

5 Ways To Support Your Team



1

Be vulnerable. Share your experiences.

Being honest about your emotional states as a leader opens the door for employees to feel comfortable talking about their own emotions and things they might be going through.

2

Take care of yourself and lead by example. Turn off your email when on vacation, share when you take the time to prioritize your own wellbeing by going on a walk during lunch or booking an appointment with a mental health professional to make your team feel enabled to do the same.

3

Build a culture of connection through check-ins.

For the check-in to have the most value, ask specific questions on how you can support the person. Really listen, and encourage questions and concerns. They may not want to share much detail, which is completely fine. Knowing that they can is what matters.

4

Offer flexibility and be inclusive. Don't make assumptions about what your teammates need - ask. Take a customized approach to address stressors, such as childcare challenges or feeling the need to work all the time. Proactively offer flexibility and be as generous and realistic as possible.

5

Communicate more than you think you need to.

Make sure you keep your team informed about any organizational changes or updates. Remove stress where possible by setting expectations about workloads, prioritizing what must get done, and acknowledging what can slide if necessary. **Inform and remind of available mental health resources and encourage them to use those.**