



# Enhancing employee wellbeing through connection

Leeds Mindful Employer  
Network Conference 2024

[www.joyjunction.co.uk](http://www.joyjunction.co.uk)



**Have you ever replaced the  
vowels in your name with  
“oodle”?**



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Founder  
Joy Junction

[www.joyjunction.co.uk](http://www.joyjunction.co.uk)



# Gary Butterfield

Founder  
Joy Junction

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- **Started my career in the fitness industry supporting individuals with their wellbeing goals**
- **Worked with professional athletes in multiple sports, including professional rugby league and rugby union**
- **“Fell” into HR as part of an award-winning wellbeing team at the University of Sheffield**
- **Created a HealthTech company and worked with very large companies**
- **Started Joy Junction in 2023.**



# What does *joy* mean to us?

*“Joy is the profound state of inner contentment, gratitude, and fulfilment that goes beyond fleeting happiness, emanating from a deep sense of purpose, inclusive connection to others, and personal growth.”*



**We believe that everyone has the right to be joyful at work, connected to a community of people who are passionate about making a positive impact on themselves and their workplace.**



**At Joy Junction, we support organisations big and small to create joyful workplace cultures.**

**We achieve this through:**

- **Strategic support for senior leaders**
- **Measuring, analysing, and recommending opportunities for increasing workplace joy**
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# Today's plan of attack

1. Explore our “why”
2. Introduce the Conversation Canvas
3. Go over a couple of models
4. Work in pairs/groups and put the Canvas to use
5. Share some further reflections for employee wellbeing
6. Open the floor for questions.



# Where it all began



**Have you ever had a poor  
experience with the appraisal  
process?**



- Worked full-time for a very large gym chain
- I was booked in for my first appraisal with my line manager
- I was excited to explore my impact on members, how I wanted to progress, and where my career was heading.

- When I got to the meeting, it was 55 minutes of getting rinsed about targets
- My progression, impact, and value weren't referenced
- With the five minutes spare we had at the end, I was asked "how are you, Gary?".



**It doesn't need to be this way.**



# According to Gallup...

... colleagues who strongly feel connected to their organisation's culture are:

- 3.7x as likely to be engaged at work
- 5.2x as likely to recommend their organisation as a great place to work
- 37% more likely to be thriving
- 68% less likely to feel burned out at work always or very often
- 55% less likely to be looking for another job.



# Introducing the Conversation Canvas



***“All the technology in the world cannot replace a present manager.”***

Ed O’Boyle, Global Practice Leader at Gallup





**Employee engagement, at its core, is about relationships between colleagues, line managers, and senior leaders.**

**Without these relationships, positive employee engagement cannot be achieved.**





**We have three models at play**



- **Connect:** Build strong relationships with colleagues to enhance your sense of belonging and support.
- **Be Active:** Engage in regular physical activity to boost your mood, energy, and health.
- **Take Notice:** Pay attention to the present, including your thoughts, feelings, and surroundings.
- **Keep Learning:** Pursue new experiences and skills to stimulate your mind and increase confidence.
- **Give:** Participate in acts of kindness, volunteer your time, or support others to create positive connections and a sense of purpose.





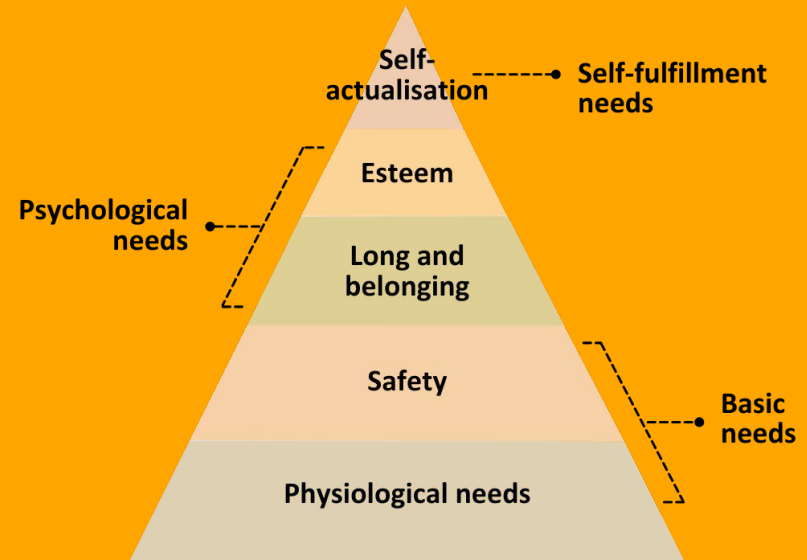
- What does wellbeing mean to individuals?
- What does wellbeing mean to teams/departments?
- What does wellbeing mean to our organisation?





- **Physiological Needs:** Basic survival needs such as food, water, shelter, and sleep.
- **Safety Needs:** Security and protection from physical and emotional harm.
- **Love and Belonging Needs:** Emotional needs for friendship, intimacy, and family connections.
- **Esteem Needs:** The need for self-esteem, recognition, status, and respect from others.
- **Self-Actualisation Needs:** The desire for personal growth, self-fulfillment, and realising one's potential.

## Maslow's Hierarchy of Needs





Conversation between:

Date:

Next Conversation:

# The Conversation Canvas

Do you feel able to take time away from your workplace during your working day?

Do you think there is value in sharing interests between colleagues?

Would you be interested in sharing your own hobbies and interests with those that you work with?

Is there anything that I can do to support you?

Do you believe that you positively support those you work with?

How can we foster a culture of support across our organisation?

Have we enabled you to learn and grow since our last Conversation?

How would you like to develop further?

Do you believe our organisation provides enough time for learning?



Do you feel positively connected with your colleagues?

How well do you think your team is connected?

How can we as an organisation build on our connectedness?

Since our last Conversation, what have been your successes?

Do you know the successes of your colleagues?

Were there occasions where you celebrated successes as a team?

What ideas do you have to build upon your wellbeing between now and our next Conversation?

- 1.
- 2.
- 3.

Let's pick one to experiment with:

**ME**

What can you do to achieve this?

**WE**

How can your colleagues and I support you?

**US**

How can the organisation support you?

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# How the Canvas is being used

1. Regular wellbeing conversations, supporting the appraisal process
2. Onboarding check-ins
3. Wellbeing feedback events
4. Return to work interviews (post long-term and short-term sick leave, and maternity/paternity return)
5. Exit interviews.



# Group work



# Task

Let's use the Canvas:

- With a colleague, let's focus on "Connect" for just 10 minutes
- Explore:
  - Whether you feel a sense of connection to your immediate colleagues
  - How your team could build on its connectedness
  - How your organisation could foster a greater sense of connection.

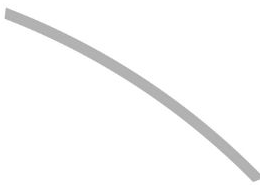
Don't be afraid to branch out from these questions as your conversation progresses.



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**How well do you think your team  
is connected?**

**How can we as an organisation build  
on our connectedness?**



**What ideas  
your wellbeing  
next Conve**

**1.**

**2.**

**3.**

**Let's pick o**

**Me**

**What can v**



# Task

Let's move on to goal setting on the Canvas:

- With a colleague, let's focus on goal setting for just 10 minutes
- Think of a small wellbeing goal that you can work towards in the next four weeks
- Explore:
  - What you can do to achieve your goal
  - How your line manager or team can support you to achieve your goal
  - Ways your organisation can support you to achieve your goal.

Don't be afraid to branch out from these questions as your conversation progresses.

Ways to  
**5**  
wellbeing



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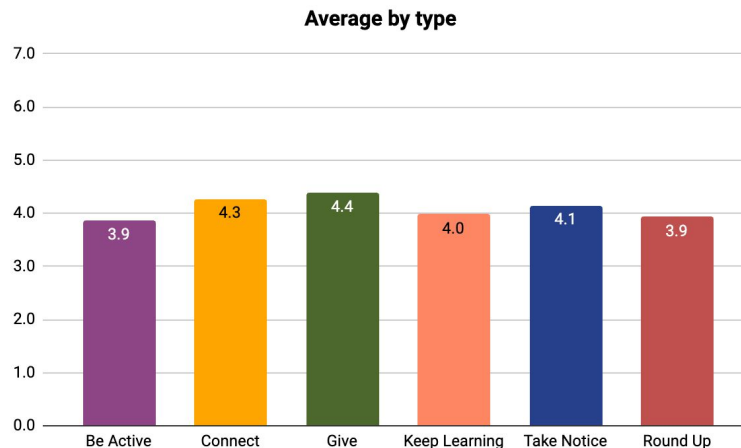
# Sharing some research outcomes





## Common response themes:

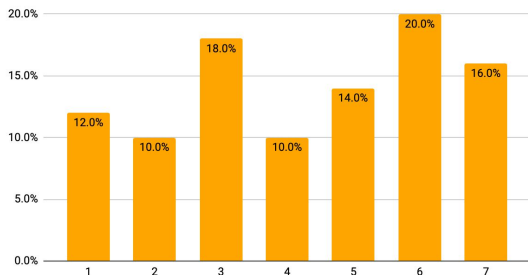
1. **Strong workplace relationships and team support are valued, but there is a significant need for more structured mentorship and leadership opportunities.**
2. **Employees appreciate the quality of their work and the ability to disconnect, but struggle with workload management and the impact of external stressors.**
3. **While professional learning opportunities are available and valued, greater investment and transparency in career advancement processes are needed.**





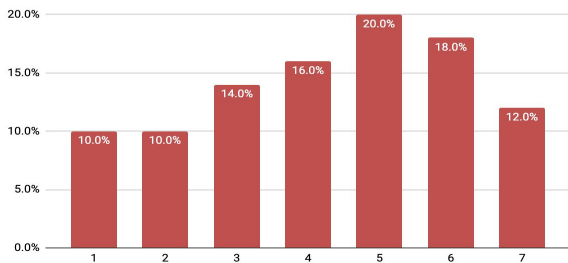
# Top performers

7. How frequently do you have constructive conversations with colleagues that improve your relationship with them?



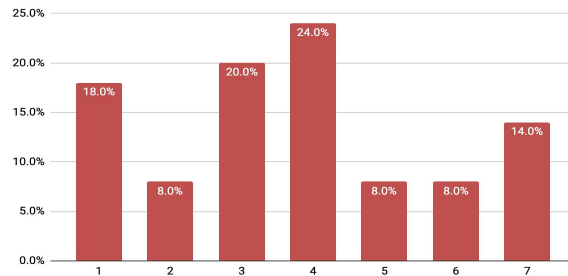
- **Average Score: 4.6**
- **Top Ratings (6-7): 36%**
- **Middle Ratings (4-5): 24%**
- **Low Ratings (1-3): 40%**

34. Reflecting on your answers to this survey, how would you rate your overall feeling of joy at work right now?



- **Average Score: 4.5**
- **Top Ratings (6-7): 30%**
- **Middle Ratings (4-5): 36%**
- **Low Ratings (1-3): 34%**

31. How satisfied are you with the quality of work you are given?

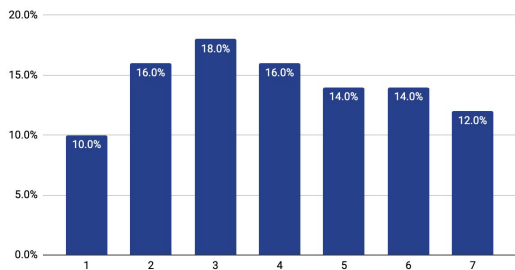


- **Average Score: 4.1**
- **Top Ratings (6-7): 22%**
- **Middle Ratings (4-5): 32%**
- **Low Ratings (1-3): 26%**



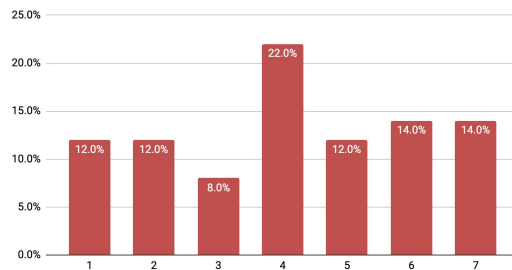
# Lowest performers

29. How much do global events outside of our organisation impact your sense of wellbeing at work?



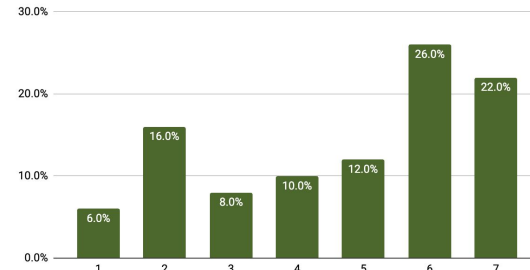
- **Average Score: 3.4**
- **Top Ratings (6-7): 26%**
- **Middle Ratings (4-5): 30%**
- **Low Ratings (1-3): 44%**

32. How effectively are you able to manage your workload within your normal working hours?



- **Average Score: 3.6**
- **Top Ratings (6-7): 28%**
- **Middle Ratings (4-5): 34%**
- **Low Ratings (1-3): 32%**

13. How frequently do you have the chance to mentor or collaborate with colleagues?



- **Average Score: 3.8**
- **Top Ratings (6-7): 48%**
- **Middle Ratings (4-5): 22%**
- **Low Ratings (1-3): 30%**



# Recommendations

- 1. Increase support for employees affected by global events. Offer counseling services, create forums for discussing concerns about global events, and provide resources to help employees manage external stressors.**
- 2. Address workload management by reviewing and adjusting workloads to ensure they are realistic. Implement policies that promote a better schedules, such as flexible working hours and clear boundaries for work hours.**
- 3. Develop and promote structured mentorship programs. Encourage experienced employees to mentor new or less experienced colleagues and provide training for mentors to ensure they can offer effective support.**



# Rounding things off



**We believe that everyone has the right to be joyful at work, connected to a community of people who are passionate about making a positive impact on themselves and their workplace.**



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**All questions are welcome**





# Download links



[www.joyjunction.co.uk/links](http://www.joyjunction.co.uk/links)



# Thank you

Gary Butterfield

Joy Junction

[gary.butterfield@joyjunction.co.uk](mailto:gary.butterfield@joyjunction.co.uk)

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