

Organization Wellness Prompts and Overview

In today's busy world, it's important for workers to feel supported at their jobs. Especially after dealing with the Covid-19 pandemic, workers want to work in places that care about their well-being. This is not just because it's the right thing to do, but also because it helps the company succeed. To figure out how your team is doing, ask yourself these questions below. They'll help you see where your team might need some extra support to stay healthy and happy.

Questions for Checking Your Team's Wellness

Stress-APGAR

A is for Appearance:	How do your team members look? Do they seem very tired or not taking care of themselves like they used to?
P is for Performance:	How are they doing at work? Are they not doing as well as before, or are they trying too hard to do better?
G is for Growth tension	Do they seem bored or overwhelmed with their tasks?
A is for Affect control:	Are they having big mood swings or showing emotions that are not normal for work?
R is for Relationships:	Are they avoiding talking to others or acting differently around the team?

If you answered "yes" to most of these questions, don't worry. You're not alone, and there are things you can do to help your team feel better.

Here's how to start

UNDERSTAND WHAT YOUR TEAM NEEDS

- Talk to everyone in your team, including bosses and other workers, to see what they think would make work better.
- You can use surveys or have one-on-one talks to get their ideas.

LOOK AT THE INFORMATION YOU GATHERED

- Figure out what your team is good at and what could be better.
- See if everyone's actions match what they say they want to do.

SHARE WHAT YOU FOUND

- Let your team know what you learned from them.
- Make sure they agree with what you found and decide together what needs to change.

MAKE A PLAN TOGETHER

- Based on what you found out, make a plan to improve things.
- Set clear goals and decide who will do what to make it happen. It's important that everyone helps and works together.

TAKE CARE OF YOUR TEAM

- Offer good health insurance and benefits, like help for mental health. Also, think about things like childcare or helping with transportation.
- Encourage healthy eating at work events, and make sure there are places for people to take breaks and relax.

PROMOTE MINDFULNESS AND RELAXATION

- Teach your team ways to relax and reduce stress, like deep breathing or meditation.
- Make sure there are quiet spaces for people to take a break when they need it.

BE FLEXIBLE

- Let your team have some say in when and how they work. This can help them balance work and life better.

BUILD CONNECTIONS

- Encourage your team to get to know each other and talk about more than just work. This helps everyone feel like they belong.

KEEP LEARNING

- Keep checking in with your team to see how they're doing and keep learning new ways to help them stay healthy and happy at work.

By following these steps, you can create a workplace where everyone feels supported and can do their best.

If you said "yes" to most of these questions, you're not alone, and there are things you can do to help your team or company be healthier. Making sure everyone feels good physically, mentally, and emotionally at work is really important.

Creating Your Organizational Plan

FIRST, FIND OUT WHAT'S ALREADY HAPPENING

Ask everyone in your company, like bosses, leaders, and staff, what they think about taking care of themselves at work. You can do this with surveys, talking in groups, or asking people one-on-one. One tool that offers a comprehensive overview that begins to target these domains and the extent to which your organization is currently practicing equity-focused, trauma-informed approaches is the [Trauma Responsive Understanding Self-Assessment Tool \(TRUST\)](#). This helps you see what's going well and what could be better.

LOOK AT WHAT YOU FOUND OUT

After you talk to everyone, look at what they said. See if there are any patterns or things that come up a lot. Also, check if what people are saying matches what the leaders in your company are doing. Then, compare how different groups in your company are feeling compared to what the company wants.

SHARE WHAT YOU LEARNED

Tell everyone what you found out from the surveys and talks. Make sure they know you listened to them. Ask if you got everything right and what you might have missed. This helps build trust and shows that you care about what they think.

MAKE A PLAN TOGETHER

Based on what you learned, make a plan to help everyone feel better at work. Set clear goals for what you want to happen. Think about how you'll know if you're doing well. Make sure everyone knows what they need to do, and work together to make it happen. It's also a good idea to have a group of people from different parts of the company help make decisions about wellness.

Here are some things to think about when making your plan:

- Make sure everyone has good health insurance and benefits, including help for mental health.
- Offer programs to help people be healthy, like exercise or quitting smoking.
- Provide healthy food options at work events.
- Teach everyone how to relax and focus better with things like deep breathing or meditation.
- Give people a quiet place to rest during the day if they need it.
- Let people work flexible hours so they can take care of their personal lives too.
- Help everyone build good relationships at work.
- Keep learning about how to help everyone stay healthy and happy.

Remember, even after you start your plan, keep checking in with everyone to see how they're doing. And keep learning about how to make things even better.



Notice of Copyright/Rights Statement

Reproduction and distribution of this material, *Organization Wellness Prompts and Overview*, in digital, electronic, written, and/or any other form without the expressed written permission New York State Office of Mental Health (NYS OMH), New York State Trauma Informed Care Network & Resource Center, and Coordinated Care Services, Inc. (CCSI), is prohibited.

© 2024 Copyright. All rights reserved.