



The Doing Well Activity Guide

Rebecca Sinclair

Professor, College of Creative Arts – Toi Rauwhāre
Massey University New Zealand

“Wow! This was actually something I could use straight away in both work and home contexts. I love the bite-sized morsels of support it offers. Thank you!”

Choosing your activity



Check out the video using the QR code to get started or flick through the following pages for activity ideas.

How much time have you got?

The colour of the page indicates the time required.



5 min



15 min



20 min



30 min

Use the key below to figure out who your activity is for.



Individual



Team



Organisation

Nobuko Kamata

Japan

Community Recovery Worker 2011 Tsunami

“I have been doubting and blaming myself and thinking that I am weak. Now that you’ve told me that other people feel these things too, I feel like a weight has been lifted from my shoulders.”



5 mins



Make someone's day

Encouragement, praise, showing you care - these small gestures can make all the difference when the pressure is on.

Instructions:

1. Select a card with a person in mind - someone you'd like to let know that you are thinking of them.
2. Share the card - leave it on their desk or take a photo and text it to them.



5 mins



Inspire from the top

Leaders who model a culture of wellbeing and resilience send a powerful signal through the organisation.

Instructions:

1. In your internal communications from the executive leadership team (as a video or a written message):
 - a. share a **Doing Well** card that resonates and why, or
 - b. a story of how you've seen the cards in action.
2. Use the cards in organisational-wide meetings, staff retreats or conferences.



5 mins



30-day challenge

These easy experiments help people stay well and perform better when the pressure is on.

Instructions:

1. Separate out the “Prototype Your Body” cards.
2. Pick one activity to try for 30 days.
3. After 30 days, reflect on the results. Did the activity make a difference for you? Did you experience anything unexpected?



5 mins



Top of mind

Visual reminders can keep wellbeing top of mind and prompt action.

Instructions:

1. Pick a **Doing Well** card you think is important to your wellbeing.
2. Put your card somewhere you see it often. For example, turn your card into a screensaver, pin it to your fridge, enlarge it into a poster, place it in the back of your lanyard.



5 mins



A big thank you

'Thank you' reinforces worth, acknowledges contribution and replenishes energy.

Ideas:

1. Post a **Doing Well** card deck to employees with a letter of thanks from a senior leader.
2. Acknowledge a milestone by giving team members a **Doing Well** card deck.
3. Use the **Doing Well** deck to set your people up for change or a 'big push' when challenge is ahead.
4. Use the **Doing Well** deck to mark work anniversaries, significant days or mental health awareness week.

Kerry Symons

USA

Visiting Nurse 2012 Super Storm Sandy

“Valuing the wellbeing of our people has to come from the top. It sets a precedence for the rest of the organisation.”



15 mins



Five and five

When stress makes us blind to ourselves, insights from someone close to us can be powerful.

Ideas:

1. Pick the 5 cards from the deck that you feel are most relevant to you and note them down.
2. Ask someone you trust to pick the 5 cards they think are most relevant to you.
3. Compare your cards.



15 mins



Coach conversations

The **Doing Well** cards can make approaching wellbeing conversations easy.

Instructions:

1. To kick off the conversation, pick one **Doing Well** card you feel comfortable talking about and say something like “I picked this card because it is relevant to our team’s situation” or, “This is my favourite card because...” “Is there a card that resonates with you right now?”
2. Or ask, “Are there cards in this deck you think the team should be paying special attention to at the moment?”



15 mins



Team check-in

This activity is a great way to check in with how people are doing and find out what's top of mind for them.

Instructions:

1. Each person chooses a **Doing Well** card that speaks to them and where they're at.
2. Take turns sharing the cards.



15 mins



Make a decision

Cognitive science tells us that our decision-making powers are hampered by high stress. This exercise helps our decision-making be more robust.

Instructions:

1. Think of a decision.
2. Separate out the 'Damn Good Decision' cards from the **Doing Well** card deck.
3. One card at a time, test the decision against the relevant questions. If doing this with your team, a whiteboard and scribe might be helpful.



15 mins



Design your own

The ways the **Doing Well** cards can be used is limited only by your imagination. Enhance team buy-in by letting their imagination run wild.

Verbal instructions:

“The **Doing Well** card deck contains 100 cards. Your challenge in the next 10-15 minutes is to brainstorm ways we could use them as a team to help boost our wellbeing and resilience.”



15 mins



Encourage, thank and celebrate

Instructions:

1. Take the 'Design Your Own' card from each **Doing Well** theme.
2. As a team, design 5 cards which express the way you want to recognise, thank and celebrate achievements. You can include tips, tricks, activities, quotes, or actions.
3. You can now send these cards to team members at the right moments.



15 - 30+
mins



Self-Guided Team Session

Instructions:

1. Scan the QR code on the right to play the **Doing Well** video. This video introduces the research behind the Doing Well tool, explores the themes in the deck and explains how to make a personalised plan.
2. Create your personalised plans.
(Suggestion: Play some relaxing music)
3. Each share your favourite card and your reason for choosing it.
4. Pop the **Doing Well** on the agenda for your next team meeting and try another activity from the Activity Guide.



Dr Sarah Davidson

British Red Cross in relation to
2010 Haiti Earthquake

“It is about creating a safe and regular space to talk about wellbeing as a team. If it is not at the end of the week then do it in your team meeting.”



20 mins



Make a plan

A plan increases your chance of success when it comes to sustaining your wellbeing and resilience.

Instructions:

1. Find a comfy spot. Grab your favourite beverage. Put on some great tunes.
2. Choose 12 cards that resonate with you and lay them out like a placemat. This is your Wellbeing Plan. Simple as that!
3. Take a photo and send it to someone who can help keep you accountable.
4. Revisit regularly. The cards that resonate may change depending on how you feel and the challenges you face.

Note: A quick, practical and effective way to protect and support wellbeing in an organisation is to have every person create a wellbeing and resilience plan.



20 mins



Start well

Including the **Doing Well** cards in employee inductions shows that you care for your people and sets them up for the best possible start.

Instructions:

1. Include the **Doing Well** cards in every induction pack or orientation. Consider including an accompanying message from a senior leader.
2. Share the instructional video.





20 mins



A conversation starter

Instructions:

1. Take a **Doing Well** pack and remove the instruction card from the beginning of each theme set.
2. Remove the 'design your own' card at the end of each theme set.
3. Shuffle the remaining 88 cards and deal 3-5 cards to each person. *(Tip: The cards can be pre-prepared in small envelopes).*
4. Ask people to trade cards with others until they have the best possible set of cards for them.
5. If time allows, come back as a group to share a favourite card and why.



20 mins



Create a team plan

Wellbeing is an individual responsibility, a team responsibility and an organisational responsibility. Creating a team plan helps unleash the power of the team.

Instructions:

1. Spread the **Doing Well** cards on a table and gather around.
2. Discuss and choose the cards most relevant to your team.
3. Place your chosen cards on an A3 page.
4. Write the date and note any specific actions. This is your team plan.
5. Keep the plan top of mind – display it where the team can see it or take photographs on your phones.



30 mins



Questions and connection

Asking questions can help you connect, build trust and reflect on your wellbeing.

Instructions:

1. Gather a small group of people.
2. Share cards amongst the group.
3. Take turns at asking each other questions on the cards.
4. Each person can answer the question, request a different one or pass if they want to.
5. If appropriate, ask follow up questions.

About hummingfly™

Our mission is to prepare people to thrive through disruption, stress and uncertainty.

Hummingly card decks and workshops aggregate the expertise of over 100+ crisis leaders, thousands of disaster survivors, and scientific insights from cognitive psychology into practical tools and strategies for leaders and teams facing adversity.



Questions? We're here to help.

enquiry@hummingly.co

The treadmill

"When I saw people take a break or do something nice for themselves, I'd think 'Gee that's a luxury I can't afford!'"

Taking time out felt laughable.

"I've come to realise that the more impossible or uncomfortable taking a break seems, the more I really need to."



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Upskill to be up for the challenge