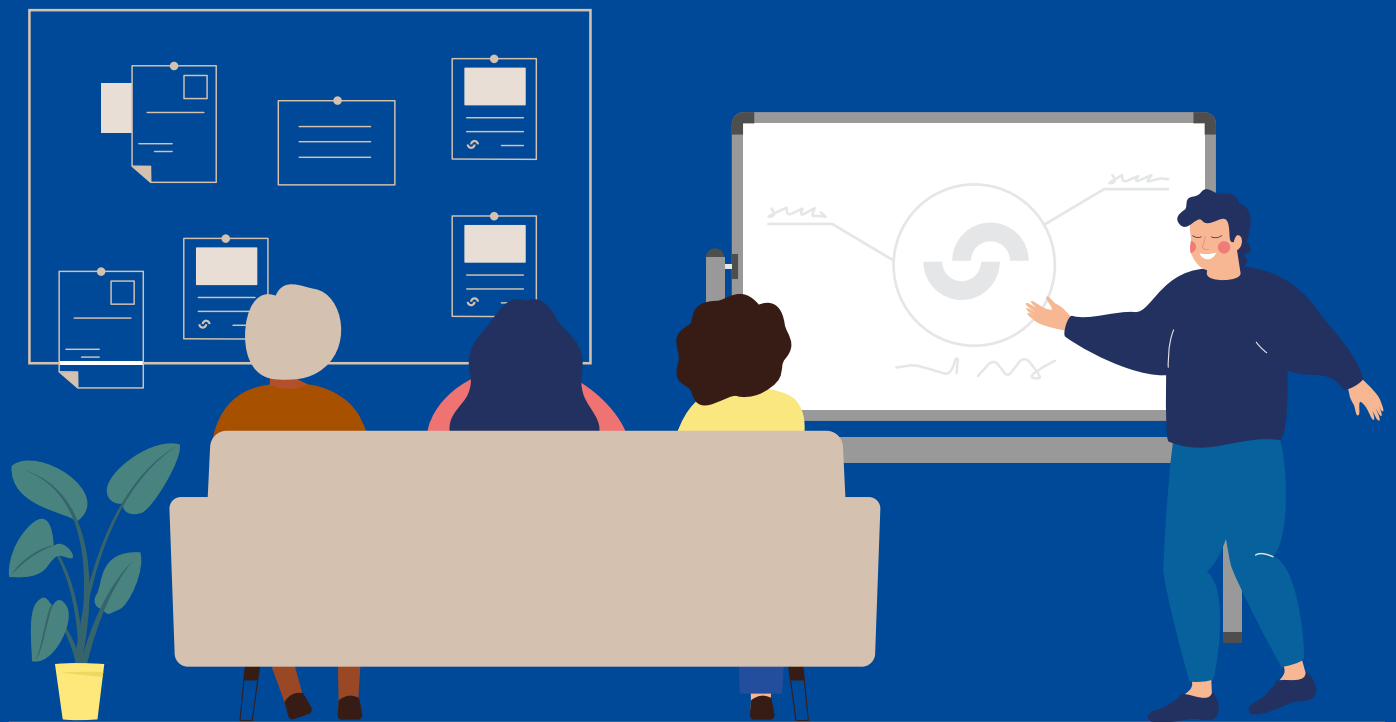


3-2-1: Your wellbeing journey

An exercise for school leaders
and wellbeing leads



3-2-1: Your wellbeing journey

If you work in a classroom, you might already be familiar with the 3-2-1 exercise, or perhaps it is a prompt you have used during your own learning. The idea of this quick exercise is to help you reflect on where your education setting is on their wellbeing journey, to focus on areas for development and to help your organisation with the 'what next?'

Before you get started, it might help to look at our [resources for schools](#) which offer a range of expert-led information to help you with staff mental health and wellbeing. Or perhaps you have spoken to a member of our team about your wellbeing journey so far and would like to do some reflection following that conversation?

What are you already doing?

Often we find schools are already taking actions to support staff wellbeing, but they are not always recognising and communicating them as effectively as they could. It can help to reflect on and celebrate what you are already doing— however big or small, before moving on to the next stage of your journey.



Wellbeing practices might look like:

- Talking through your schools staff mental health and wellbeing plan or policies during staff inductions.
- Talking about mental health and wellbeing regularly e.g. at meetings, CPD.
- Sharing any signposting information about support available to staff i.e. Education Support [helpline poster](#).
- Focusing on wellbeing as well as work during 1:1's.
- Showing appreciation to staff - this isn't just a case of saying thank you! Watch our [webinar](#) on ways this might be done.
- Learn about other approaches that support staff wellbeing in our Psychological Safety in Schools [guide](#).

3-2-1 Questions:

3.

Can you list three wellbeing practices you have discovered are already being implemented in your education setting? Are you communicating these effectively?

For example, if you have an [Employee Assistance Programme](#), do all staff have access to the relevant information to get in touch? Can you put up a poster in your staff room? Or share a regular newsletter reminder with all staff and governors?

3-2-1 Questions:

2.

What are two areas you would like to explore or enhance for your setting?
Is there anything you would like a deeper understanding of related to workplace wellbeing?

3-2-1 Questions:

1. Finally, what is one action you can take today to help you achieve the above?

Again, it doesn't have to be a huge task. If you identified the need to explore how to build more trust between colleagues in question 2, can you schedule in 5 minutes to complete our [Psychological Safety](#) audit?

Or, do you want to assess the quality of your current policies and processes for supporting

staff mental health and wellbeing? Our [Staff Wellbeing](#) audit tool will help you identify gaps and areas for improvement using a simple traffic light system.

Don't be alarmed if there are a lot of ticks in the 'not in place' column — you're making great progress by simply assessing the situation!

Next steps

Remember to add a reminder in your calendar to revisit this 3-2-1 exercise further down the line, once you've had a chance to implement something new.

Set a time to come back to the exercise and ask yourself, how has your understanding changed? Have you noticed any changes in workplace culture or your work relationships? What areas are worth focusing on next?

Sources

[3-2-1 strategy: Teacher Toolkit](#)

[3-2-1 bridge: Project Zero](#)

[Behaviour that builds psychological safety in schools](#)

[Bringing wellbeing into the everyday](#)

