



FREE TASTER

Free taster

Resilience & Wellbeing Hub

A practical first step from the programme: telling pressure from stress, and spotting your own early warning signs

About 20 minutes to read, then a few minutes a day for a week. Best used alongside the free first video lesson, Pressure, stress and performance.

Name

Date

STARBUCK & ASSOCIATES

COACHING & LEADERSHIP DEVELOPMENT

For anyone doing demanding work

The Resilience & Wellbeing Hub is a video programme for everyone, with lessons for leaders. It gives you practical ways to manage pressure, protect your energy and help your team stay well while doing demanding work.

It helps when work follows you home, rest does not seem to restore you, your workload keeps growing, or you are worried about someone in your team and are not sure what to say.

How it works

Ten short video lessons, each with a practical tool and a task to try in your own week. Knowledge checks help the ideas stick, and you receive a certificate of completion. You have 12 months' access.

What is inside

LESSON	WHAT YOU GET
01 Pressure, stress and performance	The pressure curve and your early warning signs.
02 Managing energy, not just time	An energy audit of what drains and restores you.
03 Sleep, movement and recovery	A recovery planner for everyday habits.
04 Thinking traps and perspective	A worksheet for questioning unhelpful thoughts.
05 Building personal resilience	A resilience wheel to find where to focus.
06 Boundaries and workload	A planner for priorities and healthy boundaries.
07 Recognising burnout	An early warning checklist, for you and others.
08 Leading wellbeing in your team	A team wellbeing check across six areas.
09 Supporting someone who is struggling	A guide to a caring, well-signposted conversation.
10 Sustaining wellbeing	A personal wellbeing plan to keep you well.

HOW TO USE THIS TASTER

Watch the free first lesson, then read page 2 and use the pressure check on page 3 for a week. Page 4 shows where the full programme goes next.

Pressure, stress and performance

Pressure is the demand we feel to perform. In the right amount it can be energising and focusing. Stress, as the Health and Safety Executive describes it, is the adverse reaction people have when pressure goes beyond what they can cope with. The aim is not to remove all pressure, but to keep it at a level you can sustain.

The pressure curve

WHERE YOU ARE	WHAT IT FEELS LIKE
Too little pressure	Flat, bored, hard to get going.
Stretched and focused	Busy but clear headed. Performance is usually at its best here.
Starting to strain	Extra pressure no longer helps. Small things take longer and feel heavier.
Overloaded	Performance falls. Sleep, mood and concentration suffer.

Where the tipping point sits differs for each person, and it moves with sleep, health and what is happening at home. The body's stress response is built for short bursts. The difficulty comes when it stays switched on for weeks with no chance to recover.

Your early warning signs

TYPE	SOME COMMON EXAMPLES
Physical	Tension, headaches, poor sleep, feeling tired after rest.
Emotional	Irritability, worry, feeling flat or tearful.
Behaviour	Working later, skipping breaks, withdrawing from people.
Thinking	Losing focus, going over things at night, second guessing.

EXAMPLE

Chris notices that when a deadline is close, the first thing to go is lunch away from the desk, followed a few days later by poor sleep. Now, when lunch starts disappearing, Chris treats it as a signal to look at priorities, not a sign to push harder.

Your pressure check

It is much easier to recover from early strain than from exhaustion, so the aim is to notice early. Take a minute at the end of each working day this week.

Exercise 1: Where am I on the curve today?

DAY	TOO LITTLE	STRETCHED AND FOCUSED	STARTING TO STRAIN	OVERLOADED
Monday	☐	☐	☐	☐
Tuesday	☐	☐	☐	☐
Wednesday	☐	☐	☐	☐
Thursday	☐	☐	☐	☐
Friday	☐	☐	☐	☐

Exercise 2: My early warning signs

TYPE	MY FIRST SIGNS	WHAT HELPS WHEN I NOTICE THEM
Physical		
Emotional		
Behaviour		
Thinking		

What is pushing me towards strain right now, and who could I talk to about it?

IF YOU ARE STRUGGLING

If you are worried about your health or wellbeing, speak to your GP. You can call Samaritans free on 116 123, any time. In an emergency, call 999.

Where the full programme takes you

The first lesson helps you notice pressure before it turns into strain. The rest of the programme builds a practical toolkit for your own wellbeing and, if you lead others, for your team.

1

Look after your energy.

Lessons 2 and 3 cover managing energy, sleep, movement and recovery during the working day.

2

Work with your thinking.

Lessons 4 and 5 help you question thinking traps and build personal resilience.

3

Protect your limits.

Lessons 6 and 7 cover boundaries, workload and recognising burnout early.

4

Support others.

Lessons 8 and 9 help leaders shape work that supports wellbeing and check in with someone who is struggling.

5

Keep it going.

Lesson 10 brings it together in a personal wellbeing plan you can share with someone you trust.

Who gets most from it

- Anyone in a demanding role who wants to sustain it well
- Managers who want to support their team's wellbeing in practical ways
- Organisations looking for everyday wellbeing learning people can take at their own pace

HOW PEOPLE USE IT

A practical rhythm is one lesson a week, trying each tool in your own week before moving on. If you lead a team, lessons 8 and 9 are worth revisiting before one to ones or a team meeting about workload.

This programme is general learning and development content, not medical or clinical advice.

What I am going to do

Two or three small changes that you actually make will do more than a long list you never start.

My three actions

WHAT I WILL DO	WHEN	WHO I WILL TELL

Coming back to this

Put a date in your diary about a month from now and answer these three questions.

What has changed since I did this taster?

What did I not get to, and what got in the way?

What am I carrying forward?

READY FOR THE FULL PROGRAMME?

Resilience & Wellbeing Hub

Ten short video lessons with practical tools to manage pressure, protect your energy, spot burnout early and help your team stay well.

£99 per person, per year, inc. VAT

Enrol at academy.starbuckassociates.com/courses/resilience-wellbeing-hub

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