

York University Well-being Strategy Implementation Guide: Staff



This guide is a collection of suggestions to help with implementing individual-level change at York. If you are already doing some of these things, or have your own approach, continue creating a culture of well-being at York.

➤ BUILDING AWARENESS

- Read [York's Well-being Strategy \(PDF\)](#).
- Familiarize yourself with the [Well-being at York](#) website and the [Well-being Strategy webpage](#).
- Familiarize yourself with the [Okanagan Charter](#).
- Familiarize yourself with [Health, Safety, and Employee Well-being YULink pages](#).
- Access the course on [Psychological Health & Safety in the Workplace](#).
- Read the following [brochure](#) on how Sun Life's EFAP can help you, including information on their services and how you can sign up.

➤ BUILDING CAPACITY

- Reflect on your personal and professional well-being goals and write them down.
- Learn more about [Being a Mindful Employee \(PDF\)](#).
- Determine your *top priority* within the dimensions of well-being and set time for it.
 - **Tip:** See these practical ideas on [addressing each dimension of well-being](#).
- Visit your [YU Learn Dashboard](#) and/or [LinkedIn Learning](#) profile to enroll in skill-building courses related to well-being.
 - E.g. workload management, conflict resolution, leading as an employee etc.
- Read [YFile](#) to learn what's happening at York and become aware of upcoming events.
 - If you are not already subscribed, click here to [subscribe to YFile](#).

[Connect with the Well-being Strategy team for extra support.](#)

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➤ ENGAGING WITH OTHERS

- Attend events, seminars, and opportunities that enhance your well-being; such as **Well-being Week**, **Well-Being webinars**, book clubs, fireside chats on campus, walking meetings etc.
- Engage in discussions with your area(s) to advocate for wellness initiatives
 - E.g. revisions to department processes/policies, hobby or skill sharing activities, lunch and learns, or other **no-to-low cost activities**.
- **Identify and report hazards** if you come across them on campus. This will create a safer environment for you and your co-workers.
 - E.g. A slippery area, a loose door hinge, broken objects, etc.

➤ TAKING ACTION

- Look for and participate in the Employee Well-being survey (E.g. Guarding Minds).
- Experiment with well-being practices while at work and note your experience.
- Set a positive example for colleagues by practicing healthy behaviours regularly.
 - E.g. self-regulating, taking breaks, eating well, healthy boundaries.
- If you identify an opportunity in your area, let your leadership team know.
 - If additional support is needed, they can consult the Well-being Strategy Team.
- Share recommendations or successful implementation ideas with your work peers.

Connect with the Well-being Strategy team for extra support.