



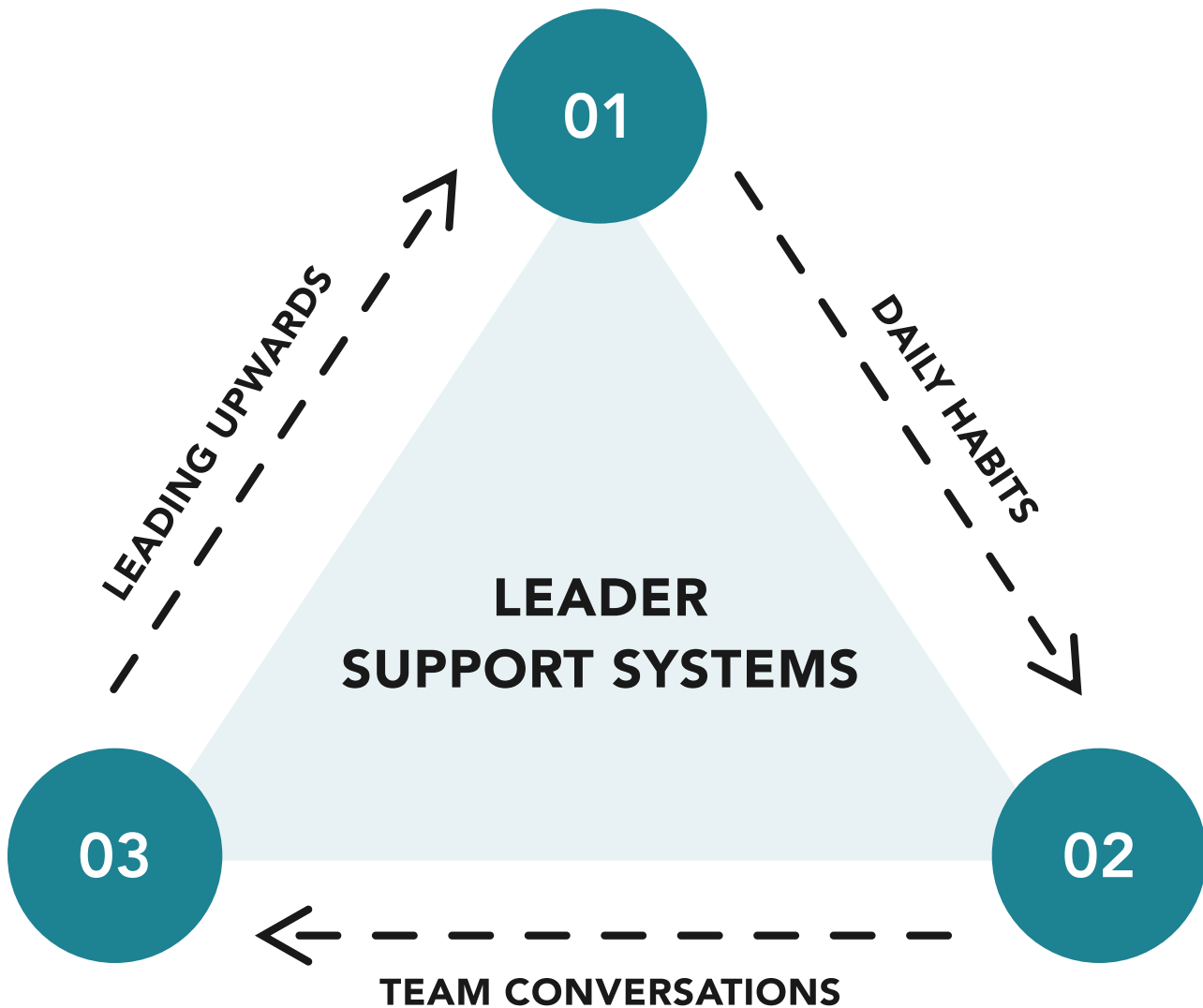
 trusted

# Mental Wellness Support System

INNOVATIONS FOR THE MODERN LEADER







- Check in with team members regularly using our “Daily Conversations prompts”
- Reinforce your commitment to supporting wellness using “Team Checks”
- Bring up trends and patterns to your leadership to help get them addressed using “Innovate Up” tips



01

## 1 on 1

- I've noticed that you've been\_\_\_ is there anything you want to talk about?
- It seems like you are going through a lot. Can I help?
- I care about you and the team, it seems like you are struggling. Are you open to talk?

### MEETING STARTS

- What are we grateful for?
- What excites you and what worries you?
- Celebrate small wins
- Acknowledge the stress and say thank you
- Start with 5 deep breaths to center the team.

02

## Team Tactics

- Look for patterns and bring them up.
- Prepare by identifying possible sources of stress for the team and their possible solutions.
- Discuss impact: PTO frequency, FMLA, call offs, general morale.
- Ask for support: Resources to address underlying issues. Employee assistance.

03

## Lead Up

- Brainstorm- What are some ways we can reduce stress in our department?
- Offer Support - What are ways we can support each other? Provide resources like in MY TEAM
- Action: Create a PTO calendar. Bring in wellness expert. Start with gratitude.



 CUT OUT BADGE BELOW

