

Spoiling Wellbeing

- Staff ask leading questions.
- Simple solutions are imposed on everyone, such as everyone has to use a pedometer.
- Staff expected to promote wellbeing for service users but themselves are managed in a non-wellbeing culture
- The easy bits of wellbeing (e.g. exercise) are adopted while structural matters (such as living near the ground) are ignored.
- All current activities rebadged as wellbeing so nothing really has to change.
- Wellbeing is framed as an abstract and vague concept so there are no practical implications.
- Reframe all mental health treatment as wellbeing interventions so we have done it already.
- Overlay the wellbeing agenda with lots of 'choice' so people get to choose inactivity and apathy, but we can call it wellbeing as they have chosen it.
- CEO signs us up, but ignores reports from staff that there is low morale etc.
- Look after the staff and everything will be alright for everyone.
- Add wellbeing tasks to staff responsibilities, but give no training, time or support to do them.
- Weaken the challenge of wellbeing, as when the government agreed that 5 a day could include tinned fruit.
- Inquire about subjective wellbeing but bury any unfavourable findings.
- Recruit some saboteurs.
- Decide wellbeing is the goal, not social justice or real opportunity, so happy unemployed people in nasty housing is acceptable.
- Create a government department of wellbeing so the rest of us don't need to do anything.
- Use wellbeing as a thinly disguised smokescreen for cuts.