



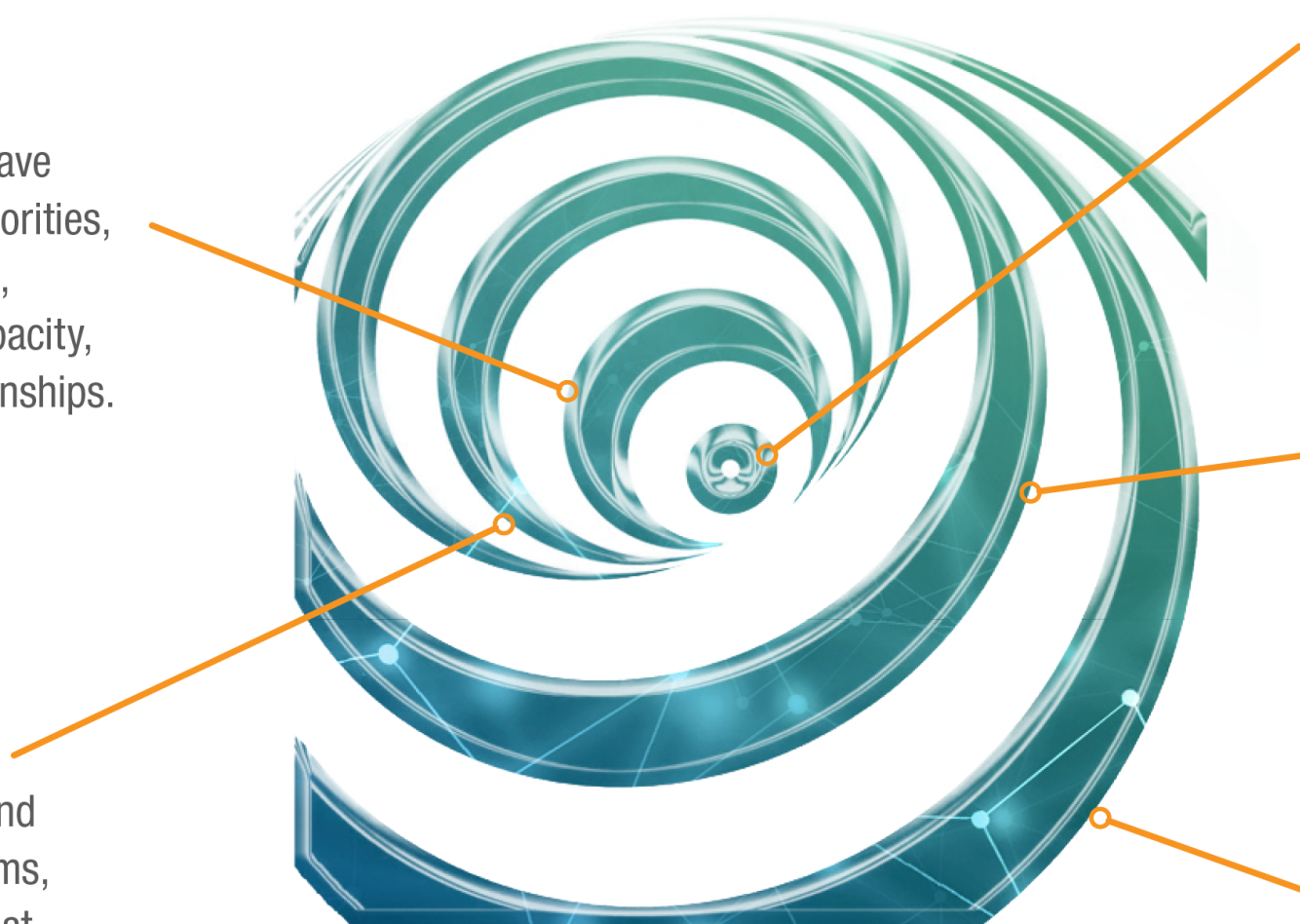
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Everyone TOILS with responsibility for wellbeing

How to lead and embed wellbeing



Team — an intact team needs to identify and work on its combined wellbeing strengths and hot spots, have clarity around its goals, roles and priorities, as well as efficiency in its processes, operating rhythm and resourcing capacity, and high quality interpersonal relationships.

Organisation — the executive team and board need to appreciate wellbeing as a complex, adaptive, emergent and dynamic challenge which requires direction, oversight and investment in people, policies, systems, culture, governance and risk – not just ‘wellness programs’.

Individual — each person must sit at the centre of their own wellbeing, it is only they who can make the commitment and choose to prioritise improved self-care.

Leader — has to step up by role-modelling good wellbeing practices themselves, be considerate of the shadow they cast on others’ wellbeing, embed reliable wellbeing disciplines for their people and sponsor change in the system and culture.

Society & government — the role and actions taken by governing bodies, institutions and professional bodies alongside social movements and advocacy for wellbeing and mental health set the tone, frame and context for cultural, economic, social and psychological wellbeing.