

**5** ways to

# feel good

in your  
organisation

TOOLKIT



**1**

**Connect**



**2**

**Be active**



**3**

**Keep Learning**



**4**

**Give to others**



**5**

**Take Notice**



**STOCKPORT**  
METROPOLITAN BOROUGH COUNCIL

5 ways to

feel good



## Welcome

to the Five Ways to Feel Good in Your Organisation Toolkit – a practical guide designed to help local organisations support their teams to flourish and thrive.

Mental wellbeing is one of the most valuable assets in the workplace.

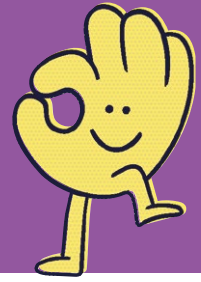
The Five Ways to Feel Good – **Connect, Be Active, Take Notice, Keep Learning, and Give** – are simple, evidence-based actions that can be embedded into everyday work life to build resilience and boost mental health.

This toolkit includes fact sheets, tips, tools, and templates to make it easy to support your teams in integrating the Five Ways to Feel Good into their daily lives in and outside work, and contribute to their wellbeing.

This toolkit is for employers/organisations to use in their organisation and not intended for distribution to employees. Although it is packed with great ways to engage your team.

### Why it matters

Workplaces that prioritise mental health enjoy better engagement, reduced absenteeism, and higher productivity. People benefit from improved wellbeing, morale, and job satisfaction.



## About the Five Ways to Feel Good

Research shows there are five simple things you can do as part of your daily life – at work and at home – to build resilience and boost your wellbeing. These simple actions are known as the Five Ways to Wellbeing, in Stockport we like to call them the **Five Ways to Feel Good**.



### 1

#### Connect

Strengthening relationships with others and feeling close to and valued by others, including at work, is critical to boosting wellbeing. It also promotes social bonds, reduces isolation, and improves team cohesion.



### 2

#### Be active

Physical activity improves mood and wellbeing and decreases stress, depression, and anxiety.



### 3

#### Keep Learning

Being curious and seeking out new experiences positively stimulates the brain. In the workplace, continued learning boosts engagement, skills development, and retention.



### 4

#### Give to others

Acts of kindness increase happiness, life satisfaction and a sense of purpose. Volunteering and peer support can foster purpose and strengthen corporate culture.








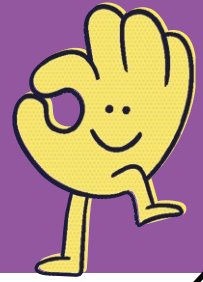
### 5

#### Take Notice

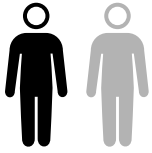
Paying attention to the present moment boosts wellbeing. Mindfulness and awareness enhances focus and reduces mental fatigue.

### Five Ways in Action:

-  Connect with colleagues, friends, and neighbours.
-  Be active by taking the stairs instead of the lift, standing desks, lunchtime walks, or walking meetings. Find a club to join or simply move in a way that suits you.
-  Keep learning by trying something new or taking on a new responsibility.
-  Give to others by volunteering or supporting a teammate.
-  Take notice of the small things and acknowledge them, praise a colleague's actions or check in with them.



## The Business Case for Wellbeing



Mental health problems are common. Nearly one in four adults will experience a mental health problem each year in England<sup>1</sup>.



Mental health problems can affect a person's ability to work. It is estimated that poor mental health costs UK employers £51bn every year<sup>2</sup>.



While any one of us may experience stress, anxiety or depression at some time in our lives, there are things workplaces can do to support people to build resilience and have positive mental health, so they can cope with setbacks and take advantage of opportunities<sup>3</sup>.



Workplaces that prioritise mental health have better engagement, reduced absenteeism and higher productivity, while people have improved wellbeing and greater morale<sup>2</sup>.

### Why Free Resources Matter

Investing in workplace wellbeing is the right thing to do; it also makes good business sense. The 5 Ways to Feel Good campaign is a good way to start the conversation.

If you want to do more to support mental health at work, we recommend the **Greater Manchester Mental Health Toolkit for Employer**.



An analysis by Deloitte found for every £1 spent on supporting the mental health and wellbeing of their workforce, employers get (on average) about £4.70 back in increased productivity<sup>2</sup>.

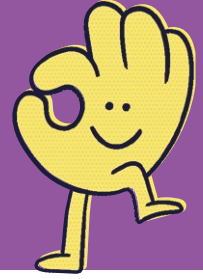


Employees who believe their employer cares about their wellbeing are more engaged at work than others<sup>4</sup>.



There is strong evidence that workplace wellbeing is associated with better staff retention<sup>4</sup>.

1. Key facts and statistics about mental health | Mind  
2. Deloitte (2024): Mental health and employers  
3. Thriving at Work: a review of mental health and employers - GOV.UK  
4. <https://www.cipd.org/uk/knowledge/reports/health-well-being-work/>



## The Role of Leadership

A climate where workers feel the organisation cares about them as people and where they feel connected is crucial to workplace wellbeing. Leadership plays a key role in this.

### Champion the Five Ways:

- **Create a shared sense of purpose** – communicate your vision for a mentally healthy workplace.
- **Really listen** – ask your team what they think and take onboard their feedback.
- **Set clear expectations** – encourage managers to support participation.
- **Set the tone** – promote the Five Ways through internal communications.
- **Lead by example** – practice the Five Ways yourself.

### Be the Best Leader You Can Be:

- **Value your people** – take notice and give credit.
- **Create a culture of continual learning** – offer growth opportunities.
- **Strengthen relationships** – connect daily.
- **Find your balance** – schedule time to be active.
- **Be available** – give your time.

### Other Calls to Action:

- Make sure you know how to signpost staff for local support, if needed. You can find resources to signpost people to support [here](#).
- Adopt the [Greater Manchester Mental Health Toolkit for Employers](#).
- Sign up to the [Greater Manchester Good Employer Charter](#).



## Creating a Supportive Environment

Your teams are more likely to build the **Five Ways to Feel Good** into their day if the workplace culture, policies and practices support it.



### Connect

Is there a respectful team culture?  
 Are conflict management systems in place?  
 Are anti-bullying and anti-discrimination policies clear and known?



### Be active

Are there facilities to support staff to exercise at work – such as lockers, bike racks, showers?  
 Are people encouraged and able to safely move around during their work day?



### Keep Learning

Is leadership training available?  
 Are teams encouraged to learn new skills?



### Give to others

Are mental health and wellbeing reflected in policies?  
 Is volunteering encouraged?



### Take Notice

Is the physical environment pleasant and supportive of 5 Ways to Feel Good?  
 Is appreciation expressed formally and informally?



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## Run a Campaign



There's no 'one size fits all' approach to workplace wellbeing. Every workplace is unique, so tailor the **Five Ways to Feel Good** to suit your organisation and the resources you have available.

### Ideas to get you started:

- Use the full set of resources and videos online.
- Link with existing workplace activities such as social groups, exercise sessions, volunteering days, shared meals, or staff awards.
- Encourage inclusive activities that suit a range of ages and abilities.
- Use surveys or team discussions to gather feedback and ideas.
- Focus on teams or groups to strengthen connections and boost participation.
- Support goal setting and encourage reflection.
- Consider a staged approach – focus on one of the Five Ways each week or month. (Click to download)
- Promote a culture of appreciation – encourage saying thank you and recognising effort.
- Tie in with local events, campaigns and awareness days/months.

### Ideas for engaging people and teams:

- Create awards to celebrate individuals or teams who embrace the Five Ways to Feel Good.
- Encourage peer support and mentoring – buddy systems for new staff.
- Create wellbeing champions – staff who lead by example and share their journey.
- Develop a photo board showing what the Five Ways mean to staff.
- Use team games like “Did you know?”, “Wellbeing bingo”, and “Taking notice of wellbeing”.
- Encourage shared lunches, cultural celebrations, and informal chats.
- Promote acts of kindness and peer mentoring.
- Support volunteering and community engagement.

You can work with your team(s) to develop the 5 Ways in your organisation. Here are some co-creation **workshop ideas** (click to download):

**Option 1: 5 Ways Workplace Challenge** – Small groups brainstorm ideas for each of the 5 Ways, vote on favourites, and trial top picks.

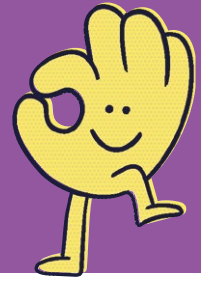
**Option 2: One Small Change Wall** – Staff contribute ideas under each 5 Ways heading on a physical or digital board.

**Option 3: 5 Ways Idea Sprint** – Quick team activity to generate ideas in five minutes.



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## Communications and Resources



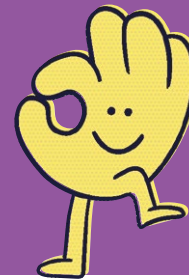
Whatever you do, big or small, can help to make a difference to wellbeing in the workplace. You can use the free resources as you see fit, to roll out the 5 Ways to Feel Good campaign with your team/staff.

### 5 Ways to Feel Good Resources include:

- A 5 Ways in 5 Weeks activity pack for your team.
- Internal communications templates for LinkedIn, Intranet, email and newsletters.
- WhatsApp messages ready to copy and paste into your group chat.
- Digital screen graphics.
- Logos in a range of colours you can add to your campaign.
- Graphics to add to your socials to help spread the message.
- Posters, flyers, bookmarks, business cards and stickers.
- A launch kit which includes banners, campaign materials and fun games and activities.
- Videos you can share as part of your campaign.
- Presentation template.



**Click here  
for the full set  
of free resources**



## Further Resources for Employers

### Other resources for employers

- **Greater Manchester's Mental health toolkit for employers** - a user-friendly guide on creating a positive culture, support and training, managing mental health, and finding the right support.
- **Mind's website** has employee resources.
- The mental health and wellbeing page of the **Healthy Stockport website** has advice and resources for all ages including improving your mood, managing anxiety, stress, panic attacks and loneliness. The webpage also links to **local training offers** on mental health and suicide prevention, as well as to free printed signposting and campaign resources.
- **WorkWell** - The WorkWell team is there to support businesses by helping employees who face challenges with their health, whether a mental health or a physical health concern. They provide guidance to help your employees stay in work and thrive.

### Suicide prevention

- **Reducing the risk of suicide:** toolkit for employers - recognise the signs, and help keep people safe.
- **Crisis management in the event of a suicide toolkit** - response and support for teams affected by suicide.
- **Shining a Light on Suicide** - a Greater Manchester website for anyone concerned about suicide (anyone struggling, supporting others, or bereaved by suicide); Includes links to local Stockport sources of support.

### The Greater Manchester Good Employment Charter

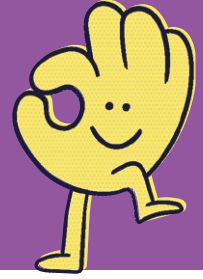
Is a voluntary membership scheme that seeks to raise employment standards and highlight strong employment practice across Greater Manchester, in all sectors and sizes of employers. The Charter includes seven key characteristics of Good Employment including health and wellbeing. Becoming a supporter of the Charter opens up a network of shared learning from other employers and supporting toolkits.

For more information visit: **Health & Wellbeing | Greater Manchester Good Employment Charter website**. Stockport Council has dedicated officer support to help employers register for the Charter, which can be accessed via: [goodemployment@stockport.gov.uk](mailto:goodemployment@stockport.gov.uk)



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## How did it go?




We would love to hear about your 5 Ways to Feel Good activities or campaign.

What did you do? What did your employees think about it? Do you think it has made a difference? **You can complete our online survey to share any feedback.**

Don't forget to celebrate your successes with colleagues and leaders!

And please send us any photos or stories that you are happy for us to share with others. This will really help us to keep promoting the 5 Ways to Feel Good across our Stockport business community. Email us at: [info.wellbeing@stockport.gov.uk](mailto:info.wellbeing@stockport.gov.uk).

Thank you!



**Celebrate achievements and plan next steps.**



This toolkit was designed by Stockport Council to help local employers embed wellbeing into the heart of their workplace. Let's work together to make Stockport a place where people feel good at work.