

|                          |   |  |  |
|--------------------------|---|--|--|
| MISSION                  | <p align="center"><b>WIN Thrive Working Group Mission</b></p> <p align="center">We aim to cultivate a working environment that promotes mental wellbeing and enables members to thrive.</p>   |  |  |
| AIMS                     | <p align="center"><b>Create an open culture around mental health &amp; wellbeing</b></p>  | <p align="center"><b>Identify &amp; promote workplace best practices for mental health &amp; wellbeing</b></p>   | <p align="center"><b>Develop tools, skills, &amp; resources to enable individuals &amp; teams to thrive</b></p>  |
| MEANS                    | <p align="center">Survey / consultation / focus groups</p>  |  |  |
|                          | <ul style="list-style-type: none"> <li>• Model: Struggling – Striving – Thriving.</li> <li>• Events: seminars</li> <li>• Café culture-type events</li> <li>• ‘Temperature checks’</li> <li>• Online content: blogs &amp; videos</li> </ul>        | <ul style="list-style-type: none"> <li>• Working alongside EDI MH Wellcome project</li> <li>• Liaising with Wellcome &amp; other bodies to identify evidence-based best practices</li> <li>• Online resources outlining best practices e.g. lab handbooks</li> </ul>   | <ul style="list-style-type: none"> <li>• Online resources / signposting</li> <li>• Training with a whole organisation approach</li> <li>• Training managers</li> </ul>   |
| OUTCOMES<br>(Measurable) | <p>Quantitative:</p> <ul style="list-style-type: none"> <li>• Attendance at events and seminars</li> <li>• Engagement with online content</li> </ul> <p>Qualitative:</p> <ul style="list-style-type: none"> <li>• Perception of change</li> </ul> | <p>Quantitative:</p> <ul style="list-style-type: none"> <li>• Number of individuals committed to adopting best practices</li> </ul> <p>Qualitative:</p> <ul style="list-style-type: none"> <li>• Perception of improvements in workplace wellbeing practice</li> </ul> | <p>Quantitative:</p> <ul style="list-style-type: none"> <li>• Creation on an online 'wellbeing' portal</li> <li>• Metrics on usage/sharing of online resources</li> <li>• % of researchers and managers with training</li> </ul> <p>Qualitative:</p> <ul style="list-style-type: none"> <li>• Perception of utility</li> <li>• Confidence of skills</li> </ul> |
| IMPACT<br>(Projected)    | <ul style="list-style-type: none"> <li>• Created a safe community invested in continually improving workplace wellbeing</li> </ul>  | <ul style="list-style-type: none"> <li>• WIN members are better equipped with practical strategies for workplace wellbeing</li> </ul>  | <ul style="list-style-type: none"> <li>• WIN members are better informed of how/where to access resources &amp; tools</li> <li>• Raising the skill levels across the organisation around workplace wellbeing</li> </ul>  |