IN BLOOM PROJECT - THE FUNDAMENTALS ARE FREE

We help companies capitalise on their #1 asset, their people.
We do this by improving the wellbeing of individuals, teams, and organisations.

10 free things you can do to improve wellbeing in your workplace and team

1 **Write a team wide "Thank you" email** → Your team and colleagues dedicate so much of their life to work, you can't say thank you too often.

2 **Offer 4 half-days for your employee's wellbeing** → There's no gift like the gift of time. Give your employees all the space they need to take care of themselves.

3 **Share the story of 1 of your employees** → On your internal blog, share the story of one of your employees, and what they do for their wellbeing.

4 **Start your next meeting with 2 minutes of gratitude**
→ You can do this by going around the room and asking everyone 3 things they are grateful for.
→ Or you can simply talk about gratitude and its effect on wellbeing. Here's a clip we like on this by Sam Harris.

5 **Call one of your direct reports, and open-up about your wellbeing challenges**

6 **Make one of your 1:1s a walking meeting**
→ Remember to tell the other person ahead of time, so they can be walking too.
→ Bonus points if you schedule a recurring walking meeting once monthly or fortnightly.

7 **Host an "Elephants in the room" workshop** → Create a safe space for your team to open up about their challenges, and say what's on their minds.

8 **Create a bank of written templates so your employees can politely, and respectfully say "no" to additional work load when on a sprint**

9 **Share a funny, lighthearted video on slack**
→ This simple act can help release the pressure when you sense it's high.
→ We like this one for Fridays!

10 **Share the yearly wellbeing calendar** → Get your team excited about wellbeing by sharing with them the wellbeing calendar for the whole year.