

Mental Health and Wellness Connections for Managers

In unsettled times, great leaders go back to the basics.

Right now, there's one principle that's more important than ever for mental health and wellness and supporting staff: **connection.**



Putting it into Action



Start with heart. Ask yourself: *"What do I really want for myself, for the other person(s), for our relationship and for our organization?"*



Ask relational questions: *"How are you feeling?" "What's on your mind?" and "What can I do to help right now?"*



Look for the "silver lining". Are you communicating appreciation and sharing successes?



Be flexible: Accept that productivity and "business as usual" is not the same. Provide options in how and when work is completed.



Make help visible: Share and remind staff about supports available through your organization, including crisis lines, online tools, and services such as EAP. Remind them that the best thing possible is to use this support before their stress gets too high.



Most of all - take time to make sure **you** are informed, prepared and focused on your needs.

Key Messages

1

Be aware and acknowledge stress as legitimate for yourself and others.

It is normal for our stress systems to be activated right now.

2

Support self and others to roll with uncertainty and its impact(s).

3

Playing a part of keeping all staff protected from chronic stress and poor mental health during this response means that they will have a better capacity to fulfill their roles.