Part 2: How can we sustain Joy in Work?

Sustainability strategies
- Early planning
- Continuous improvement
- Data monitoring
- Accountability
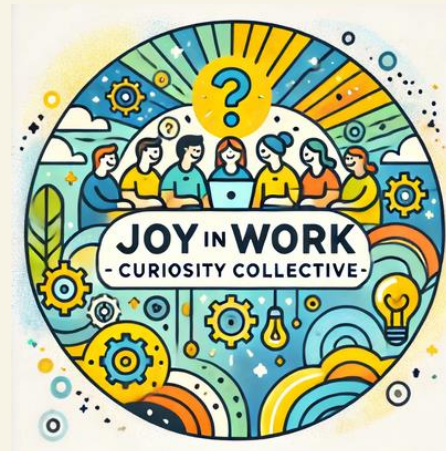- Celebrating success

Sustainability challenges:
- Funding and support
- The impact of one negative person

Sustainability Tools and Techniques
- The COM-B Model
- The BIT Barrier Tool
- Self engagement

Headline takeaways

Getting started

Diagnostic

Spread

QUALITY IMPROVEMENT

Design

Sustain

Implement

JOY IN WORK
- CURIOSITY COLLECTIVE -

SUSTAINABILITY CHALLENGES

Funding and support
The withdrawal of funding and support for well-being projects, especially during busy periods, can lead to teams reverting to old habits and neglecting well-being practices.

The impact of one negative person
In small teams, a single person's negativity or lack of engagement can significantly impact the overall Joy in Work project.

STRATEGIES FOR SUSTAINING JOY IN WORK

Early planning
Sustainability should be considered from the very beginning of a project, not just as an afterthought.

Continuous improvement
Rather than viewing it as a one-off project, Joy in Work should be integrated into regular practices and systems, with a focus on ongoing improvement.

Data monitoring
Using tools like the ImproveWell app to collect data on staff well-being can help monitor progress and identify areas for improvement.
Note: There is a cost associated with this app.

Accountability
Establishing mechanisms to keep people accountable for maintaining Joy in Work practices is crucial.

Celebrating success
Recognising and celebrating achievements helps to reinforce positive changes and maintain momentum.

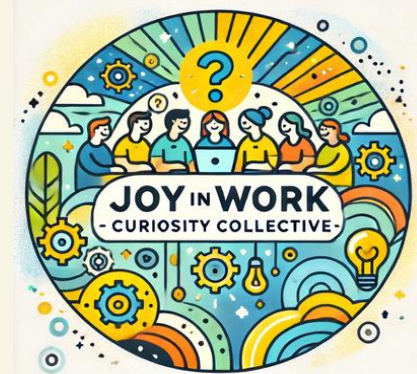## SPECIFIC TECHNIQUES AND TOOLS

The COM-B Model
This model provides a framework for understanding the factors that influence behaviour change, which is relevant to sustaining Joy in Work.

The BIT Barrier Tool
This tool helps identify and address barriers to implementing and sustaining desired behaviours.

Staff engagement
Actively involving staff in the project through surveys, newsletters, and themed well-being sessions can foster ownership and commitment.