

Initiatives to promote well-being

Well-being is a shared responsibility. To have a healthy workplace culture, it's necessary both to work to promote each other's well-being and to deal with negative impacts on health and happiness when they cannot be prevented. We asked lecturers and supervisors to contribute concrete suggestions that can contribute to more openness, knowledge and conversation about well-being.

Openness about well-being

- Hold regular briefing meetings on the theme of well-being.
- Discuss with your unit whether we have a culture that allows us to share what's difficult.
- Hold after-work meetings about well-being or hold local dialogue meetings to share your experiences.
- As a unit, discuss what characterises the current generation of students. For example, that they are skilled at verbalising their vulnerabilities.

Knowledge about well-being

- Make psychological counselling more available to lecturers.
- Invite speakers from outside your unit, for example, the Student Counsellors' Office, Academic Support, the Student Counselling Service. Possible topics might include 'workplace well-being', 'the vulnerable student' or 'conversations about well-being'.
- Invite a facilitator from outside your unit for a workshop on well-being (and threats to it).
- Arrange a course or training in 'conversations about well-being'.

Provide mutual support for well-being:

- Introduce a buddy or mentor scheme for colleagues, so that there's always someone to turn to. This can be particularly important for less experienced lecturers.
- Set up a 'well-being corps' or 'helpdesk' analogous to the IT helpdesk.
- Discuss how your unit can ensure a culture of conversation and experience-sharing about well-being.
- Make support from an expert in the field available.