

Bilot Network of Wellness Mentors

Final Reporting Summary
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Arbetskyddsfonden
The Finnish Work Environment Fund

BILOT



Objectives and benefits were achieved

- Pausing and making your personal well-being a top priority - when you feel good about yourself, you can better support others.
- A network of mentors activates staff for individual actions that support their well-being.
- Through the power of example, individual well-being, and at the same time, the well-being of the entire work community becomes, step by step, a key value for the organization.
- Through personal experiences and group meetings, participants received tools to support staff well-being.
- The project improves community spirit in the workplace. Commitment to the company and the employer brand is strengthened.
- Sharing experiences and practices between organizations strengthens know-how related to well-being support.



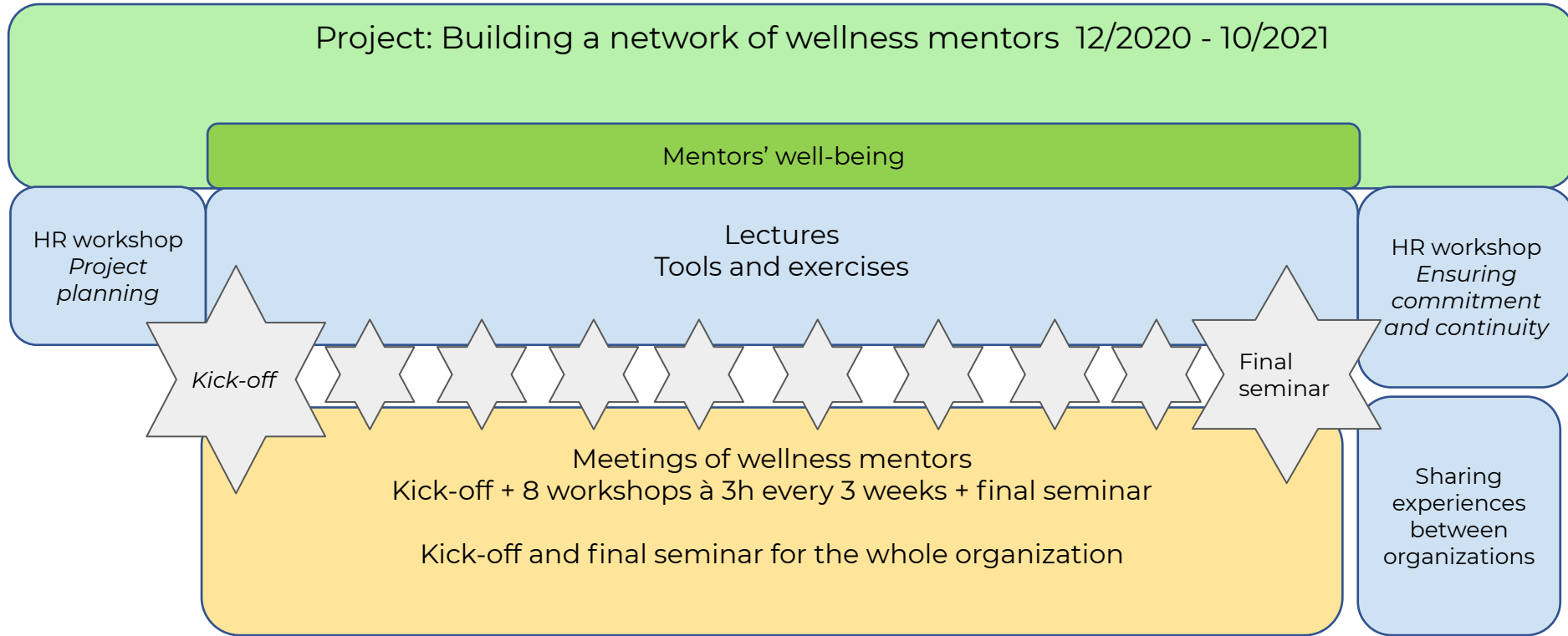
We developed competence

- **To modify routines** - giving up and building something new.
- **To pause and listen** to yourself and others to see the essential and do the right things smarter.
- **Self-leadership and self-knowledge** that have a direct impact on interaction and interpersonal relationships.
- **To promote well-being** with concrete tools.

The most significant added value has become from the insights that emerge through group meetings and individual experiences, which help us support well-being from the perspective of both the individual and the work community.



Building a network of wellness mentors



Realized topics of mentor workshops

1. What is mentoring? & Healthy eating for the brain
2. Current services supporting health and well-being
3. Psychological basic needs
4. The relevance of my and our work together
5. From frustration to action
6. Basics of positive psychology
7. Giving and receiving feedback
8. Service design



Wellness Mentors network is very important

The feedback gathered during the final reporting of the project shows that

- Bilot Wellness Mentors network is very important to the organization 4,5 (scale 1-5)
- The experience of participating in the wellness mentor project was nice, 4,1.
- Project increased commitment. Participants will act as wellness mentors for Bilot for sure in a year, 4,7.
- On average, 12 mentors attended the workshops (15 in total).



Wellness mentoring needs time

- The project contributed a bit to mentors own well-being, but combining work and wellness mentoring activities was felt to be challenging. (Promoted own well-being 3.4, on the scale did not promote any - promoted a lot)
- The readiness to start acting as a wellness mentor received a score of 3.8. Some need more support to get started and more tools in their operations.
- The facilitators of the project, Terhi Kolari and Alisa Yli-Villamo of IhanaElo Oy, received a grade of 4.1 as facilitators.



Three key points from the mentors

- We have learnt to focus on wellbeing also during the work hours.
- We have collected tools* to promote well-being and especially communication.
- Bilot Wellness Mentors network is very important to the organization. We need time reserved for the mentoring work also in the future.



*Separately reported Bilot Wellness Mentors Toolkit



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