

Wellbeing Elements - Teams

Element



Spiritual

Strategies

- Offer inclusive moments of prayer or reflection that welcome all staff, respecting diverse faith traditions and personal beliefs.
- Encourage staff to explore purpose and meaning in their work through shared reflection, quiet spaces, and guided opportunities for spiritual development.
- Promote access to formation programs, retreats, or workshops that deepen understanding of Catholic identity and broader spiritual perspectives.
- Create opportunities for staff to learn from and reflect on Indigenous understandings of spirituality, connection to Country, and holistic wellbeing.
- Encourage staff to walk alongside one another in their spiritual journeys, offering encouragement, listening, and mutual respect.

Resources

- Spiritual Capabilities: [Awakenings](#)
- Professional Learning: [Aggiornamento program](#)
- Catholic Diocese of Ballarat: [Website](#)
- Catholic Earthcare Ballarat Diocese: [Laudato Si'](#)
- AITSL: [Cultural Responsiveness](#)
- Converge: [Spiritual and Pastoral Care, Faith and Purpose](#)
- Caritas Australia: [Website and Resources](#)
- Volunteering Victoria: [Website](#)



Emotional

- Create an environment where staff feel valued through regular celebration of achievements and a focus on morale-building initiatives.
- Support staff in using positive, solution-focused strategies to address and resolve conflicts collaboratively.
- Actively address psychosocial hazards, including work-related violence and stress, by embedding positive psychology practices and proactive risk management.

- DOBCEL Employee Assistance Program: [Converge](#)
- Beyou: [Implementation Tools](#)
- Headspace: [Professionals and educator's programs](#)
- Victorian Government: [School Staff Wellbeing](#)
- RU OK?: [How to ask R U OK?](#)
- Amy Green: [The Wellness Strategy and Podcast](#)
- Adrienne Hornby: [Health and Wellbeing Resources and Podcast](#)
- Crucial Learning: [Crucial Conversations](#)
- The Resilience Project: [Website and Resources](#)

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Social

Strategies

- Encourage regular team check-ins that include time for personal sharing and connection.
- Celebrate milestones, birthdays, and achievements together.
- Create inclusive spaces where all voices are heard and respected.
- Foster a culture of kindness, collaboration, and mutual support.
- Consider a variety of social connection ideas.

Resources

Fostering social connection and belonging: [Article](#)

Building social connections: [Lifeline Toolkit](#)

AITSL: [Enablers for Professional Conversations](#)

AITSL: [The Essential Guide to Professional Learning: Collaboration](#)

Employee Connection Ideas: [Article](#)

VIT- Mentoring and Effective Mentoring Program: [EMP](#)



Physical

- Encourage active breaks during meetings or planning days.
- Promote shared participation in wellness challenges or physical activity events.
- Ensure workspaces support physical wellbeing through ergonomic design and access to natural light.
- Celebrate and support healthy lifestyle choices as part of team culture.
- Promote sustainable practices in the workplace.

[Stretch/activity breaks](#) - Build these into planned meetings: [Recovery Rocket](#)

Workstation Ergonomic Set Up: [Setting up your workstation](#)

Converge: [Move Team Challenge](#)

Workplace Walking group: [Tip sheet](#)

10,000 Steps Program: [Website](#)

Promote Physical Activity in the Workplace: [Article](#)

Get Active Challenges: [Get Active Victoria](#)

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Strategies

- Encourage shared learning experiences such as workshops, forums and coaching.
- Celebrate team achievements and progress toward collective goals.
- Create space for innovation, experimentation, and reflective practice.
- Support all staff in professional development and career progression.
- Foster collaborative goal-setting and shared responsibility to strengthen team cohesion and purpose.

Resources

DOBCEL: [Professional learning Calendar](#)

AITSL: [Develop others](#)

AITSL: [Resources for resilience, grit and growth mindset](#)

Effective Mentoring Program: [EMP](#)

VIT- Mentoring and Effective Mentoring Program: [EMP](#)

Converge: [Career coaching](#)

Victorian Academy of Teaching and Leadership: [Resources](#)



Workplace

- Establish shared norms that promote fairness, inclusion, and psychological safety.
- Review team practices regularly to ensure they support wellbeing and reduce risks.
- Encourage open and respectful dialogue about challenges, ideas, and improvements.
- Celebrate diversity and actively include all voices in decision-making and reflection.
- Support one another during demanding times, recognising wellbeing as a collective priority.
- Hold each other accountable for maintaining respectful and safe behaviours.
- Create space for collective reflection, learning, and continuous improvement.

Deakin: [Organisational culture](#)

WorkSafe: [Culture and its role supporting a mentally healthy workplace](#)

WorkSafe: [Work related violence: A guide for employers](#)

WorkSafe: [Reporting a psychosocial hazard](#)