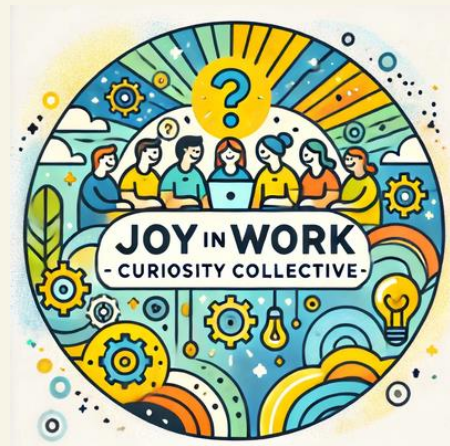
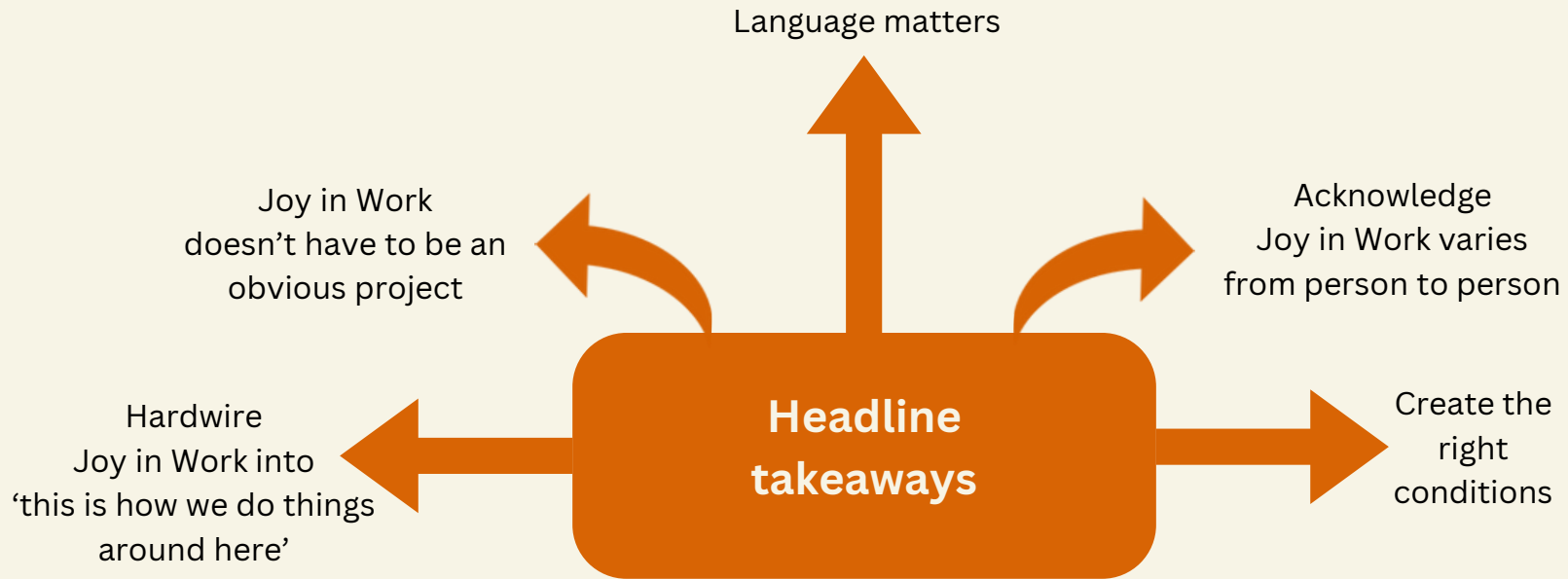


How do we sustain Joy in Work?



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How do we sustain Joy in Work?



Language matters

The language used matters, and the term Joy in Work can turn people off. You might even decide to re-brand Joy in Work or drop the title altogether.



Acknowledge that Joy in Work varies from person to person

- Voice this difference – give people the opportunity to share what it means to them
- Some may view Joy in Work as indulgent, but it can support people when times are challenging
- A shift happens one experience at a time
- Different generations view work and Joy in Work differently, so this needs to be considered when managing engagement and expectations
- How Joy in Work is framed matters



Joy in Work doesn't have to be an obvious project

When Joy in Work is viewed as a project, it runs the risk of being seen as another job to do. Also, if previous initiatives have failed to be sustained, naming this work could be a barrier. Consider merging Joy in Work into other culture initiatives.



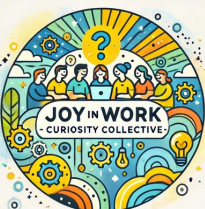
Create the right conditions

- Think about sustainability from the start
- The culture needs to be conducive to Joy in Work
- If it's everyone's responsibility, make sure that it doesn't become no one's responsibility
- Leaders and managers need to commit to Joy in Work and model Joy in Work behaviours
- Engage people through conversations and sharing
- Consider how to create space for meaningful connection and positive contagion
- Consider implementing [Start Well, End Well](#)



Hardwire Joy in Work into 'this is how we do things around here'

- Focus on keeping the spirit of Joy in Work alive, as it's easy to lose this when staff change and/or people are busy
- No person should be solely responsible
- Diary in Joy in Work sessions, as you would meetings, and add Joy in Work to agendas
- Set up a wellbeing board
- Incorporate What Matters To You (WMTY) conversations into meetings, 1:1s, and appraisals
- Build Joy in Work into procedures
- Measure it!



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