

01 Fact sheet

About the Five Ways to Wellbeing

Research shows there are five simple things you can do as part of your daily life – at work and at home – to build resilience, boost your wellbeing and lower your risk of developing mental health problems. These simple actions are known internationally as the Five Ways to Wellbeing¹.



The Five Ways to Wellbeing are – **Connect, Be Active, Keep Learning, Give, and Take Notice.**

They help people take care of their mental health and wellbeing. Regularly practising the Five Ways is beneficial for everyone – whether you have a mental health problem or not.

Why the Five Ways work:

- **Connect:** Strengthening relationships with others and feeling close to and valued by others, including at work, is critical to boosting wellbeing.
- **Keep Learning:** Being curious and seeking out new experiences at work and in life more generally positively stimulates the brain.
- **Be Active:** Being physically active, including at work, improves physical health and can improve mood and wellbeing and decrease stress, depression and anxiety.
- **Give:** Carrying out acts of kindness, whether small or large, can increase happiness, life satisfaction and general sense of wellbeing.
- **Take Notice:** Paying more attention to the present moment, to thoughts and feelings and to the world around, boosts our wellbeing.

The Five Ways in action:

- **Connect** with the people around you. With family, friends, colleagues and neighbours.
- **Keep Learning.** Try something new. Rediscover an old interest. Take on a new responsibility at work.
- **Be Active.** Go for a walk or run. Step outside. Garden. Play a game.
- **Give.** Do something nice for a team mate. Thank someone. Volunteer your time.
- **Take Notice.** Remark on the unusual. Notice the changing seasons. Savour the moment.

¹ The Five Ways to Wellbeing were developed by the New Economics Foundation (NEF) on behalf of the Foresight Commission in the UK and adapted for New Zealand by the Mental Health Foundation.



**TALK & LISTEN,
BE THERE,
FEEL CONNECTED**



**ME KŌRERO, ME WHAKARONGO,
ME WHAKAWĀTEA I A KOE, ME RONGO I TE
WHANAUNGATANGA**

Strong relationships with others are an essential part of building resilience and boosting wellbeing.

Evidence shows that **CONNECTING** with others including colleagues, friends, whānau and the wider community promotes wellbeing, and helps build a support network for when times get tough.

We all need to feel close to other people, and valued by them. At work, having good relationships with colleagues helps us stay motivated and engaged. Connecting is about being there for others, talking and listening, and feeling a sense of belonging.

Examples:

- Talk to someone – and really listen
- Organise a shared lunch
- Reconnect with an old friend
- Eat lunch with colleagues
- Find ways to collaborate
- Plan a social event at work
- Play with your kids
- Talk or phone instead of emailing
- Join a team or club

“I arrange to meet a friend for lunch once a week. Just an hour away from the office having a chat, sharing worries and having a laugh reenergises me.” Julia, IT support

Worksheet

Personal wellbeing plan



- Think about how you are already doing this in your everyday life, and at work. How could you do more of this?
- Are there things you used to do in the past you'd like to get back into?
- New activities you've been curious about trying?
- How could you do more of this at work?

In my life, I already connect with others by:

How it feels when I connect:

I've connected with people in the past by:

New ways of connecting that I'd like to try:

Using this, I plan to

Action:	By when:
<i>e.g. Have coffee with Janet</i>	<i>This Saturday, and once a month</i>



EMBRACE NEW EXPERIENCES, SEE OPPORTUNITIES, SURPRISE YOURSELF



AWHITIA TE WHEAKO HOU, KIMIHIHIA NGĀ ARA HOU, ME OHORERE KOE I A KOE ANŌ

Being curious and seeking out new experiences positively stimulates the brain.

Setting goals, being open to new ideas and continuing to **LEARN** throughout life helps boost wellbeing and build resilience.

Learning improves our self-esteem, keeps us connected and involved and helps us adapt to change and find meaning in our lives. It has also been shown to help prevent depression in later years.

Learning is more than just formal education – it's about exploring new ideas, seeing opportunities, embracing new experiences and sharpening our skills. It means being curious and having an enquiring mind, in all areas of life.

Examples:

- Take a course
- Learn an instrument or language
- Visit a public art space
- Add to your work knowledge
- Organise lunchtime workshops
- Set a goal and work towards achieving it
- Take on a new task or help someone
- Get to know your colleagues more
- Join a book club
- Listen to a podcast or read a journal article

“Once a month we have a lunchtime workshop. An organising group member invites someone to talk to us, or do an activity, and we provide sandwiches. I persuaded my husband to come and give us some basic accounting principles, and last month we had a demonstration on maintaining a bicycle from the bike shop – I think they sold two!” AM, Marketing

Worksheet

Personal wellbeing plan



- Think about how you are already doing this in your everyday life, and at work. How could you do more of this?
- Are there things you used to do in the past you'd like to get back into?
- New activities you've been curious about trying?
- How could you do more of this at work?

In my life, I already keep learning by:

How it feels when I learn new things:

Some ways I've enjoyed learning in the past:

New things I'd like to learn, or ways of learning that I'd like to try:

Using this, I plan to

Action:	By when:
<i>e.g. Do a night class in te reo</i>	<i>Next term</i>



**DO WHAT YOU CAN,
ENJOY WHAT YOU DO,
MOVE YOUR MOOD**



**WHĀIA TE MEA KA
TAEA E KOE, KIA
PĀREKAREKA TĀU I
WHAI AI, KIA PAI AKE
Ō PIROPIRO**

Being physically active every day is great for our bodies and minds.

As well as improving physical health and fitness, being **ACTIVE** can also improve our mood and overall mental wellbeing, and decrease stress, depression and anxiety.

These benefits are increased when we get outside.

Being active with others can help us feel more connected, and motivates us to build new habits.

Being active does not have to mean going for a run. Do what you can to move your mood. Any form of physical movement can be beneficial – find something that you enjoy and that suits your level of mobility and fitness.

Think about how you could move or stand more at work – build habits to bring more active movement into your work day.

Examples:

- Go for a gentle stroll at lunchtime
- Join a sports team
- Break up long periods of sitting
- Have walking meetings
- Take a yoga, Pilates or Tai Chi class
- Use the stairs instead of the lift
- Do some gardening
- Try some stretches

“I found that taking short breaks throughout the day helps move my mood.”

Ashley

Worksheet

Personal wellbeing plan



- Think about how you are already doing this in your everyday life, and at work. How could you do more of this?
- Are there things you used to do in the past you'd like to get back into?
- New activities you've been curious about trying?
- How could you do more of this at work?

In my life, I am already active by:

How it feels when I am physically active:

In the past, I've been active by:

New physical activities that I'd like to try:

Using this, I plan to

Action:	By when:
<i>e.g. Go for a walk before work</i>	<i>Tomorrow and every work day</i>



**Your time,
your words,
your presence**



**TE WĀ KI A KOE, Ō
KUPU, KO KOE TONU**

Giving makes us feel good. Carrying out acts of kindness, whether small or large, can increase happiness, life satisfaction and general sense of wellbeing.

GIVING is more than just sharing material things with others. It's about cultivating a spirit of generosity and actively supporting others.

The acts of giving, receiving and being aware of acts of kindness, even indirectly, give us a sense of purpose and self-worth.

Giving also builds mana and connection with others. At work, a culture of giving helps to build a positive emotional environment and promotes connection, empathy and team work.

Examples:

- Compliment someone
- Help a colleague with their work
- Share your ideas or feedback
- Get involved with a charity
- Express gratitude - thank someone
- Make someone a cup of tea
- Support a friend or whānau member
- Do the dishes for someone
- Perform a random act of kindness for a colleague, friend or even a stranger

“After our colleague had a stroke, my team decided to raise money for the Stroke Foundation, and we all went to the office to hand over the cheque. It felt so good to be part of something that will make a positive difference to others.” Jules, Accounts Manager

Worksheet

Personal wellbeing plan



- Think about how you are already doing this in your everyday life, and at work. How could you do more of this?
- Are there things you used to do in the past you'd like to get back into?
- New activities you've been curious about trying?
- How could you do more of this at work?

In my life, I already give to others by:

How it feels when I am generous or kind to others:

In the past, I've given to others by:

New ways of giving that I'd like to try:

Using this, I plan to

Action:	By when:
<i>e.g. Offer to teach team about excel shortcuts</i>	<i>At next team meeting</i>



**REMEMBER
THE SIMPLE
THINGS THAT
GIVE YOU JOY**



**ME ARO TONU KI NGĀ
MEA MĀMĀ NOA, I
NGĀKAU HARIKOĀ AI KOE**

**Paying more attention to the present moment,
to thoughts and feelings and to the world
around us can boost our wellbeing.**

Using **ATTENTION** to increase awareness, concentration, and focus on the current moment and the task at hand, has been shown to improve wellbeing and mood.

These are skills that can give us greater creativity, accuracy, and productivity.

Becoming more aware of the present moment means noticing the sights, smells, sounds and tastes we're experiencing, as well as the thoughts and feelings that occur from one moment to the next. It's about reconnecting with the world around us, appreciating the little things and savouring the moment.

Examples:

- Keep a beautiful object near your desk
- Plan to look up at the night sky
- Notice signs of the season changing
- Practise gratitude
- Try mindfulness meditation
- Sit quietly in a garden or park
- Listen to your favourite music
- Take a break from digital devices
- Single-task – do one thing at a time

“Since I started meditating during my morning break, I am finding I can stay much calmer when I get difficult calls and have to deal with heated emotions on the phone. Generally, I don't feel as stressed when I get home as I used to.” Matthew, Customer Services

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- Think about how you are already doing this in your everyday life, and at work. How could you do more of this?
- Are there things you used to do in the past you'd like to get back into?
- New activities you've been curious about trying?
- How could you do more of this at work?

In my life, I already take notice by:

How it feels when I am fully present, appreciating the little things:

In the past, I've taken notice by:

New ways of taking notice that I'd like to try:

Using this, I plan to

Action:	By when:
<i>e.g. Try out a mindfulness app</i>	<i>This weekend</i>

09 Fact sheet

Getting help and advice

Raising awareness and opening up conversations about mental wellbeing can bring up difficult things for some people. Make this sheet widely available, such as in common areas and on the intranet.

Talk to someone

Need to talk? Free call or text 1737 to talk to a trained counsellor, anytime

Lifeline – 0800 543 354 for counselling and support

Depression Helpline – 0800 111 757 for support from trained counsellors

Youthline – 0800 37 66 33, free text 234 or email talk@youthline.co.nz for young people, and their parents, whānau and friends

Samaritans – 0800 726 666 for confidential support to anyone who is lonely or in emotional distress 24 hours a day, 365 days a year

Suicide Crisis Helpline – 0508 828 865 (0508 TAUTOKO) for people in distress, and people who are worried about someone else

Get support online

depression.org.nz includes The Journal, a free online self-help tool, and includes specific advice on helping someone at [work](#)

Netsafe – www.netsafe.org.nz for advice on how to stay safe online

Get advice about workplace issues

Employer Advice Line – 0800 805 405 for free advice for employers and managers on how to support team members with a disability or health condition, including mental health. Call for support within normal business hours (8am – 6pm working days)

Employment Relations Authority – 0800 20 90 20 for general queries on employment relations

Citizen's Advice Bureau – 0800 367 222 (0800 FOR CAB) for information and advice

Human Rights Commission – 0800 496 877 for advice or to make a complaint about discrimination

Your Employee Assistance Programme for counselling and support

Your **workplace union** for workplace support

Find support around sexuality or gender identity

OUTLine NZ – 0800 688 5463 (0800 OUTLINE), www.outline.org.nz for lesbian, gay, bisexual, transgender and intersex people. Free phone counselling is available Monday to Friday, 9am – 9pm, and weekends/holidays 6pm – 9pm

Find support around alcohol and drugs

Alcohol Drug Helpline – 0800 787 797 or text 8681 for a free and confidential chat with a trained counsellor, 24 hours a day, 7 days a week

For support around domestic violence

Family Violence Information Line – 0800 456 450 for information as well as services in your own region. The phoneline operates 9am – 11pm every day of the year