



Swindon Mindful Employer Network

Thank you for joining us!



Agenda

9.30am – 9.50am	Arrival and Networking	N/A
9.50am – 9.55am	Welcome & Slido Intro	Yazmin Taylor, Business & Service Training Lead, Swindon & Gloucestershire Mind
9.55am – 10.20am	Tackling Loneliness & Isolation in the Workplace	Lynette Buebird, Swindon & Gloucestershire Mind
10.20am – 10.35am	Loneliness at Work: Why it matters & what we can do about it?	Tara Fisher, Chief Operating Officer, Marmalade Trust
10.35am – 10:55am	Facilitated Discussion and Q&A	Led by Yazmin Taylor
10.55am – 11.00am	Wrap-up & Close	Led by Yazmin Taylor

Lynette Buebird

Mental Health Trainer,
Swindon & Gloucestershire Mind



Mind
Swindon and
Gloucestershire

Loneliness and Isolation

With Lynette Buebird
Mental Health Trainer



Aims of the Session

01

Define loneliness and isolation in a workplace context and recognise common contributing factors

02

Understand the core components of Self Determination Theory and how unmet needs may impact wellbeing and resilience

03

Explore strategies to foster connection, psychological safety and healthier interpersonal dynamics



Isolation / Loneliness Scale

You all have a Post It note...

There is a piece of string in front of me...

One end says, 'never felt isolated or lonely', the other side says 'frequently felt isolated or lonely'

Put your Post It where you think you belong on there in your personal life

Now in the other colour, place where you belong in your work life



Loneliness & Isolation

- Loneliness at work isn't about being alone it's about feeling unseen, unsupported, or disconnected.
- It happens more than we think even in busy, high performing teams



Who may struggle with loneliness and isolation?

- Parents
- Neurodivergence
- Disability
- Any minority group
- Remote or hybrid workers
- New starters
- Managers / leaders
- Returning from leave



Self Determination Theory

Humans thrive when three basic psychological needs are met:

- **Autonomy** – feeling in control of your work
- **Competence** – feeling capable and effective
- **Relatedness** – feeling connected and supported by others

When these needs are met → better mental health, motivation, engagement, resilience

When unmet → loneliness, stress, disengagement, burnout



Think about a time at work where you felt a bit disconnected, frustrated, or flat

What was missing out of these three core needs??

- Raise 1 finger = Relatedness missing
- Raise 2 fingers = Autonomy missing
- Raise 3 fingers = Competence missing



If needs are unmet, our energy goes one of three ways...

- A) Inward and heavy
- B) Outward and sharp
- C) Outward and overly helpful

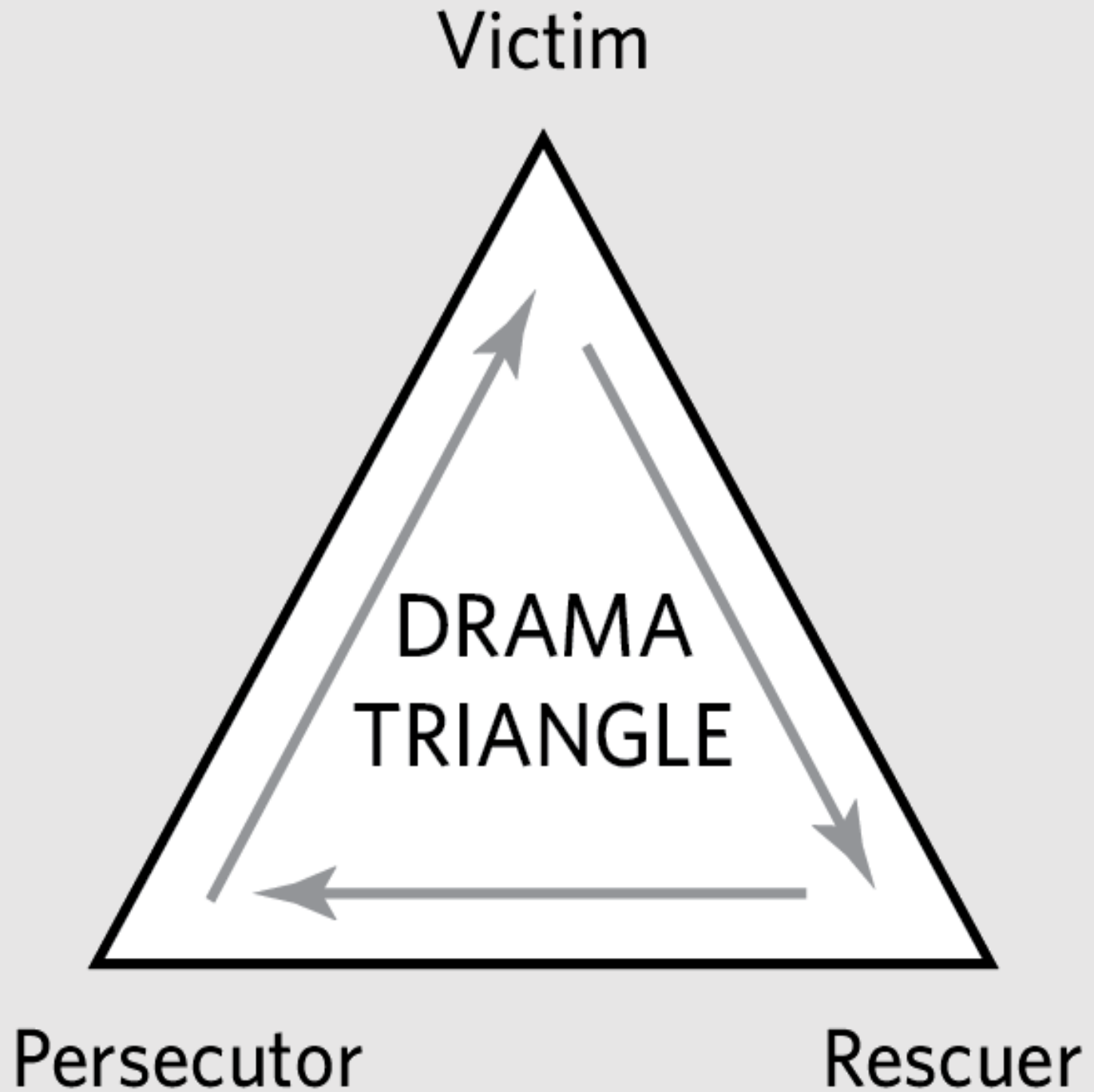
When you feel stress, which way does your energy go? A, B or C

The Drama Triangle

The Triangle spins
and it costs energy!

For example:

- You start in Victim → “No one ever checks in or notices me or the hard work I do”
- Then shift to Persecutor → “Everyone here is the same, no one actually cares if we are here or not”
- Then move to Rescuer → “Fine, I’ll just get my head down and do what I need to and not bother with anyone else.”



Why is this Important?

Resilience is the ability to adapt, recover and grow through being in control of our responses

Finding the right tools to support ourselves is important and will help us adapt, recover and grow from these situations



SO how do we do this?

Relatedness (Connection)

- Acknowledge people (hello, thank you, inclusion)
- Regular human check ins (not just task based)
- Have plans in place to support staff who have been on leave integrating

Autonomy (Control)

- Give choice where possible
- Trust people instead of over-directing

Competence (Confidence)

- Recognise effort, not just outcomes
- Give clear, supportive feedback



Tara Fisher

Chief Operating Officer,
Marmalade Trust



GIVING  **15-21 JUN 2026**

LONELINESS

 **A** **VOICE**

LONELINESS AWARENESS WEEK



Acceptance in the Workplace | Giving Loneliness a Voice



Acknowledge | Identify | Act





Work has changed



- Hybrid and remote working
- Fewer informal moments
- Faster pace, higher pressure
- Changing teams





Connection does not happen by accident



It needs intention

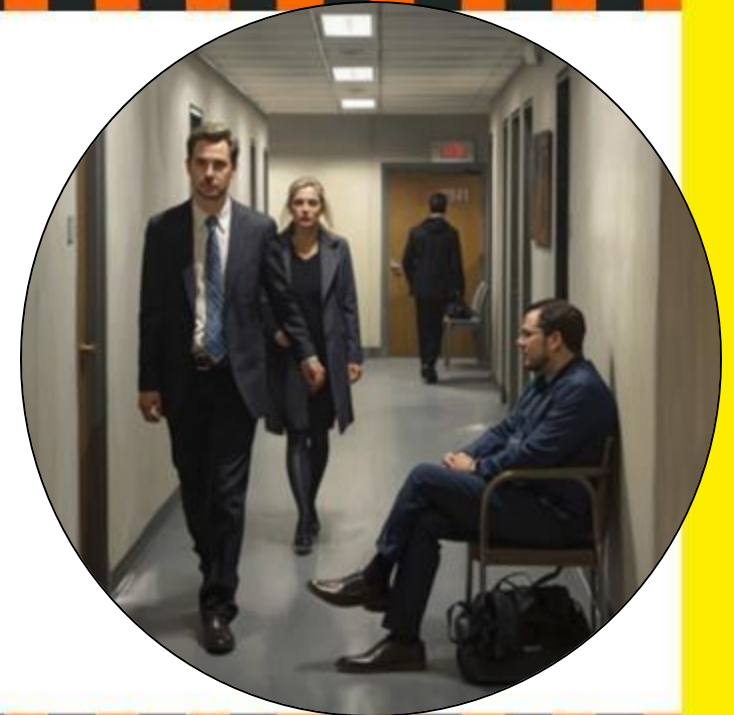




Spot where connection is under strain



- Conversations stay task-focused
- Same voices are heard
- People present but not fully connected
- Informal moments reduce





Workplace Connection Snapshot



Where is connection strong?

Where is it under strain?

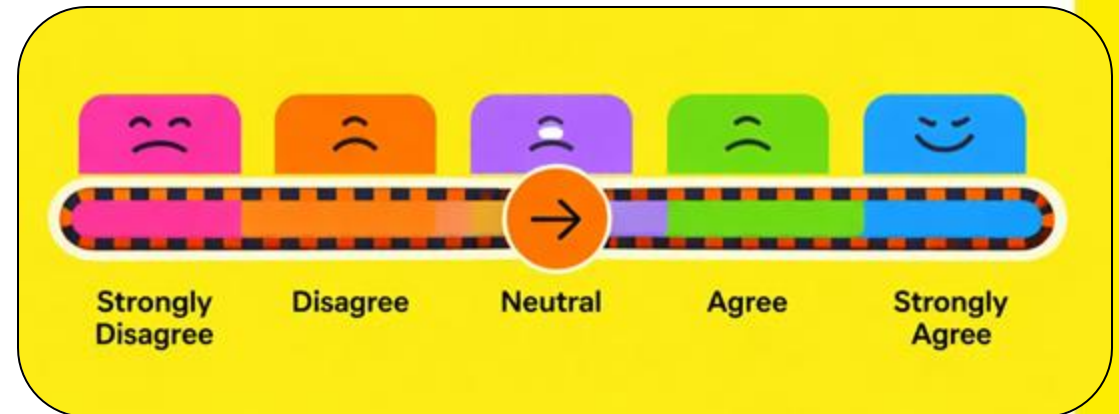




Connection Snapshot



- Informal connection happens day to day
- People know where to go for support
- New starters build relationships quickly
- Hybrid working includes connection
- Workload allows human moments
- Quieter people are included





Acknowledge | Identify | Act



- ✓ You can spot it
- ✓ You can act on it





1. Connection Availability Check



Is connection available to everyone?

“It wasn’t a big intervention. It was knowing someone would notice me—and that stayed with me through the day”





2. Body Doubling



Work alongside

“I didn’t expect it to make a difference to connection. We weren’t even talking much. But knowing someone else was there, working alongside me, made the day feel less separate.”





3. 2-Minute Reconnection



Small moments matter

“It’s only two minutes, and I didn’t expect it to shift much. And it changed the feel of the whole meeting. People stayed, people spoke, and it felt like we ended together rather than just stopping.”





What will you try?



- What stood out?
- What feels useful?
- What will you try?





You can act tomorrow



Acknowledge



Identify



Act



Repeat





Learn more



CPD-accredited L1 and L2
Understanding Loneliness
Training



The CPD Standards Office

CPD PROVIDER: 50916
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www.cpdstandards.com



The
Local Government
Boundary Commission
for England



Triodos Bank



St Peter's
Hospice





References



Baumeister, R. & Leary, M. (1995) *The need to belong.*

Barreto, M., Doyle, D. & Qualter, P. (2024) *Loneliness as a social issue.*

Bryan, B.T. et al. (2023) *Workplace loneliness: A meta-analysis.*

DCMS (2023) *Tackling loneliness evidence review.*

Economics of Mutuality Alliance (2025) *Business vs Loneliness.*

Granovetter, M. (1973) *The strength of weak ties.*

Sandstrom, G. & Dunn, E. (2014) *Social interactions and wellbeing.*

Facilitated Q&A

Open to audience

Led by Yazmin Taylor, Swindon & Gloucestershire
Mind

Upcoming events

◀ **Swindon Mindful Employer Network:**
2nd September 2026, 9.30am – 11am,
National Self Build & Renovation Centre

◀ **Swindon Mindful Employer Network:**
4th November 2026, 9.30am – 11am,
STEAM Museum



**Business West
event page**





Thank you for attending our
Swindon Mindful Employer Network event!

