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# BALLOONS AND WEIGHTS: A QUICK EXERCISE TO CHECK YOUR WORK TEAM'S WELLBEING

This exercise has proven to be a good guide of work team wellbeing. It will help you identify the positive and negative factors affecting your team.

To get the most out of it, however, you will need to commit to improving those areas you identify as needing work.

In many instances, you'll find you can offset any negative factors by strengthening the positive ones.

## HERE'S WHAT YOU DO:

In your team meeting ask team members to describe:

1. The most positive and uplifting parts of their job over the past month. Illustrate this by using three balloons on the top half of a page.
2. Then list parts of the job team members feel are 'weighing them down'. This time use three boxes on the bottom half of the page.
3. Team members then collect the responses, discuss and group them into categories to create a picture of what can be done to improve the work environment.

If done well, this intervention helps identify positive factors and hazards within a workplace. It can provide the basis for action to improve the working environment.

**Remember:** interventions work best if your team works together to develop solutions.