



2024 Workplace Experiences Survey

Supplemental Resource Guide: **Health and Wellbeing**

At UBC, we recognize the foundational importance of wellbeing to our success as individuals, as a university, and as a community. Wellbeing is a key priority across several University-wide strategic plans including the [Wellbeing Strategic Framework](#), guided by the calls to action in the Okanagan Charter, that provides a shared vision for UBC as a health and wellbeing promoting University where all people, places and communities can flourish. Additionally, the 2024 WES results identified wellbeing as a top driver of workplace engagement, highlighting its importance to faculty and staff.

Purpose:

This resource guide is designed to support teams in using their WES survey results as a starting point for conversations about wellbeing within your unit, team, or department.

Review your Health & Wellbeing dimension scores along with other survey questions that may be impacting overall wellbeing (e.g. Inclusion/Respect, Collaboration, Work/Life Integration). Consider what the results tell you about the current state of wellbeing and psychological health and safety in your workplace.

Scope:

UBC has many health and wellbeing resources designed to help you create thriving workplaces, and a consultation is a great place to start. The Health, Wellbeing and Benefits team is well placed to partner with you to interpret your WES results and guide you to the right resources to take meaningful action. [Request a consultation](#).

Focus on identifying realistic, meaningful actions that align with your team/unit's current and future needs and goals.

With your team, explore some of UBC's wellbeing resources outlined below to assess and identify actions that are appropriate to your local context that meet the needs of your unit/team.

Note: Refer to the [conversation guide template](#) for prompts and to document potential actions and key discussion points. Some actions may be taken individually, while others may be unit or department based to promote broader systemic and cultural change.

Activate Wellbeing Toolkit (AWT)



AWT is a structured process that helps units and departments develop a collaborative plan for advancing mental health and wellbeing in the workplace. Planning and facilitation support is available.

Level of involvement:



- **Estimated time commitment:**
~2-4 hours
- **Team Activity**

Consultations



Speak with a Workplace Wellbeing consultant about psychological health and safety in the workplace and the programs, planning supports, or funding opportunities that best suit your department or unit's needs.

Level of involvement:



- **Estimated time commitment:**
~30-60 mins
- **Team Activity**

Wellbeing Workshops, and Courses



A range of workshops and self-paced courses are available to support learning opportunities that build mental health literacy and wellbeing for individuals, managers, and supervisors. Explore the entire catalogue of courses on the Workplace Learning Ecosystem (WPL) for [individuals](#) and [leaders](#).

When to use?

To engage in learning opportunities that aim to build mental health literacy, resilience and awareness about psychological health and safety at the workplace.

Level of involvement:



- **Estimated time commitment:**
~1-3 hours
- **Individual and/or Team Activity**



Capacity building Programs & Funds

Support or partner on workplace wellbeing events or initiatives with opportunities to share best practices and examples of initiatives that have worked for other units/ departments. Some key programs are outlined below.

Workplace Wellbeing Ambassadors program

is a one-year program for faculty and staff to build knowledge around workplace wellbeing and effectively promote wellbeing in their workplace.

Not Myself Today (NMT) is an evidence-informed workplace mental health initiative that provides resources, learning materials and action planning tools to support localized action on mental health and wellbeing at work via a digital platform.

Level of involvement:



- **Estimated time commitment:**
Varies by program
- **Individual and/or Team Activity**

UBC Benefits

UBC faculty and staff have access to essential benefits to help provide resources needed to maintain health and wellbeing.

Access to some of the benefits may depend on your UBC Employee Group. Find more details [here](#).

Healthy UBC Newsletter

Subscribe to the monthly Healthy UBC Newsletter to learn about initiatives, grants, research, and upcoming workshops in support of workplace wellbeing.