



# deep **wellbeing** checklists

by Steve Thorp

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# deep wellbeing – a personal checklist

These questions are helpful for individuals to consider as part of their engagement in a deep wellbeing development programme. Start with the questions that stand out or have energy first of all, and then work through the themes raised over time.

What is it about my job that I love? When am I passionate about my work? When do I feel joy?

What do I think are my greatest strengths and virtues?

Do I have a sense of my character and calling? Do I have a sense of my purpose in my work life?

When I am with colleagues, clients or customers, what is it about it that feels most truthful and joyful to me? What feels more stressful and challenging?

When I see a colleague or client struggling, what do I feel and think and do? What might I do that helps? What might not help?

What do I find most challenging in my work? What makes this wonderful - or stressful?

How do I deal with stress? Do I acknowledge and deal with it resiliently, or put it away and deny it? How might this affect others I am working with?

How do I cope and relax? How do I bring myself down from the emotional heights if and when this happens? When do I struggle with this?

What is my psychological 'style'? Am I outgoing or introvert? Am I emotionally attuned or rational? Am I a thinker or a doer? Do ideas or relationships excite me? Write ten words that describe this.

What is my helping style? Do I give advice, fix things, show empathy, enable, listen, encourage, reassure or inform? Or a combination of these things?

Where do I get my own support from? Who is there for me and how well does my support system function?

Which helping relationships am I pleased with right now? Are there any that give me concern?

Do I find an individual (or individuals) difficult to help or work with? How does this play out in practice? What might be behind this and what part might I play?

Are there demands in my life that affect my ability to help? Does helping in work affect my life and relationships outside of work?

What is the combination of demands affecting me at the moment? How well am I able to cope with these? Do I create pressures from inside? (be honest!)

How does my work environment affect my wellbeing? What kind of environments suit me and my colleagues? Do we work in one that suits us at the moment?

How do I imagine my work and life developing? What do I imagine about my potential in this organisation?

Where does my creativity lie? What enables it? How does it emerge in my life and work?

What aspects of my creative self do I consider essential to my deep wellbeing?

What feels soulful for me in my life and work right now?

# deep wellbeing – an organisational checklist

These questions are helpful for leaders to consider as part of their engagement in a deep wellbeing development programme. Throw some of these questions out into your team and see what comes back. Then start to work on your strengths and what feels soulful and true.

What is at the heart of your organisation, business or team? Think of ten words that sum up what you are trying to do in the world.

What are the strengths, virtues, ethics and ideas running through your organisation? How are these applied outwardly (to customers, clients, students etc.) and inwardly (to staff, volunteers, leaders).

Dave Hieatt writes that we should all try to “*do one thing well*”. What is your one thing - or what should it be? (e.g - I do soulful, wellbeing conversations!)

How does the wellbeing of your staff, volunteers and leaders contribute to the success of your organisation or team?

How does the individual development of your staff, volunteers and leaders contribute to the success of your organisation or team?

What are the characteristics that you'd like ALL your staff, volunteers and leaders to have? Write these down as individual words or phrases.

What are the specific strengths, vocations and specialisms that you would like to have in your team (you'll have some already)? Where are the opportunities for development?

What existing support do you provide in the areas of wellbeing, sustainability and development to your staff, volunteers and leaders?

What kinds of conversations do you expect your people to have in order to help grow an authentic, soulful organisation?

How would you describe your workplace as a community? What makes it communal, collaborative, creative and conversational?

How would you describe the 'ecology' of your workplace? How do people interact with the work environment, and how does this extend into the world (and the wild) outside?

What does your organisation do to live its values in the wider world? How do you all make a difference?

What are the opportunities for your people to be creative and have playtime?

How do you support your people when they have a problem? How would you like to develop this support further and deeper?

How do you support your people when they don't have a problem? How can you support their higher development and 'soul-making'?

# good work

Good work is work that meets the soul, and meets the world at the same time.

When we see a builder bounding up ladders lying precariously on roof panels, or an engineer tuning up a car engine, we may see a person in touch with a moment of calling and flow.

Flow is joyful because when we are in its midst, we are doing what we are practiced at and what is in our fate to do. This doing is in line with our personality and strengths; In other words, it occurs when we work with our talents, follow our star, and work hard to develop our craft.

Extracted from: ***Back to life - soul manifestos and pieces of joy*** by Steve Thorp, 2014.

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