

# Practice 2 – Promoting Wellbeing in a Work Team



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## Practice 2 – Role Play: Promoting Wellbeing in a Work Team

This activity complements Practice 1 (Detecting Wellbeing) by moving from diagnosis to intervention.

### Objective:

To practice concrete leadership and teamwork behaviours that foster wellbeing, reduce stress, and increase motivation and collaboration in project teams.

Duration: 2 hours

### Step 1 – Introduction (15 minutes)

The facilitator explains how wellbeing can be promoted through:

- Strengthening job resources (autonomy, recognition, development).
- Reducing excessive demands (clarifying roles, balancing workload).
- Building psychological safety (open communication, trust).
- Encouraging job crafting (employees shaping tasks to fit their strengths).

### Step 2 – Scenario Setup (10 minutes)

Participants form groups of 5–6 and receive a case study of a struggling project team, e.g.:

Team is demotivated due to lack of recognition.

- Deadlines are causing stress and conflict.
- Some members feel excluded from decision-making.
- Roles: Project Manager, Team Members, Wellbeing Promoter(s), Observer(s).

### Step 3 – Role Play (30 minutes)

Project Manager leads a short meeting. Team Members play scripted roles (stressed, disengaged, supportive, proactive). Wellbeing Promoter(s) try interventions such as:

- Redistributing workload fairly.
- Acknowledging contributions publicly.
- Encouraging open feedback.
- Suggesting wellbeing breaks or flexible approaches.
- Observers note behaviours that increase or decrease wellbeing.

### Step 4 – Reflection & Wellbeing Action Plan (30 minutes)

After the role play:

- Observers share insights on behaviours that affected wellbeing.
- Together, the group drafts a Wellbeing Action Plan including:
- 2 actions to reduce demands.
- 2 actions to increase resources.
- 1 action to foster psychological safety.

**Step 5 – Group Discussion (20 minutes)**

- What leadership behaviours were most effective?
- What resistance or difficulties appeared?
- How can these practices be transferred to real projects?

**Step 6 – Wrap-up (15 minutes)**

Facilitator links the role play to responsible leadership, emphasizing that:

- Promoting wellbeing is a strategic leadership responsibility.
- Small daily actions (feedback, inclusion, workload balance) have large effects.
- A team that feels well performs better and sustains motivation over time.

## Wellbeing Action Plan Template

Each team fills it in after their session, writing down concrete actions, assigning responsibility, and defining a timeline for implementation.

Category	Proposed Action	Responsible Person(s)	Timeline
Reduce Demands			
Reduce Demands			
Increase Resources			
Increase Resources			
Foster Psychological Safety			