



ACT-ivate

WAYS OF WORKING

Moving policy speak to practical habits



To a **newcomer**, the five ways of working can feel like a **layer of jargon on top of the day job**. This card is your translator to help trainees feel confident and comfortable.

WAYS OF WORKING

1. **Introduce the Five Ways of Working as a mechanism of positive change.** Using skills from Act.ivate Knowledge, show a real world story of change, where the ways of working have made beneficial impact, either to an organisation, a community or a specific outcome.
2. **Present the Journey Spectrum:** Making Simple Changes → Being More Adventurous → Owning your Ambition → Leading the Way. Ask groups to plot where their current approach sits.
3. **Introduce 'Enablers and Disablers' concepts from the Learning Journeys.** Ask trainees to identify one 'Disabler' (e.g., working in silos or short-term budget cycles) currently holding them back.
4. Review the 'Enablers' list. Identify which internal support (e.g., multi-disciplinary teams) they need to move towards 'Leading the Way'.
5. Choose one Way of Working (e.g., Prevention). Use **Act-ivate 'How Might We'** techniques to bring creative thinking to the task, e.g. *How might we change one small thing to move us forward on this journey ?* Combine with **Act-ivate 'Yes and'** so the group can build momentum to embed their learning with positivity.

WORKS WITH



Act-ivate the Seven Well-being Goals for a thorough applied session on the basics



Act-ivate Future Vision to make the theory come to life



Act-ivate How Might We and **Act-ivate Yes, And** to conclude the session on a positive note.

SOURCE

The Future Generations Commissioner for Wales **Journeys to help embed the well-being goals** Guides to help better understand how to embed the well-being goals from the Well-being of Future Generations Act.