



FundWell

A Swift Summary of Wellbeing Stuff for Funders

Hi Changemakers,

It's Mental Health awareness month. Knowing it's likely that you've already been inundated with first person accounts of living with mental health challenges or articles detailing recent mental health statistics, we are going to focus this month's FundWell on one of the big exacerbators of mental health: overworking.

The culture of overworking ourselves and expecting the same of others might seem like an immovable force, but the good news is that this norm IS being questioned, challenged, and thrown out. Perhaps more widely than you'd expect. So, if you're looking for motivation to question this norm, data to back up how working less is possible, or practical tips to get your team moving in the direction of reduced work hours, read on. And don't forget to use our pre-prepared Talking Points to raise the topic with your colleagues or manager too!

Be well,

Jessamyn and the Funders+Wellbeing Group team



Photo from Pixabay.com [Image description: Plastic Lego mini figure sitting at a desk turning away from their computer with a look of distress.]

FundWell Essentials

- In 2021, the WHO and the ILO put a stake in the ground with research saying [working over 55 hours a week is detrimental to our health](#).
- [Results are in for the UK's 4 Day Work Week trial](#) involving 61 companies and 2,900 workers. Spoiler alert: 39% of workers were less stressed, and 71% reduced burnout. 56 companies are continuing the trial and 18 have already made the change permanent.
- Check out practical ideas for addressing overwork, and many other maladies, in the [Sustainable Jobs For Organizers Toolkit](#)—it's brimming with actions to take!

Talking Points: pick one and start a conversation!

- Do you talk about stress and burnout? Is it safe and realistic for you and your colleagues to discuss internal overwork in a real and supportive way? Is it

safe for those you fund to raise overwork and burnout?

- How many hours a week are you working? How many hours a week are your colleagues working? If it's cyclical, what's the range? Do you know how many hours a week those you fund work? Is it above or below 55 hours a week?
- Which one or two areas from the toolkit above could you cultivate interest and action around in your org? For yourselves and for those you fund?

Words on Wellbeing

'I want to make time for dreaming, exploration, rejuvenation, reflection — all the things we know are so important for productivity but always get pushed to the side because of the urgency of the moment'. Erin Marteau, past ED of Children's Garden in Ithaca, NY, shared her [staged approach of moving her nonprofit team towards a 4 day work week](#).

How does your funding organisation define wellbeing? Does it support wellbeing for its stakeholders? [Reflect and share here, in the Funders + Wellbeing Survey](#).

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