



Wellbeing at work

10 things it means for us at McPin

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At McPin, living our values means we are compassionate, collaborative, courageous and oppose oppression. These values were developed in consultation with our team, as well as our wider network of co-researchers, peer researchers, lived experience group members and external stakeholders. They demonstrate a collective approach to organisational development.

One of our organisational goals is to help people we are connected with develop and flourish. We wanted to know how the staff at McPin felt this translated into current workplace practice and what 'wellbeing at work' meant to them. So we asked our staff team who gave feedback.

This resource represents the collective contributions of the McPin staff, many of whom bring lived experience and expertise into the workplace. "Without our team, McPin would not be able to develop and deliver the support that we do – our grateful thanks to all who shaped this resource. We hope our tips are useful for other people and organisations who want to explore the value of lived experience in the workplace. They have been written based on what we are trying to achieve ourselves and what our staff find useful.

Page 2 is an indepth showcase of what wellbeing at work means to McPin. This section poses questions to consider when building wellbeing into the workplace. Page 3 highlights McPin's values at a glance, please feel free to print off and use in your workspace.

The resources in our 10 for 10 collection are:

1. Using lived experience in the workplace: How staff lived experiences are shaping work at McPin
2. Co-production at McPin: Reflections and learning over 10 years
3. Peer Research at McPin: Our approach, reflections and learning over 10 years
4. Public Involvement in mental health research at McPin: Reflections and learning over 10 years
5. Research Involvement Groups: McPin's models and learning, and linked resource on 'recruiting for diversity'
6. Working as a co-researcher at McPin: Shaping young people's mental health research
7. Young People meeting guide
8. Wellbeing at work: 10 things it means for us at McPin and linked resources: Mentors and mentees (podcast); Neurodivergent meeting guide: A McPin lived experience perspective
9. McPin's journey towards antiracism
10. An Ode to Peer Research at McPin: You got the Power!: Dedicated to those who have crafted their pain into power (video)



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Value



What? Being seen and heard as an individual and having contributions valued by the organisation.

How? Do you have clear progression and development plans for your team, including a budget for training? Is there a place for the team to go with new ideas? Do you give regular positive feedback?"

Respect



What? Between colleagues, within teams, across structural hierarchies and between partner organisations. Respect for difference and zero tolerance for any discrimination or oppressive behaviour is vital, as is clear guidance on how to report concerning attitudes and behaviour in the workplace.

How? Are your structures guided by mutual respect, or by inflexible hierarchies? Do you encourage and celebrate diversity and inclusion rather than conformity?

Understanding and empathy



What? Not feeling judged for any lived experience shared; feeling heard and understood. Actively listening to others and trying to see things from their unique position.

How? How often do you listen to your staff without judgement, and then act on what you have heard with both the individual and the organisation in mind?

Connection



What? Having meaningful interactions, working collaboratively, feeling a sense of shared ownership, purpose and belonging.

How? What opportunities do your employees have to work together across teams on different projects? Do you provide accessible reflective practice sessions to allow people to process workplace challenges in a supportive group setting?

Healthy



What? Allocating appropriate workloads, giving additional support where necessary and fostering openness in working relationships. Understanding that 'healthy' means different things to different people, but ensuring support for good physical and mental health.

How? Do your team have access to an Employee Assistance programme? Can they talk openly and regularly with their line or project manager?

Safe spaces



What? Safe spaces to work in, to be honest in and to vent in. Clear policies and boundaries help create these safe spaces, so everyone knows where they stand and what is expected.

How? How do you know that your working spaces are accessible and safe? Do you have clear, understandable policies on things such as complaints and grievances, performance with purpose, and health and safety?

Work with meaning



What? Knowing how the work contributes to the mission and values of the organisation, feeling engaged, stimulated, and satisfied by work.

How? Do you engage your team in strategy work, allowing everyone to have a say in how your organisation grows?

Enablement and flexibility



What? Trusting people to do their work in the best way for them, enabling flexible and hybrid working, taking into account individual circumstances whilst being clear on work expectations.

How? Do you have a clear set of expectations on hybrid working? Do you recognise the different pressures on each individual, and what they might need to work at their best?

Fairness and equity



What? Instead of treating everyone the same, or how you would like to be treated, we believe it's important to treat everyone how they would like to be treated – with dignity, trust and within supportive structures provided by the organisation with wellbeing in mind.

How? Do all your team members have training in inclusion, intersectionality and opposing oppression, and a genuinely safe space in which to discuss these? Do they have an understanding of allyship and what it means in practice?

Support



What? Managers who listen to team needs, implementing changes and/or signposting to external help. An environment where colleagues root for each other and policies exist to provide individualised support.

How? Do you hold regular (at least monthly) meetings with your team? Do they have access to a mentor, buddy or other support?

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