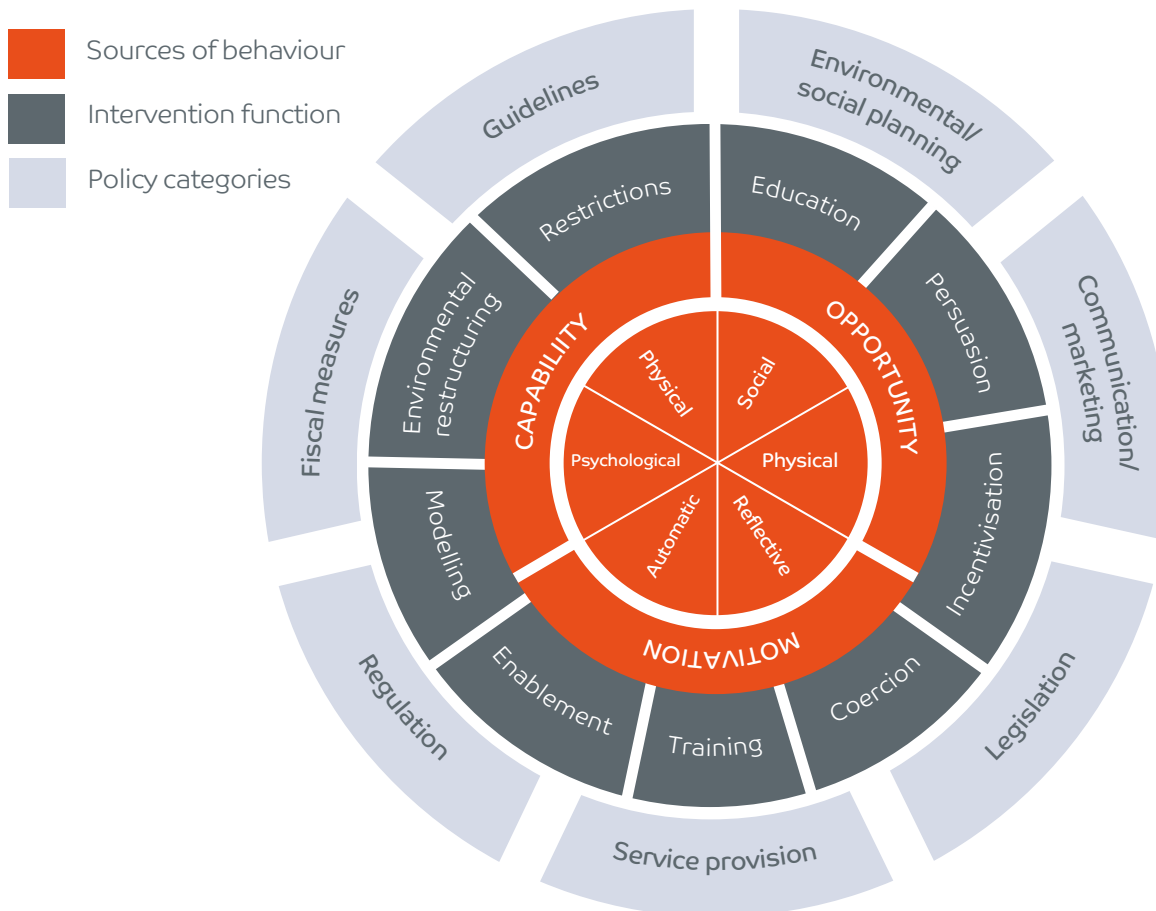


The Modern Manager webinar Learning summary



The COM-B Model for behaviour change



The COM-B model proposes that people need to have three elements to feel empowered to enact a particular behaviour:

- **Capability**
- **Opportunity**
- **Motivation**

Our [blog](#) explains further. Employers can use the full behaviour change wheel to help design a plan for change.

Source: Michie S, van Stralen MM, West R. The behaviour change wheel: a new method for characterising and designing behaviour change interventions. *Implement Sci.* 2011 Apr 23;6:42. doi: 10.1186/1748-5908-6-42

Five tips for guiding employees through change



Ensure the change vision aligns with your organisation's vision.



Communicate all elements of the change as effectively as possible.



Co-design the change plan with employees and managers.



Show empathy towards employees.



Be prepared to adjust your strategy based on feedback.



Ways to support your own and your team's wellbeing

- Understand your own wellbeing.
- Role model behaviour.
- Empower employees to manage their own wellbeing.
- Have regular wellbeing conversations.
- Build flexibility into roles where possible.



Useful resources

[Managers and Wellbeing CPD course](#)

[Wellbeing Strategy Workbook](#)

[Workplace Wellbeing Survey](#)

[Mental Health Skills for Managers](#)

[Health Leadership courses](#)

[Employee Assistance Programmes](#)

Get in touch

Contact us for a free consultation and help with your workplace wellbeing strategy.

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