

What is a **Wellness Action Plan** and how to use it



The Wellness Action Plan is inspired by Mary Ellen Copeland's Wellness Recovery Action Plan® (WRAP®): an evidence-based system used worldwide by people to manage their mental health.

Wellness Action Plans are a personalised, practical tool we can all use – whether we have a mental health problem or not – to help us identify what keeps us well at work, what causes us to become unwell, and how to address a mental health problem at work should you be experiencing one.

It also opens up a dialogue with your leader or supervisor, in order for them to better understand your needs and experiences and ultimately better support your mental health, which in turn leads to greater productivity, better performance and increased job satisfaction.

We all have mental health just as we all have physical health, and Wellness Actions Plans are designed to support us all to manage our mental health, wherever we are on the spectrum.

Wellness Action Plans are also particularly helpful during the return to work process, as they provide a structure for conversations around what support will help you and what workplace adjustments might be useful to discuss and consider with your leader.



Using a Wellness Action Plan

How to get started with a Wellness Action Plan

Plan some time in to fill in your Wellness Action Plan and think about the current pressures you're facing, the impact they're having on your mental health and wellbeing and what you can put in place to deal with these.

Remote working, can present unique challenges. You might wish to reflect on the extent to which social connection or feelings of isolation, challenges communicating with other colleagues, maintaining motivation and establishing clear home and work-life boundaries are sources of poor mental health and wellbeing for you.

It's useful to think about what support your leader can put in place to support you and discuss these topics with those in your household if working from home.

Once you've completed your Wellness Action Plan, it's helpful to review it monthly. This can help you log any learning or helpful practices from the previous month. It's also beneficial to understanding your triggers and to make sure you're adapting to any changes in your work arrangements as we continue to emerge from the pandemic. Things can change daily so it's important to keep on top of identifying what keeps you well and check the things you've put in place are working.

Sharing your Wellness Action Plan

A Wellness Action Plan can be a useful self-reflective tool, but at Aster we use them to create an agreed set of interventions and support during a return to work conversation following some periods of sickness absence.

It might also be beneficial to share with a family member or friend in your household if you feel comfortable to share.

Your leader and the people in your household can help identify when you may be becoming unwell or help you put things in place to help you stay well. You could also share it with colleagues to promote openness and understanding so you can work effectively with each other and offer support.

A note on confidentiality

You own your Wellness Action Plan. If you are filling out a Wellness Action Plan as a result of a return to work conversation, it will only be read and shared with your leader and the Health and Wellbeing hub and with your permission, support agencies such as Occupational Health.