



Method 1: Contemplative Practice

Method 1 of 5 Essential Building Methods to Grow Your Influence

WCWI Well Practice

Member-Only Resource



WCWI's Membership and Community:

As a professional development and consultation organization for wellness strategists and people leaders, WCWI will help your organization shift employee wellbeing to a foundational strategy that is valued and understood by all. Over 650 wellness professionals use WCWI's Membership and certified trainings to be empowered and equipped to create strategic change; while organizationally they're experiencing the power of a designed-culture where employees will feel a sense of community, purpose, and impact.

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WCWI TECH GROUP

We see this resource being born out of concern and urgency for wellbeing strategists...

across the state of Wisconsin. What does it mean to practice the role of a wellbeing professional and how has it evolved? Over the course of these last 2 years, the collective brain power of 20 individuals from our TECH training program curated 5 building methods as being an ambitious reframing of the work of an employee wellbeing professional in hopes to enhance the influence and systemic impact of our work to connect people to wellbeing, people to people and people to culture. Throughout 2021, we will launch one building method per quarter as these methods align with our 2021 Learning Circle series training curriculum.

What are these 5 essential building methods that we are setting out to explore?

5 ESSENTIAL BUILDING METHODS TO GROW YOUR INFLUENCE

YOU ARE
HERE

1. Contemplative Practice

A contemplative practice provides self-awareness to be objectively and mindfully aware of your thoughts and behaviors. Contemplative practice for a wellbeing leader is the daily thinking and actions that center you in your work – this can also be described as your habits. A dedication to contemplative practice ensures that you remain present, insightful, and concentrated on your purpose and your people.

2. Rhythms of Competencies & Skills

There is a unique rhythm of competencies and skills for the role of the wellbeing strategist. Rhythm is defined as an ordered recurrent alternation of strong and weak elements in the flow of sound. We are often asked to promote wellbeing systemically across the organization. In that endeavor, we encounter strengths and also weak elements such as obstacles in expanding the scope of wellbeing. As we counter these elements, we need to equip ourselves with a distinct blend of competencies, the knowledge and behaviors that our organization's culture exhibits in regards to wellbeing, and the correlating skills that will complement the strengths.

3. Vital Conversations

There is often significant emphasis placed on defining results and outcomes for your work in wellness. There is a priority placed on wellness to solve, or contribute to solving, complex problems such as reducing healthcare costs, improving employee morale, decreasing the health risks for individuals, improving the overall health of employees, and more. Empowering yourself to have vital conversations is the second method for growing your influence, redefining the impact of wellness, and co-establishing expectations for what wellness is, and is not, in your organization – all with the insight and support of your stakeholders.

4. Collaboration

Collaboration is an essential building method that provides the opportunity to organically bring people together under one shared purpose. We have an informal responsibility to remove siloes within our organization and collaborate to support employees in their wellbeing- all while managing the vision of building a high quality and effective team that is grounded in the foundational values of integrity and trust.

5. Building Community

Working in community with other wellbeing strategists allows you to gain additional perspective, find collective empowerment, and encourages peer mentorship. This session recognizes that we each have a unique and important perspective from our own work -- you may be solely responsible for the health and wellbeing initiative at your organization, or your job may require that a focus on wellbeing is only one of the many hats that you wear, or you may have a fantastic support network in place, or you may not yet have a network. To keep ourselves accountable to growing personally and professionally, we must work in community with other strategists to learn from others' strengths and expand our scope of thinking.

METHOD #1: CONTEMPLATIVE PRACTICE

The Rationale:

Habits are the thoughts and behaviors that you practice consistently. They shape your connections with others, your decisions, and the way you work. You need to form your habits more than they form you. When you engage in contemplative practice as a wellbeing leader, you equip yourself with habits that may seem ordinary, yet are rooted in a deeper understanding and compassion for your people. Becoming more intentional about your own contemplative practice can drive a positive impact on organizational culture. It's important for wellbeing strategists to set positive rhythms for both themselves and their people. Contemplative Practice allows the strategist to set the tone of a meeting, incorporate wellbeing in the ordinary moments of the workday, and design small intentional nudges to move wellbeing to the forefront of conversation.

The Practice:

Build a contemplative practice that connects you to *your purpose* and *your people*. Your contemplative practice can be framed in two opportunities:

1. Micro-moments: the habits in your thinking or actions that help you, or those you work with, connect to purpose and/or to each other.
2. Micro-shifts: the habits that you use to create processes or experiences for others to connect to purpose or to each other. Micro-shifts build on micro-moments and influence a deeper change.

The Outcome:

When you set contemplative practices that connect you to purpose and people, you become more **self-aware** of your energy and how you invest your energy into your interpersonal relationships. You will also enhance your capacity to become aware of your people and their emotional, mental, and physical needs. Your contemplative practice will shape your ability to show compassion for others and their unique perspectives and experiences. Your contemplative practice will help you gain **clarity** and will ground you in the purpose of your work. Engaging in daily contemplative practice will present a shift in your self-perception, your emotional awareness, and your influence on organizational practices & culture.

To design a practice, or set of habits, that works best for you – consider these key questions:

- What is a habit that you can practice daily to reflect on your purpose?
- What is a habit that you can practice to help your people reflect on their purpose?
- What are habits that you can practice in community with others – the habits that ground your team in purpose and connection?
- When you notice that you've moved away from your contemplative practice, what is the habit you can use to re-start?

THE CHALLENGE

INSPIRE MICRO-MOMENTS

Practice a habit for yourself and one for your people.

- **For yourself** – draft a short “purpose statement” or mantra that describes your purpose that centers you in your work. Keep a visual of this mantra present in your daily life. Share this mantra with your team. Re-visit it monthly to reflect and revise accordingly.
- **For your people** – make values a regular conversation. Start your meetings with a values check-in, or share a story about how you leaned into one of your values recently, or a story about your values being tested.

INSPIRE MICRO-SHIFTS

Practice a habit for yourself and one for your people.

- **For yourself** – as you write your to-do lists, start your lists by writing or stating your mantra. As you write your to-do's keep grounded in this statement of purpose.
- **For yourself** – try a time blocking method to sort your daily work into categories. Identify the daily tasks that are necessary to your job but perhaps not deeply connected to purpose, and then allocate time for the work and projects that are central to your purpose. Block time in your days to ensure that you connect to your purposeful work each day.
- **For your people** – create an opportunity for recognition. Develop a weekly “shout out” communication that acknowledges the positive progress made by your team members and how each was a key contributor through bringing their unique strengths and skill set to the team.
- **For your people** – normalize opening meetings, emails, and conversations with a mindful moment or a question that invites an opportunity to share and connect.

EXAMPLE:

Divide your time into White Chips and Blue Chips (visual: poker chips).

- **White Chips:** daily tasks, things we focus on because they are easy and have to get done.
- **Blue Chips:** organizational focused goals and objectives that align with organizational values.

Our organization encourages us to spend most of our time focused on our Blue Chips. This was engrained in my mind when designing my day. To work on those Blue Chips in the morning because that's when I'm most focused and then in the afternoon work on the White Chips (emails, voicemails, invoices, etc.)

-TECH 2019 Participant



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