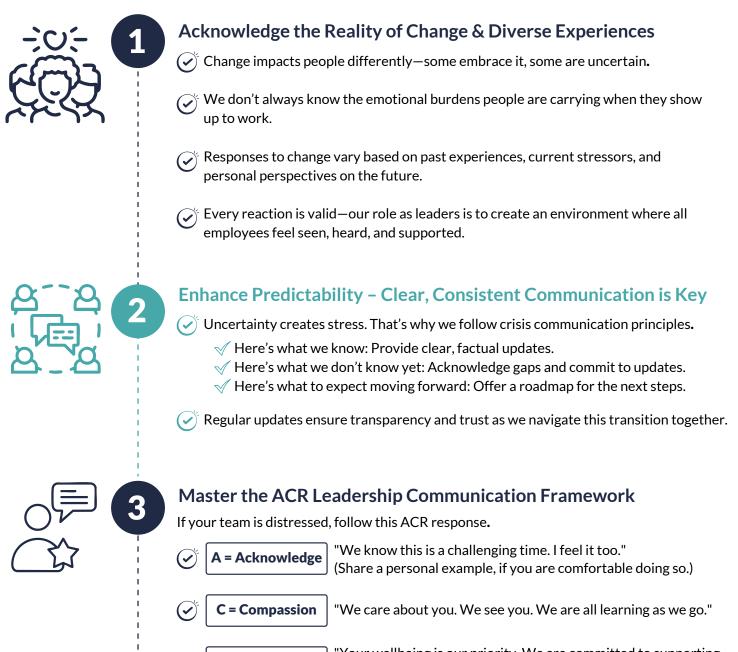


LEADING THROUGH CHANGE

10 Things Leaders Can Do to Support Team Resilience & Organizational Mental Health



R = Reassurance

"Your wellbeing is our priority. We are committed to supporting you. If you're feeling stuck, reach out—I've got your back."

DR. SALLY

Create Opportunities for Deep Listening,
Open Dialogue & Early Actions

- Tell your team, "We want to hear from you—your insights help us provide meaningful support that meets real needs."
- Use team pulse checks (quick check-ins during meetings), town hall meetings, and morale surveys to gauge wellbeing and identify challenges early.
- Normalize conversations about mental health by integrating them into regular discussions—make it as routine as safety talks or project updates.
- Foster open dialogue in team meetings, encouraging honest conversations about stress, resilience, and wellbeing.
- Act on feedback—listening is only the first step; making changes based on team input builds trust and engagement.

"We Have a Plan to Support You" – Serve Up a Buffet of Resources

-) Offer Mental Health & Crisis Support.
- Remind People of Coping Skills and Available Accommodations.
- \checkmark Leadership Support: Open-door policy for confidential conversations.
- \gg Resource Hub: Direct employees to an online resource page (include a QR code or link).

Double Down on Authentic Gratitude

- Acknowledge and appreciate the dedication, resilience, and service of your team—especially during challenging transitions.
- Recognize specific individuals or groups who are supporting one another, demonstrating resilience, or embodying the organization's mission.
- Connect this moment of change to the bigger vision—help employees see how their efforts contribute to long-term success.
- Foster a culture of appreciation through simple yet meaningful gestures like handwritten notes, shout-outs, or small recognition rewards.
- Gratitude is leadership in action—expressing appreciation builds trust, morale, and a sense of purpose in the workplace.

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Promote Peer Support & Connection

- Encourage peer allyship—check in on colleagues, offer support, and foster trust.
- Facilitate structured connection opportunities like mentoring, buddy systems, or small group check-ins.

Suild a culture where asking for help is encouraged, and no one struggles in silence.

Recognize Resilience

- Even in challenging transitions, people demonstrate strength and compassion.
- Celebrate those who uplift others-acknowledge team members who go above and beyond.
- Reinforce core values: "This is what I know to be true about this team..." (Share examples of past resilience.)

Offer Spaces for Connection & Support

- (🖌) Provide an open forum (virtual or in-person) for employees to check in, share, and support one another.
- Encourage safe conversations about struggle or distress.
- \checkmark If the team is experiencing hardship, say, "While we must rise to these challenges, we also choose how we take care of each other."

Check In – with Self and Others and Adjust Regularly

- Lead by example—model healthy coping strategies, stress management, and work-life balance.
- Reflect: "How am I managing stress? Am I modeling resilience for my team?"
- Gather team feedback (surveys, one-on-one check-ins) to assess evolving needs.
- Adapt strategies based on real-time challenges and team input.

Contact us today for workshops on resilience, burnout and more.

