

Cultures of Care



Lasting mental wellbeing for your business

10th October
Lisa Whittleton





Lisa Whittleton
Business
Psychologist

Who are Illuminate?

Workplace wellbeing specialists

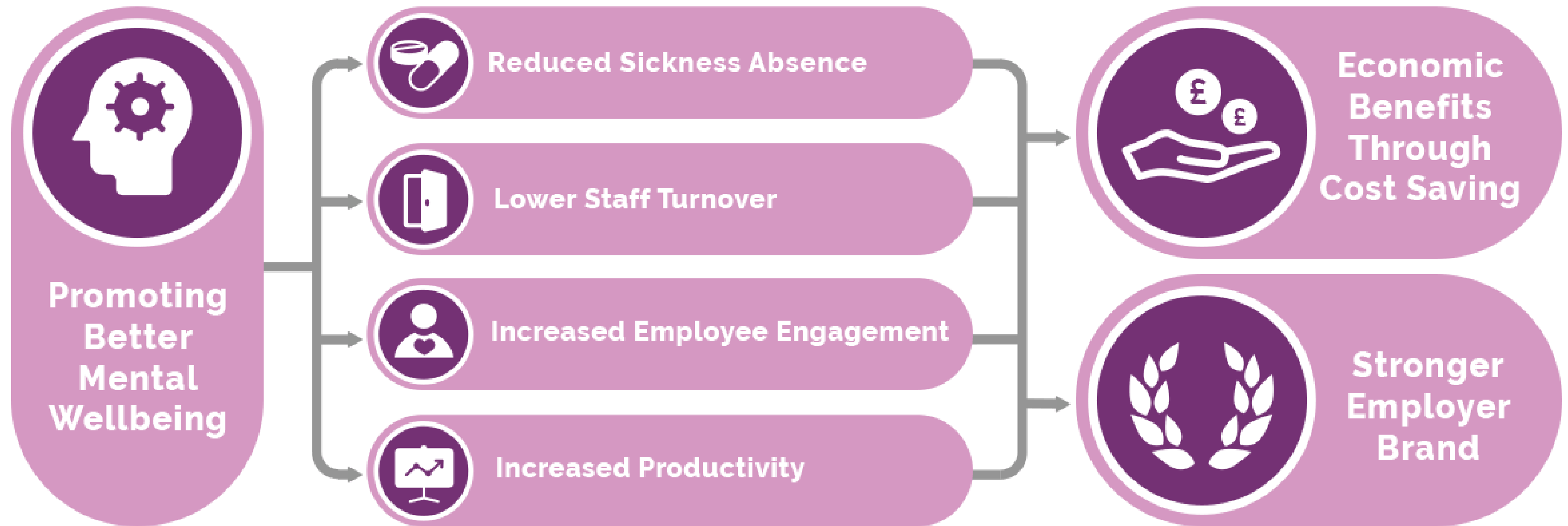
- Wellbeing vision, strategy & culture development
- Wellbeing surveys & data analysis
- Specialist training, leadership development & coaching
- Mental Health First Aid training & reviews
- Wellbeing events & workshops
- Absence, disability management & vocational rehabilitation services

Why are we here?

- 42% of UK working adults have experienced a mental health condition in the past 12 months
- 25% believe their job has a negative impact on their overall health
- Overall, 75% of organisations are taking some action to improve employee wellbeing
- Over a third (37%) still report that their organisation is much more reactive
- Larger companies are three times more likely to have a wellbeing strategy

CIPD Health & Wellbeing Report (2025), Good Work Index (2025)

The business case

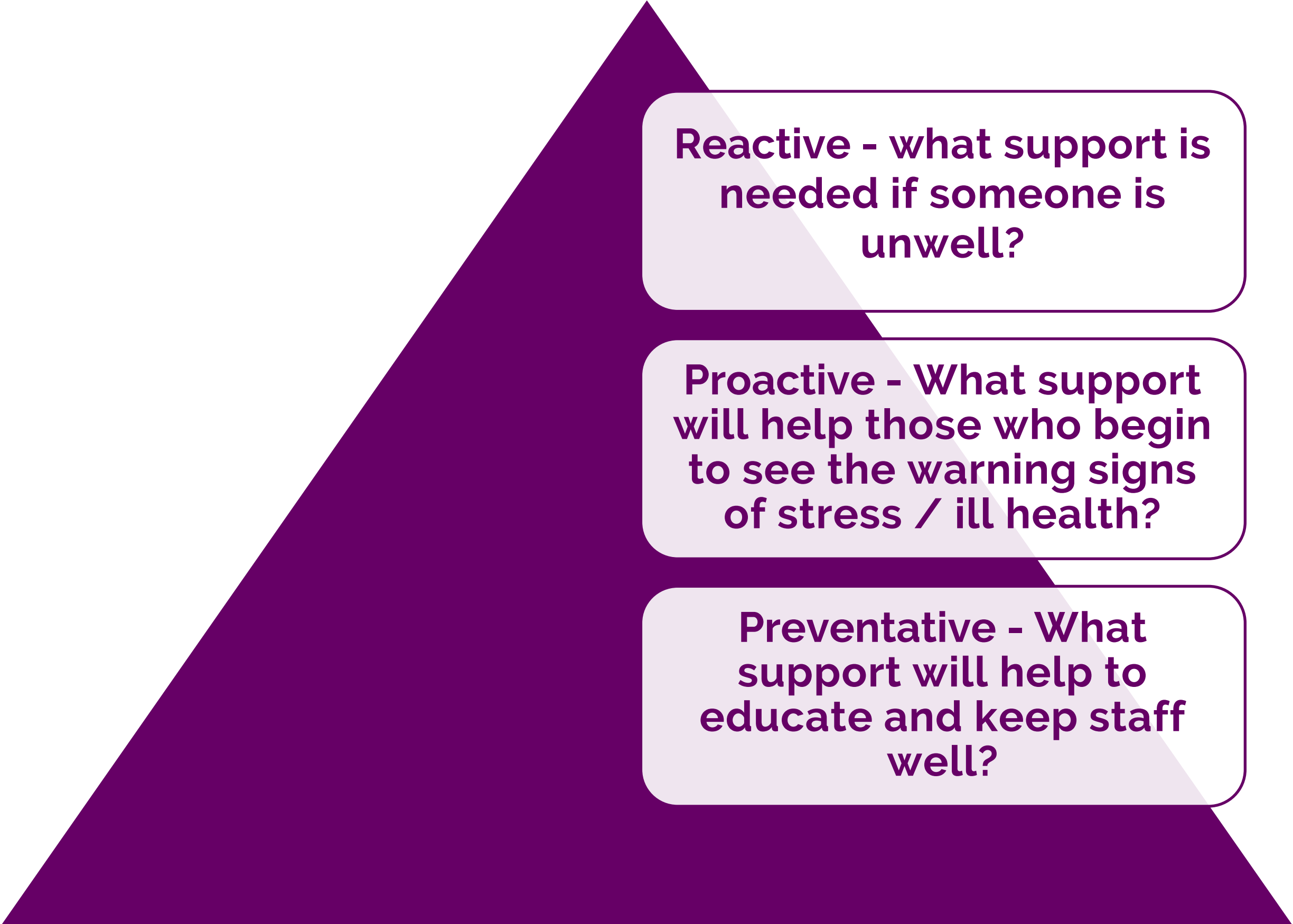


What does high wellbeing look like?

1. **Feeling energised:** Positive emotional states that are experienced by employees throughout their working day.
2. **Working well with others:** Positive relationships with colleagues, managers and customers or service users.
3. **Getting things done:** Feeling that we have been productive and able to achieve our work goals.
4. **Work that matters:** Feeling that our tasks are worthwhile, valued and have a positive impact on others.



Robertson & Cooper, 2025



Reactive - what support is needed if someone is unwell?

Proactive - What support will help those who begin to see the warning signs of stress / ill health?

Preventative - What support will help to educate and keep staff well?

3-tier approach



How can managers boost wellbeing?

Keep workload pressure at a positive level

- Regular check-ins
- Clarify expectations & set boundaries

Improve control and autonomy

- Provide flexibility over how/where the job is done
- Avoid micro-management

Improve communication and feedback

- Adopt a 2-way approach providing clear, timely, consistent updates
- Show gratitude, recognition and acknowledgement

Strengthen relationships and support

- Create opportunities for connection especially if hybrid / remote
- Consider psychometrically validated tools to enhance understanding

Create clear, meaningful goals and expectations

- Work with each team member to identify motivators and how to build sense of purpose

1. Collect **data** to identify concerns, set priorities, drive initiatives and review progress
2. Emphasise your **commitment** to wellbeing, recognising this is a journey
3. Identify **sources of workplace stress** and a plan to minimise these
4. Review your **policies & processes**
5. **Upskill managers** in core people skills and encourage to lead by example on healthy habits
6. **Embed wellbeing** within all aspects of your business – offer 3 tiers of support

What next?





It starts
with
YOU!

Dates for your diary...

- **ONLINE Mental Health First Aid refresher: 4th November 1pm – 5pm**
- **ONLINE 2-day MHFA course: 9/10th December**

***Discounts for
IP Inclusive Members***

**A POSITIVE
CULTURE OF
WELLBEING
STARTS HERE**



Any questions?

We'd love to hear from you!

[linkedin.com/in/lisacwhittleton](https://www.linkedin.com/in/lisacwhittleton)

Lisa.Whittleton@illuminatevr.co.uk

www.illuminatevr.co.uk

07784 558552

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