

# Coaching for Workplace Wellbeing

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## Definition

- ▶ A state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community.

WHO 2017

## Why does Coaching help in the workplace?

- ▶ Coaching is a proven, established and successful way of helping people to achieve and maintain a healthy life balance.
- ▶ Uses techniques and strategies to help clients by activating their abilities, knowledge and wisdom. A process of reflection and guided discovery accelerates personal development.
- ▶ Focused on setting goals, achieving and sustaining results.
- ▶ Supports personal growth, learning how to be in the most resourceful state and replicate positive results.
- ▶ Recognises life traps and obstacles are found and successfully navigates around them.
- ▶ By supporting the individual the whole system benefits. A company's strength is to an extent measured by the relationship between the employer and employee.

# Why does Coaching help in the workplace?

- ▶ Reduces absenteeism, speeds up and supports a return to work.
- ▶ Healthy workforce = less sick leave. Its more beneficial to keep people in work than to recruit and train new staff.
- ▶ Healthy employees are good for business, it promotes a positive image and improves staff retention.
- ▶ Improves staff morale within the workplace-disengaged staff can lead to an unproductive workforce.
- ▶ Employees feel valued and their contributions and achievements are recognised.
- ▶ There are legal requirements to ensure that wellbeing and reasonable adjustments are considered regarding mental wellbeing.



# Wellbeing as a continuum



# Wheel of Life



Happiness is not a  
matter of  
intensity, but of  
balance, order,  
rhythm, and  
harmony.

-Thomas Merton  
via [www.unknownmami.com](http://www.unknownmami.com)

