

HAUORA 

Sports Organisation Self Assessment

The Performance Profile
and
The Wellbeing Inventory

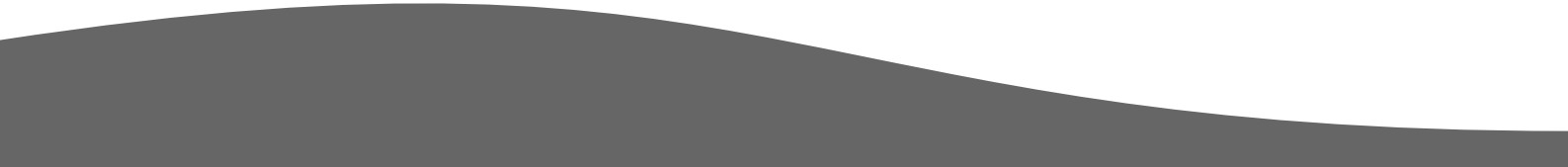
Performance Wellbeing

for healthier, more present & productive lives.



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Introduction

At Hauora, we **educate and empower** professional sports organisations to develop a culture of wellbeing that leads to **individual and collective** health and performance.

Our objective is to assist organisations in designing and delivering a **sustainable wellbeing programme**.

Our approach is **bespoke and evidence-based**, relying on the expertise and experience of our diverse and passionate team.

No matter what size the organisation or its stage of development, we will empower you to **“do what you can with what you have from where you are”**.

The **Sports Organisation Self Assessment** is comprised of:

- A descriptive, exploratory exercise
- The **Wellbeing Inventory** – collates ALL resources that contribute to wellbeing.
- The **Performance Profile** – collates ALL skills/characteristics that make a healthy and high-performing employee.

Descriptive Exercise

Task

- Think of a fictitious employee who is healthy and high-performing in your eyes. They can be from any department within the organisation, excluding players. Let's imagine "Amanda" or "Shaun".
- Now, describe Amanda/Shaun.

Example

Amanda... is always on time, completes work ahead of schedule, asks questions when she needs help, collaborates openly with other departments, is passionate about her own health and fitness, is competitive and loyal, challenges her peers to think differently, reads broadly, takes the time to get to know everyone...



The Wellbeing Inventory

Task: List ALL resources that contribute to wellbeing in your sports organisation.

Guidance:

- They can be tangible (e.g., nutritious meals) or intangible (e.g., opening weekly meeting by asking the team “how are you?”).
- Consider the “responsible area”/department (e.g., admin, HR, health and safety, marketing, sales, medical).

Resource

1 _____

10 _____

Responsible Area

1 _____

10 _____

The Wellbeing Inventory

Resource

20

30

Responsible Area

20

30

The Performance Profile

Task:

1. List **ALL** skills/characteristics that contribute to a healthy and high-performing employee. Remember Amanda/Shawn...
2. Select the **top** 10-15 skills/characteristics from your list.
3. **Rank** those 10-15 skills/characteristics in order of importance for being a healthy and high-performing employee (1 = most important skill).

Guidance:

- Reflect on your own unique perspective on what factors affect health and performance.
- If you can't think of a particular word/phrase, write a brief descriptive sentence.

1 _____

10

16

Sample Wellbeing Inventory

“Typical responsible area: wellbeing resource”

- *Health and Safety*: ergonomic assessments, risk assessments, Covid-19 protocols
- *HR*: leave policies, flexible working practices, grievance procedures
- *Health insurance provider*: health insurance for self/immediate family, counselling services, webinars
- *Medical*: flu vaccine programme, eye exams, cardiac screening, physiotherapy, counselling, nutrition consultations
- *Other*: on-site canteen, vending machines, water dispensers, office layout, proximity to green space/walkway, signage (e.g., promoting stair use), electric car charge points, financial planning talks, pension planning



*Please note that the above list is in no way exhaustive. It may simply serve as a prompt for your own list.

Sample Performance Profile

- Healthy, thriving, good night's sleep, nutritious meals, desk set-up, fitness, energy, pain-free, optimal breathing
- Focused, self-talk, decision-making, present-focused, diligent, determined, goal setting, visualisation, reframing, perspective, curious
- Collaboration, communication, shared breaks, conflict resolution, motivation, team spirit, knows everyone's name
- Technical skills (specific to role), time management, delegation, asks for help, always trying to develop



*Please note that the above list is in no way exhaustive. It may simply serve as a prompt for your own list.

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Let's work together.

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