



My Whole Self

My Whole Self aims to create a healthier working culture built on respect and collaboration. It's better for mental wellbeing and better for business. We are encouraging employers to create a culture where people can be themselves at work.

My Whole Self discussion panel

We're inviting senior leaders to share a bit more about themselves and their experiences in a discussion panel. As well as building trust and visibility, this activity can help employees at all levels feel more able to be open about their own needs and experiences.



Suitable for: groups



Time: 30-60 minutes

Activity

- **Identify a theme** or a question to focus your My Whole Self discussion panel around. Here are some examples:
 - "What does it mean to bring your whole self to work?"
 - "What impact does diversity and inclusion have on you?"
- **Choose the size of your panel.** An ideal panel size is about three participants. Larger panels make it difficult for every person to contribute fully without going over the time limit.
- **Invite your panellists.** Decide which of your senior leaders would be best placed to take part. For a rich discussion, include individuals who represent diverse backgrounds (including race, sexuality, and ability) and can offer diverse opinions about the theme being discussed.
- **Choose a moderator** for the panel. This person should have a good understanding of the theme be able to guide the conversation. We don't recommend asking a panellist to take on the moderator role.

Make sure the moderator understands that their role is:

- To introduce the panellists
 - To ask the panellists several questions
 - To create a smooth transition in between questions
 - To moderate any potential disputes among panellists
 - To keep track of the length of responses from each panellist, making sure that the length of the panel discussion doesn't exceed the time limit
- **Choose a location** to host your My Whole Self panel discussion. We recommend seating the panellists on comfortable chairs in a semicircle with the moderator either at the side or in the middle. This is to keep the discussion informal and put the panellists on the same level as the audience. If possible, avoid seating the panellists behind tables as this can create a visual barrier.
 - **Prepare the questions** that you want to ask your panellists. You'll have the moderator ask these questions to get the discussion started. To generate discussion, be sure to plan open-ended questions, such as "who," "what," "when," "where," "why," and "how," rather than questions that require a yes or no answer.
Here are some ideas to get you started:
 - How would you describe work you, and home you? Are they different?
 - Have you ever felt like you had to leave something at the door while at work? Did hiding your whole self have an impact on your mental health?
 - At what stage did you feel empowered to bring your whole self to work? How did this benefit you in your role?
 - What can we do to help people feel comfortable to bring their whole self to work?
 - Why is a diverse and inclusive workplace important for you and for the organisation?
 - **Allow time for audience questions** after you have asked your set questions. We recommend using an online tool such as **Slido** to host your Q&A session. This will give your audience the opportunity to ask questions anonymously and make everyone a part of the conversation.



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