Reflecting on Your Culture of Collective Wellness

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Use this checklist to reflect on the wellness culture in your workplace. Small shifts can help to create a culture of collective well-being.

Check in regularly:

▶ How is space being created for everyone's needs to be heard?

▶ What communication patterns are helpful and feel supportive? What patterns do not feel useful or supportive?

▶ How are people communicating what feels supportive to them in times of stress?

▶ When do people have the opportunity to check in?

Empathize:

▶ How can this be modeled and promoted in large and small groups as well as one-on-one interactions?

▶ How can small shifts be made to acknowledge and validate other people's feelings?

▶ How are we showing we care for each other?

Socialize with one another:

▶ How do people currently socialize with one another? Is everyone included?

▶ In what ways can individuals share their unique talents, interests, or hobbies with the group?

▶ How are opportunities for small moments of unstructured socialization recognized and prioritized across the day?

Find ways to increase a sense of control:

▶ Are there ways for all staff to be more involved in decision-making within the program?

▶ Are there ways to be more transparent in communication about what is required, from funders or licensing, and what is up to the program to decide?

▶ Are there projects or initiatives that staff can take ownership of?

▶ How are staff involved in creating goals for their professional development?

Make specific offers to help:

► Think about what a program that values helping one another would look like, sound like, feel like?

► Offer time and space for people to communicate with one another, in the way and at the time they like to be supported. For example, some people might decline help in the moment but may feel supported by having a time to debrief after the fact. Some people may prefer written feedback to verbal feedback.

► Get specific: Instead of: "Let me know if I can help you with anything." Try: "I can help during the transition outside. I know getting snow gear on is a lot!"

Assess what others may need:

► How will you gather information on what individuals need in your program?

► What will you do with this information?

► How do you understand this information in the context of individuals and the community?

Create safety for taking accountability when needed:

► What is the current level of trust and relational safety among individuals in the group?

► What are small steps the group can take to strengthen relationships?

► How are individuals recognized for their unique strengths and contributions that support the group?

► How do we recognize when we are blaming one another for a mistake instead of promoting a culture where we learn from mistakes or work collaboratively to solve a problem?