



TALKPOINT'S GUIDE TO

HUMANISING WORK

WHAT DOES IT MEAN TO HUMANISE WORK?

We believe a human workplace is one that supports people to show up fully, to apply their unique strengths and to grow. When given permission to be ourselves, to attend to our wellbeing and stay at a learning edge, we thrive, we do our best work and everyone benefits.

HOW TO USE THIS TOOL

Talkpoint has designed these wellbeing and learning frameworks as a guide for self-leadership.

Use them as a thought starter to check that you are taking your whole, best-self to work, focusing on work that matters (as opposed to busy work) and working in ways that are sustainable. Choose one or two areas, from different quadrants, to focus on and check-in regularly to determine where to place your energy next.

Talkpoint curates, facilitates and produces connective, peer-to-peer learning experiences designed to humanise work. We create spaces for conversations that matter and generate courage to lead wholeheartedly.

HUMANISING WORK [TALKPOINT.COM.AU](https://talkpoint.com.au)

WELLBEING QUADRANTS

PHYSICAL
EMOTIONAL
INTELLECTUAL
SPIRITUAL

LEARNING QUADRANTS

INDIVIDUAL
TEAM
ORGANISATION
ACTION



Physical

ARE YOU:

Getting enough rest and exercise?

Eating well?

Having medical and dental check-ups?

Feeling good about your appearance?

Taking regular holidays and breaks from technology?

Exploring different places and trying new routines?

What else could improve your physical wellbeing?

Emotional

ARE YOU:

Spending time with family and friends?

Facing your challenges?

Practicing gratitude?

Acknowledging losses and disappointments?

Celebrating successes and achievements?

Allowing yourself to laugh and to cry?

What else could improve your emotional wellbeing?

WELLBEING

PHYSICAL
EMOTIONAL
INTELLECTUAL
SPIRITUAL

Intellectual

ARE YOU:

Remaining open to new ideas?

Seeking diverse points of view?

Challenging your and others thinking?

Committed to a continuous learning journey?

Staying curious?

What else could improve your intellectual wellbeing?

Spiritual

ARE YOU:

Connecting with your communities?

Practicing being mindful and present?

Setting aside time to reflect?

Living your life in accordance with your beliefs and values?

Being generous, giving back and paying it forward?

What else could improve your spiritual wellbeing?



Individual

CONSIDER:

The things about yourself that serve you well.

The constructive feedback that resonates for you.

What would you like to know more about or learn how to do?

Sources of joy that you would like to replicate.

Sources of frustration that you would like to eliminate or change.

How else can you generate insight and develop?

Organisation

CONSIDER:

What is your organisation's primary objective?

In what ways do you contribute to achieving the primary objective?

In what ways does your team contribute to the primary objective?

The extent to which your individual, team and organisational aspirations are aligned.

What else could create benefit for your organisation?

Team

CONSIDER:

What would make a difference to the daily experiences of the team?

Your team's achievements and how you can build on these successes.

Your team's challenges and how to generate creativity.

What does your team need to reach its full potential - individually and collectively?

What else could support your team to contribute to the business?

Action

CONSIDER:

What actions do you need to take?

What personal reflection is required and when will you have time to think?

Who should you talk to?

What meetings do you need to schedule?

Are there things you can stop doing or let go of?

What else could enable progress and learning?

LEARNING

**INDIVIDUAL
TEAM
ORGANISATION
ACTION**

