage to switch off after work?



Participating

- Do you feel supported at work?
- Do you feel you can discuss your challenges here?
- Do you feel we have a culture here that supports mental health?
- What could the organisation do to promote employee mental health (more)?
- What does a supportive manager look like to you?
- What would you like to change about your work or work environment?
- Do you feel appreciated for the things you do?



Daily functioning

- What do you notice when you are stressed?
- Do you have ways for yourself to deal with stress effectively?

