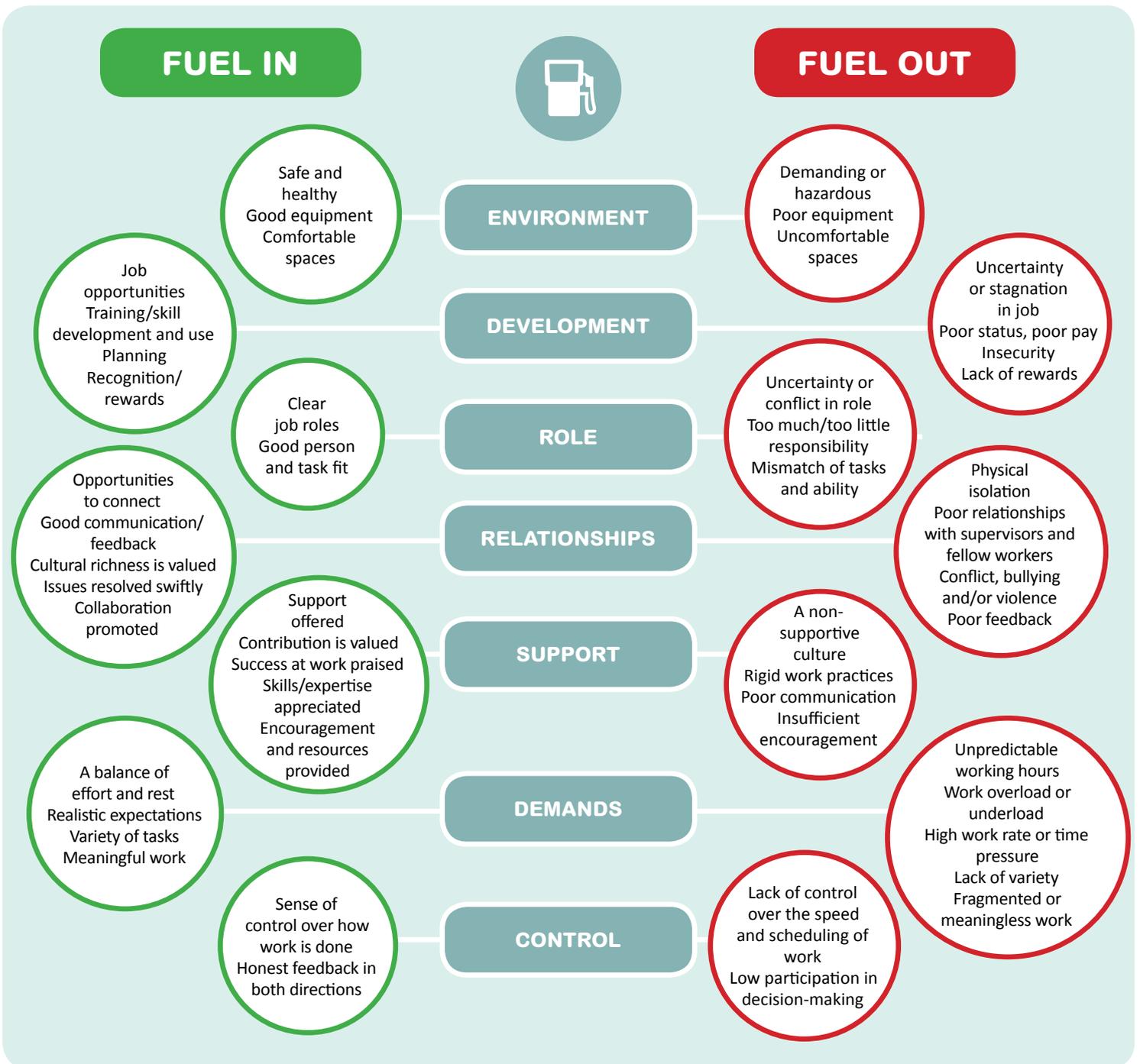


Worksheet (workplace)



Workplace fuel consumption

Workplaces need to consider how work conditions create stress and how the impacts of stress on individuals are addressed. This worksheet will help managers, team leaders and others with a responsibility for the wellbeing of staff to consider how their workplace can strengthen how it energises and fuels its staff and eliminate, isolate or minimise draining people's fuel.



Stress can result from perceived unfair processes or policies or when there are clashes in values or ideals. There needs to be room for cultural diversity and the valuing of different world views. At the heart of a positive culture is the need to trust and be trusted, and the need to respect and be respected.

Extra cultural responsibilities

Sometimes there are extra responsibilities that are placed on people, on top of their regular duties, because of their cultural affiliation. For Māori, this might include doing mihi whakatau, hosting waiata sessions, organising activities for te wiki o te reo Māori (Māori Language Week). Workplaces need to be mindful of these additional roles – are they remunerated for or is the impact on workload considered.

In addition, different cultural practices and responsibilities outside the workplace can create stress when they conflict with workplace policies or if a workplace has not considered different cultural beliefs and values. For example, community roles required in different cultures around bereavement and the need to take leave to attend major community or family events.

Activity

Think about how work is generally done over a week or month or pick a particular time or activity that you think is potentially of high stress for your workplace.

Considering different aspects of work, identify what in your workplace tops up people's tanks or uses up their fuel reserves. Note down the things you identify in either Fuel in or Fuel out.

Look at what supports you have in place that support the Three Rs:



Refuel | Whakatipu – looking after wellbeing and cultivating energy to refuel.



Resolve | Whakatika – identifying stressors and finding solutions that help resolve the causes of stress.



Relax | Whakatā – switching on the relaxation response to restore and rest.

1. Identify how you can strengthen the parts of work that energise and fuel up your staff.
2. Identify how you can eliminate, isolate or minimise the parts of work that drain energy and empty your people's tanks.
3. Think about what supports and services at work and in the community could help.

Work area	Fuel in:		Fuel out:	
		What can we do to strengthen these?		Are there supports available?
Environment				
Development				
Role				
Relationships				
Support				
Demands				
Control				
Other stressors on staff				