

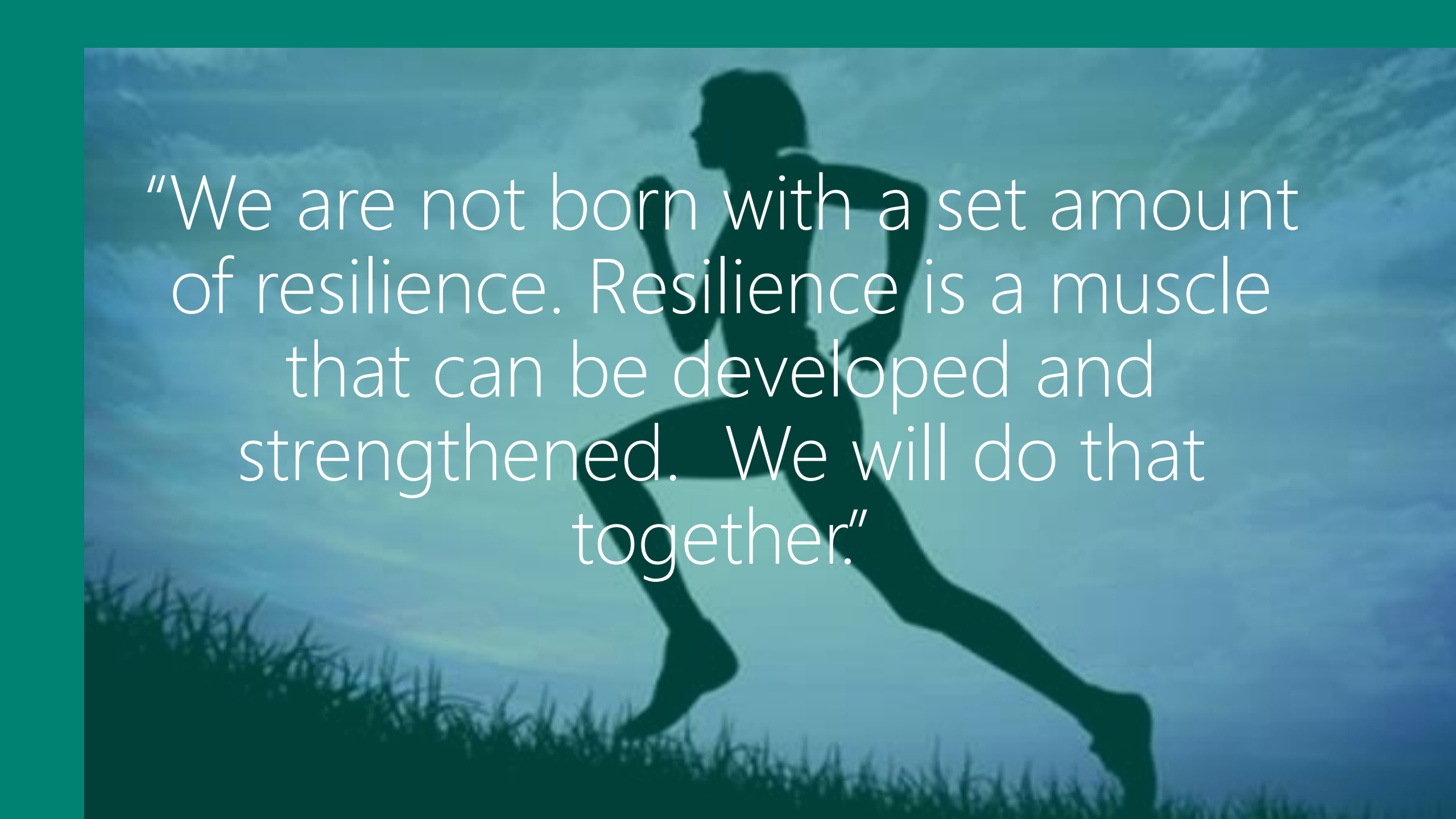


A person wearing a straw hat, a colorful patterned shirt, and shorts is walking barefoot on a sandy beach. They are carrying a yellow and red striped bag. The ocean is in the background with waves breaking. The sky is overcast.

Critical Conversations:

Establishing a Wellness Centered Culture

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A silhouette of a person running on a grassy hill against a sunset sky. A faint rainbow is visible in the background. The text is overlaid in white.

“We are not born with a set amount of resilience. Resilience is a muscle that can be developed and strengthened. We will do that together.”

Talk to yourself (in a good way)

- Can you do this work?
- Do you want to do this work?
- Should you do this work?
- How will you derive satisfaction from doing this work?
- How will you balance this work with your life?



Talk to Candidates

Bad hires have disastrous consequences:

- Informed Consent
- Explicit Wellness Program buy off
- Interview Questions



Talk to your colleagues

Establishing a culture based on wellness is vital:

- How do you want to be supported?
- How do you not want to be supported?
- Is there specific content that will be particularly difficult?
- What efforts will we make to be resilient?



Talk to your colleagues (cont)

How are we going to disagree:

- Can you disagree without challenging a colleagues ability?
- How do you describe content to each other?
- Am I my siblings keeper?
- How do you want to receive feedback?



Wellness Conversation in writing

While I am working:

1. Take breaks
2. Stand up and stretch
3. Take five deep breaths
4. Watch a cute/funny video
5. Implement 20-20-20 process
6. Play Tetris

At home:

1. Be honest with myself about what kind of day I have had
2. Call ahead to find out what is going on at home before I arrive
3. Tell my wife it was “a bad content day”
4. Go sit in hot tub for 10 minutes
5. If appropriate, play with Liam
6. Go for a walk and phone a friend
7. Find a home improvement project
8. Sleep
9. Seek out happy and supportive people

Personal Wellness Plan

On the Job Toolkit

Take a break | Go out for lunch | Talk to someone | Plan next vacation

Watch a funny show | Listen to an audio book | Take a walk

Transition from Work to Home

Listen to music/audio book | Go to the gym | Drive a scenic route

After Work

Exercise | Walk my dog | Go out to dinner | Go shopping | Read

Get a manicure/pedicure | Visit family/friends | Cook/clean | Meditate

Travel | Practice yoga | Watch TV/movies | Go hiking

How I like to be supported

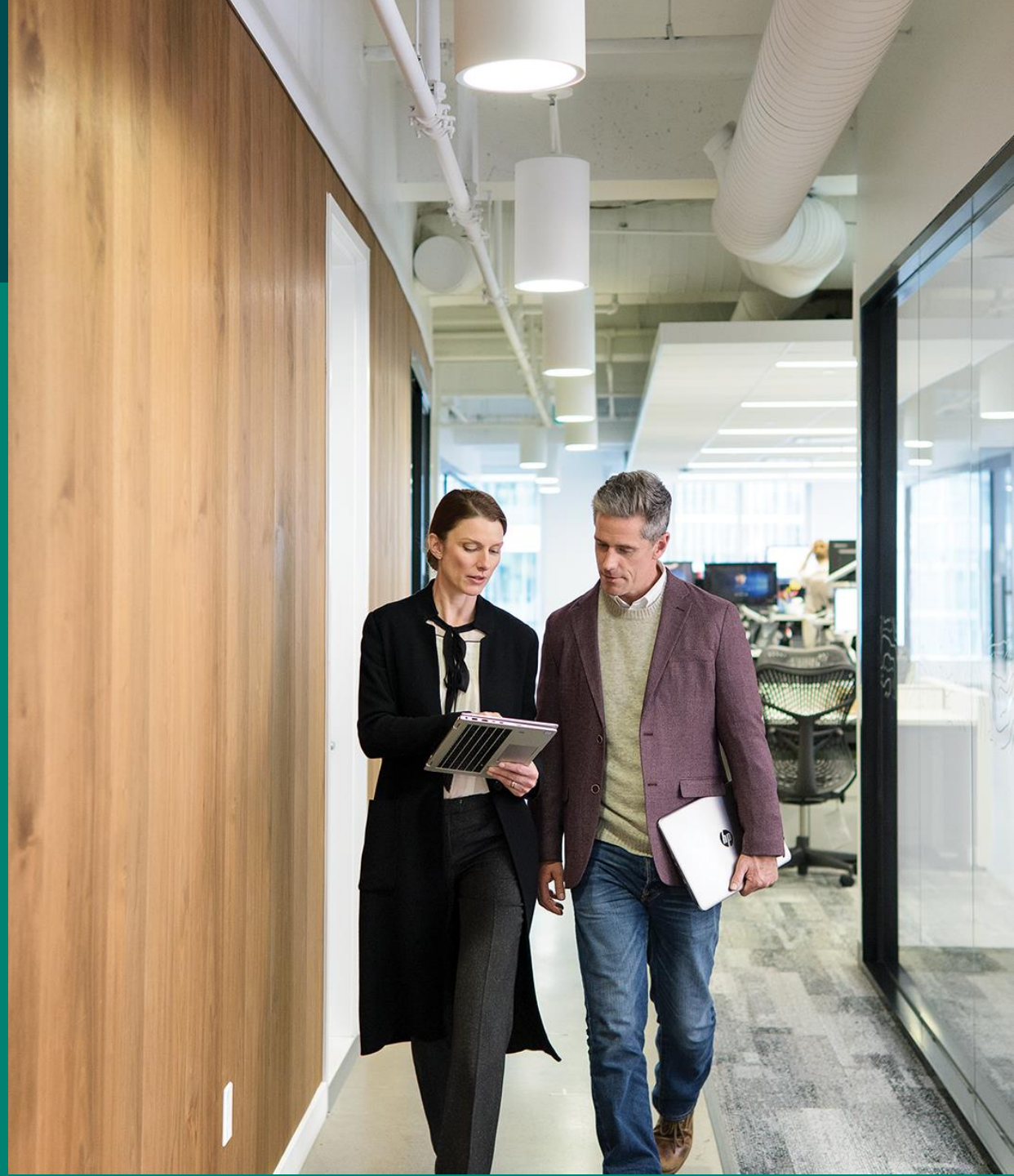
Talking it out – over food!



Talk to the boss

Wellness and resilience is a core business advantage

- How will you support your people?
- What trade offs will we make to support wellness and resilience?



Talk to your family and support group

Who has your back?

- Can your family support you doing this work?
- Are there trade-offs that you will need to make as a family to support this work?
- Do you have an “empowered friend” to call you out?



Talk to your partner

- Hey Hon, how was your day?
- Do you/ how do you communicate when you are being triggered by work?
- How much does your partner know about what you do?



Phone a friend

Is your friend ready?



Wellness plan best practices in social settings

Living with odd questions:

- What do you do for a living?
- Why would you do that for a living?
- Whats the worst thing you've seen?

Responding:

- The taped loop
 - Discuss, deflect, or disengage
- Have a signal to get out of unwelcome conversations
- Have a signal for your partner to moderate your intensity



Sharing Your Wellness Plan

Daily resilience

Breathe

- Five complete breaths, inhale then exhale
- Shut your eyes, feel your breath
- Sense where the stress is in your body

Get creative

- Cultivate supportive relationships
- Engage in physical exercise daily
- Practice good sleep hygiene: seven-plus hours nightly, it really works)
- Reduce electronics use prior to bed
- Drink plenty of water
- Participate in hobbies and interests

Reset your brain

- 20-20 (20 mins screen time, turn away and focus 20 seconds)
- Take a big glass of water
- Yawn (seriously!)
- Shake your right hand, then shake your left hand
- Team counts
 - Give or get a hug (or think about your favorite person giving you one)
 - Check-in with a workmate
 - Share your best recipe
 - Make a monster face
 - Celebrate the accomplishments of the team
 - Smile/laugh
 - Share a snack with a workmate

Get up

- Take a break
 - Two to three minute guided meditation
 - Take a lap around the office
 - Go to the bathroom
 - Wiggle/shake
 - Go get a snack or coffee

Q & A



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Salamat Po

متشكراً

شكراً

Grazie

благодаря

ありがとうございます

Kiitos

Teşekkürler

谢谢

ขอบคุณครับ

Obrigado

شكريه

Terima Kasih

Dziękuję

Thank you

Hvala

Köszönöm

Tak

Dank u Wel

дякую

Tack

Mulțumesc

спасибо

Danke

Cám ơn

Gracias

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Děkuji

감사합니다