

What strategies do you and/or your organization engage in for this dimension?

Survey the staff regarding psychological safety and ideas to help them feel safer at work in this space

We provide mental health/crisis services to state employees

Fitness challenge through activities you like: biking, walking, treadmill,

Our organization offers trainings & connects individuals to resources through our wellness program.

Personally I make time to do things that make me happy and express gratitude to others. My organization has a wellness room and hosts wellness activities throughout the year for employees

Slowing down, creating time to think, noticing and naming emotions

The organization is made up of grateful people who often express it to others. I try to stay in a place of gratitude for both work-related wins and for the things I am lucky to have. I have a morning ritual with my breakfast and coffee and try to exist in a place of recognizing and naming my emotions and trying to address (embrace or tweak elements of
Encourage people to take breaks. Enjoy your lunch time get away from your desk. Take time off from work when needed.

Encouragement of self care, having free therapy sessions with our EAP program, and wellness fairs.

Encourage self-care, take personal time off as needed, talk with co-workers or supervisors when stressed or overwhelmed

Personal: Meditation Exercise Sleep Diet Organization: Webinars Health Challenges Diet Advice

mandatory break times

Our organization offers weekly mindfulness and has several ERGs

Meeting (was monthly at one point, but has died down). "The healing space" For all who want to come and share discuss health and wellness as a community. Born out of covid

Each office has a wellness committee that anyone can participate in. Several activities are planned throughout the year which emphasize staff well being and connectedness.

Taking time at the beginning of staff meetings with a connection activity that brings forth mindfulness, self-awareness and discussion. Management works together to intentionally foster co-worker relationships so that trust is built and staff are able to show up authentically.

organization: mindfulness Mondays - meditation and focus days

Employee engagement activities, social events and get togethers

Me: hobbies, exercise, call a friend
My organization: nothing except the occasional note to take care of ourselves.

EAP

Me: Making time for myself. Cultivating my joy. Sharing how I feel with others. Organization: Group Grief sessions for employees who have passed away. Trauma-informed trainings.

I engage in going to Church. Listening to Podcasts, Crocheting and Reading and Gardening

N/A

Wellness meeting presentations with lots of idea sharing/conversation and resource sharing included

Folks can sign up for Wellness Wednesdays. A wellness topic is chosen and facilitators provide presentation on said topic. Folks can join Quarterly Community Corner events that highlight a particular employee who shares about themselves, folks are broken into group sessions to chat about topics.

working to be trauma-informed. share time for check ins at the beginning of meetings

We have a wellness program but it is being rebranded - emotional wellness we offer webinar topics via our EAP provider Anthem. such as mental health, caregiving etc.

"Joy" Ambassadors - dogs in the office.

Talking with co-workers, Team meetings as needed

Journaling, counseling, letting myself cry when I need to

quarterly check ins with supervisor

Employee assistance program. A well WI program. Counseling. Walking meetings. I have made myself a priority this year. I am using various resources and setting my own boundaries, goals, and desires.

Our department recently started a Wellness Committee. It is not fully up and running, but emotional wellness is a part of the program.

Weekly staff meetings

time off for completing wellness activities EAP for counseling

We use trainings such as this one.

Utilizing leave.

Sharing gratitude together

I practice mindfulness, by appreciating nature, exercising and giving time to spend with friends.

Yoga is offered during off hours. Resilience "training" is also offered about once per month during work hours.

I meditate and practice yoga. My organization provides free yoga, Tai Chi, and Kindness challenges. My team supports collaboration, communication, shared values, etc.

Reflection before responding/decision making in high emotion.

Hotline to compsyh

We have a Zoom offering of a peer-led mindfulness exercise weekly

presentations re this issue, access to supportive services for work related issues that touch on this need

monthly staff meetings with time for unit/case discussions

Bringing in guest speakers from our Employee Assistance program to discuss topics related to grief, change, etc. and strategies for coping.

We have a person choice work model that allows staff to decide how they work, remotely and in person for themselves along with their supervisor. We support staff to take their time to rejuvenate or just decompress from the difficult work

we have a small wellness team and find different things and events to put together for the staff. I also notice that leadership is encouraging about this and encourages mental health and well-being

Reaching out to there's on Teams. Scheduling self-care days.

I appreciate that time and opportunity is given for expression. We can request private meetings to talk through issues at hand. It helps to feel heard but also be in a position to help others feel heard and supported emotionally.

we let people go to therapy or exercise during work hours

Encourage staff meetings that focus on gathering/celebration/connection with peers. Creating stronger internal communication to help staff feel more connected to current information

meet with group and have venting session

I go to therapy. I also practice gratitude, recentering my thoughts and emotions, and go dancing. At one point my agency used to have seminars but I haven't seen them in a while. Additionally, my agency offered trainings on stress relief but I haven't had time to check if they are still available.

mindfulness/meditation offering wellness reimbursements

Head space time and collaborative conversations with coworkers and management also EAP and scheduling lunch and breaks on our calendars

We have a dedicated wellness committee with a focus on stress management, wellness check in, meditation and pet therapy sessions.

we have weekly webinars

enjoy outdoors, organization offering education classes

Encourage employees to take their breaks, go for walks, meet with mental health practitioner that work within our organization.

Continued commitment to EDAI principles, wellness corners and check ins (like connection cafe's with wellness topics). I facilitate grounding techniques for resilience etc.

EAP services

Working towards continuous improvement towards a collaborative safety environment

Becoming a Trauma Informed Care Organization, providing apps such as myStrength, Wellright, etc. Ensuring mental health counseling is covered and available on our insurance plan. Building self-care into the performance evaluation process, and lots more!

We had Chair massage during our week of wellness. It was a wellness fair in December, we also had Brain Games like puzzles, Animal Therapy and DIY Planting.

Peer support, Resilience and Trauma Informed Care practices

employee assistance program

We have an Employee Support Group to assist staff with after assault events, and to assist with resources.

We teach about self care and its importance in this field.

Taking time to be outdoors or spend time with family.

Our organization offers EAP. We also have a debrief after a crisis. There are employee resource groups that are optional to join.

Transparency, check-ins, clinical supervision

Speaking with each other if we need help on or don't understand something.

We have a wellness clinic staffed with a therapist

the organization has a whole committee and team that works on wellness.

We offer counseling, have admit support

Massage apps within the agency

We offer voluntary meditation through zoom on a weekly basis. There are multiple websites with tips for emotional wellness at work.

Reminding staff of the Employee Assistance Program offered by a vendor.

Try to communicate with staff around how to manage stress, create safe spaces for staff to communicate in a constructive yet candid way, really push self-care activities, celebrate wins.

Self: Breathing, hobbies, noticing nature, exercise, music.

Our agency offers monthly microlearning that not only focuses on professional development, but also focuses on emotional health. The digital learnings remain available for future reference.

Social interaction activities

Check in to see how each other are doing. Encourage self-care and taking time off. Ask what people are grateful for at staff meetings.

We are starting our wellness program soon. We will love to include emotional wellness in our focus.

Talk to coworkers

gatherings during lunch time - food, games/activities, discussions

venting with coworkers, collaboration, taking breaks

we have a trauma response plan

journaling/supervision, staff events

Wellness trainings

Starting meetings with "wins"

Coaching

Yoga/Other self care things without having to use pto

Weekly supervision session. Encouraging team building across our teams. Staff acknowledgement to express gratitude to others. Promote self-care plans.

One on one coaching

none at work, but for self I try to stop and list things I am grateful for everyday.

I try to take my breaks and go outside at least for 5 minutes.

I don't, I need to do better with engaging in this dimension.

Self-awareness. Paying attention to what you are experiencing in the moment. Using healthy modality to process emotions.

We have implemented a Secondary Traumatic Stress Team to provide support to staff in both personal and work stresses. They reach out and provide cards and resources. Have taken steps to normalize the stressful work we do and supporting staff in utilizing supports. Retention efforts like acknowledging good work, special occasions, etc.

My organization refers us to an outside organization for emotional wellness.

Personally- friends and congregation. But work has some people I consider to be safe spaces and I don't think everyone has that. Our work has a team that responds to critical incidents that are defined

Team Building opportunities, and Quiet Room for meditation

Peer support, mental health leave, time together for fun activity

At the start of meetings, asking, 'how are you being?' Wellness app Giving back to the community days Coffee chats

hold mindfulness sessions for employees to attend.

Wellness fairs, offering EAP with resources to prevent burn out, encouraging PTO and boundaries between work and personal life. We also have a wellness committee to help encourage staff to find other ways of implementing wellness in their personal lives, not just at work

Working with a remote team, we have a daily morning check-in.

Lunch walks and talks. Share therapy resources in our community

Regular check ins - especially these days!

Personal, going for bike rides with my family.

we have been introducing and educating on psychological safety and mindful organizing - mindful organizing being how we monitor, plan learn and support one another as a team

Walk-in clubs

What strategies do you and/or your organization engage in for this dimension?

after hours events like bowling, group lunch and learns

Team building events & volunteer opportunities are offered throughout the year.

Monthly lunches for our team at a non work site

Employee Recognition program gives each supervisor \$ per staff to have a team building experience chosen by the team. We have a Monday, Wednesday, Friday 30 minute meeting to connect. Every department is encouraged to have connection team building activities.

team lunches

We've gone to baseball / basketball games, comedy shows, played laser tag and held company picnics.

Going out to lunch with co-workers.

We have a wellness room and we are also putting together a flyer that will go out every other month.

Every office has a fun day.

Staff walks

PAUSE: Play and Unwind Social Events. We have lunches prepared by members that fund our Holiday Party where there is food and prizes and fun.

This is something we are currently working on. There is talk from leadership about volunteer opportunities, but as of currently it cannot be done during work hours.

Our small workgroup (part of a larger organization) gathers for lunch periodically. We also do impromptu Zoom catch-ups with other team members.

regular check in meetings, ice breaker type questions to kick off meetings, happy hours or other similar events.

weekly check in on teams for team

we are spread out through NJ

-We have monthly in person events to get a full update for each person

New employee breakfast, lunch outings on meeting days, monthly potlucks, cookie party

Work from Home folks meet in office or off-site once every 1-2 months. And Holiday gatherings with food and games.

Our team divides up and then each group plans one team meeting to stay connected throughout the year. These have consisted of team challenges, games, painting, music while providing program information or resources.

None that I know of.

Virtual book club, encourage best friend at work, mentor program, community service as a team

we have a moral commitment that host different events

Book club, sound bath meditation, retreats within each division that may include escape rooms, "spa" days

Competitions: water challenge, walking challenge, food drive. Staff breakfasts, new staff breakfasts.

not sure

Survey's for feedback. offer lunch and learns. Leadership opportunities such as Beyond the Grit Cohort. Different committees to help staff feel empowered. We offer flexibility and lots of PTO.

Wellness Fairs, Book Clubs, Trauma Informed Care.

agency wide picnic, annual holiday party

The doctors here order lunch for the facility for us all to eat and socialize together.

My department organizes spirit weeks for staff and patients.

We have a yearly picnic for the whole organization. There is an organization-wide book club. My team has a couple of social events per year.

Monthly and holiday socials at local restaurants

Our team has a document day where we get together to catch up on any paperwork or notes, we do a craft and enjoy a meal together. Last time we did it we had a plant exchange.

Luncheons , Holiday parties

We had a Health Fair at a state park with lots of activities, food and vendors who highlighted their health and wellness businesses

Social committee events

Planned events like breakfast socials, committee fundraising sales / silent auctions, and community hand-outs.

We have a staff appreciation day once a year that we go to the beach and play games or do other staff appreciation.

None that I am aware of. :-)

quarterly spirit weeks where we play statewide virtual games and have themed dress days appreciation week every september with tailgate and games

group activities, brown bag lunch get togethers, acknowledging birthdays

We send out surveys and polls asking our teams about wellness and engagement. We advertise EAP in our monthly newsletters.

picnics, health challenges, feedback loops, team building exercises, informal support networks, complimentary beverages, pet therapy, and baby animals. . plus a peer support group for things like tonight's national funding freeze starting at 5PM

Section in-office retreats.

Participate in the Polar Plunge and Paint the Town Pink and all donations then go to that organization.

Birthday club

attend organized walks in the community as a team. The county does a lot of activities that reach out and encourage physical activity.

Our organization is very large; I believe different teams engage in different ways.

they sponsor health and fitness, as well as a separate organizations to allow employees to counsel at any time of the day or night

Annual Retreat

We hosted our inaugural staff appreciation wellness event in September and plan for this to be a yearly event. We hosted walking events to get staff moving.

I work in a remote team and we host 2 regional team lunches a year. We also host in person retreats. One for full team, and others for smaller teams and purposes. Usually, these retreats have a team building activity that involves exploring the location. We also have 20 hours of paid volunteer time.

Cooking for friends and having meals, theatre group, organizing outings and activities, reach out to those who are struggling

Our wellness committee is planning on getting all supervisors involve in group or team activities. Building rapport and uplift work spirit and moral.

new employee breakfast, lunch with team, christmas party, smorgasbord potluck, appreciation breakfast, team building during meetings

walking groups, potlucks, staff appreciation event

Employee Resource Groups

Food!! Chili cookoff competiton around the super bowl, Christmas pajamas and donate to the pediatric brain tumor foundation at UNC, Friendsgiving which is one of our best attended events.

Wellness Week that promotes various activites for staff to participate in together and get to know each other.

Employee recognition, team building activities, special event celebrations.

Holiday celebrations, monthly office lunches, birthday emails

Our organization as a whole does not engage in these activities, our manager and peers try to do things on our own every couple of months.

My department has potluck lunches and non-traditional celebrations, like Pi Day and an Eclipse party. Our organization allows monthly volunteer opportunities offsite. One of our staff organized an office scavenger hunt for small prizes.

1/ plan paid group engagement outside of work, 2/ provide payment of gift cards for engagement activities 3/ leave for volunteer hours with community partners

More in-person meetings, periodic activities/lunch, group walk during lunch

Coffee chats
Community volunteer

Football jerseys for SuperBowl

Hobby groups to build connections.

Wellness Wednesdays we gather for acupuncture

A comment box in the break room.

We do regular community work projects, volunteer at the local animal shelter, snow removal for senior citizens.

We do 24 hours of volunteer time for anything we choose.

Walking in groups and weekly workouts at the park on lunch break

What strategies do you and/or your organization engage in for this dimension?

they recently started a walking lunch group.

being outside. Water. playing with my young children and hearing them laugh. traveling. walking.

Connecting with the outdoors and connecting with my inner fire to improve the world around.

Hiking

Daily mindfulness

Going for a walk or run on a scenic trail is my favorite form of therapy.

gardening is almost spiritual to me. The organization has a Religious coordinators available to staff and residents (patients).

Our organization hosted a training which allowed staff time to reflect on their core beliefs & values.

Meditation practice

walking breaks and walking meetings

Hiking, taking breaks outside walking, taking in the sun

walking outside on breaks

Mindfulness and Meditation and Breathing Exercises. Reflection and Journaling. Prayer and Contemplation

Meditation, prayer and spiritual music (one on one time with God).

I participate in regular church services, participate in a secret sister group, walk in nature, walk on treadmill and listen to the bible.

not addressed by the organization.

Prayer in the morning over the day to come.

reading and listening to music

Yoga

daily walk and meditation

Walk and let the sunshine kiss my face, let my mind think about joyful things.

None that I know of.

I meditate ☸ early 5am

Aromatherapy, park walks, yoga, sound bath/ reiki

Walking. Praying. Closing my door for five minutes to refresh.

Spending as much as possible outside, especially places without cell service.

nature, anything with water, listening to audiobooks and getting to continue to learn allows me to connect with my spirit

Ensuring I take my breaks. Get out of the building when able. Trying to incorporate team meetings at other locations. Ability to play music in my office. We have a gym in the basement that is available 24hrs per day, can be used during break or lunch.

I like spreadsheets, but folks are also encouraged to walk, meditate, participate in groups.

We have chaplain services.

I enjoy yoga and being in nature.

I will sometimes take a walk with a colleague. When the weather is nice, I like sitting outside and focusing on the warmth of the sun on my skin.

Lunch Powerwalk

nature

Listening to soft music

Long lunch breaks with coworkers

Attend church

Mindfulness toolkit on our intranet site with various resources

church and being a part of small church groups such as serving food to homeless

Church

daily journaling. Encouraging Enneagram exploration in department meetings

meditation

Organization - None that I am aware of. Personal - Nature. Water. Wind. being in those elements is always cleansing.

We do lunches, potlucks, and celebrate each others' successes. Personally, spending time with my kids and working on my hobbies is key for my peace!

Mindful Minutes

Greek Orthodox Divine Liturgy, surrounded by heavenly voices, love, incense, and the mystical contact with the Divine.

Walking by the lake listening to the waves soothes my mind.

LOTS of walking outside, attending more community platforms like this one, prayer and meditation, creating work-spaces (and friend/family spaces) to talk openly and offer hope, words of encouragement.

Our organization does not embrace this, but I personally look to both my faith and mother nature's wonders to enhance my soul. I am also a believer in Yoga and Pilates.

Worship in lifelong church with friends

We need to do better - but, we have a new team member who is a certified yoga instructor who advised she can put on a session with staff.

My organization doesn't have specific strategies for spiritual wellness. Personally, I spend time reading my Bible before I even log on for work each day.

Sitting in the sunlight, hiking, Bible study, listening to music

Me: Time in nature and identifying my personal values. Organization: identifying each staff member's top 2 personal values and tying them to the organization's mission and vision

Yoga

deep breathing- 3 deep breaths, walks

being one with nature

Walking path, yoga, meditating

Self-Prayer, listening to music and podcast, walking

meditation, breathing exercise, guided imagery

My organization does not do anything, but for myself it is working with crystals, reading about crystals and teaching Zumba.

participating in my ministry

walking and jogging

Biking

How do you overcome these barriers/challenges?

Providing free resources and tools within an organization as well as Wellness Fairs and Committee to discuss these options and barriers.

time management, prioritizing wellness

Identify what is getting in my way then create a plan of what I'm willing to do.

Set small goals, expectations, get ideas from the staff

At my Organization, creating a wellness space for staff -so they can use to relax and center themselves. For myself, being intentional with self care and doing it consistently

Prioritize laying in bed early waking up a little early to dedicate time for my dogs and myself. Walking, prayer, meditation, scripture reading, devotional.

Have self - care activities provided

Monthly meetings that provide support.

on a personal level I minimize the number of goals to meet. Create a supported and structured program at the organization.

My supervisor helped me to set aside time for the gym until it became a habit for me I could sustain on my own.

we need a culture change in our organization, a change in mindset amongst leadership/managers.

Putting activities on the calendar

Habit trackers have been helpful for me! It makes it easy to see progress and small victories that deserve to be celebrated.

I tell myself that doing anything is better than doing nothing.

Prayer and Praise, Salsa Dancing, Zumba

Recognizing the organizational policies and structures that are put in place that are in place that restrict staff

On an org level we need to really think about inclusivity and accessibility, meaning (not everyone can do a walking meeting, but our folks may be able to do a stretching meeting, etc. not making assumptions about people ability or inability) , consider social events that don't have alcohol etc. Costs of activities or lunches being provided

Suggestion boxes, projects to improve workflows, etc.

Honestly, I think it is about being realistic. It takes time and repetition to build a habit. Additionally, there are only so many hours in the day. I feel like I hack my schedule as much as I can. For instance, calling a loved one during my work commute to squeeze in some social wellness.

I got a health coach (provided free with my health insurance). I offer myself compassion as I try to get healthier.

work life boundaries for sure

Everyone must commit to be accountable to each other.

Be a voice in your agency to promote wellness

Five second rule - count back from 5 and just do it

Be kind to myself and others and give each other grace.

try to be an example and encourage others. I think being patient with yourself It is important for leadership to buy in and particiapte

Encourage time off

Pardon the crude language: A comment I read years ago really sticks with me "It is better to half-ass it than do nothing at all". I use that to do at least some activities when I am dead set about not wanting to do them. Don't have to finish the full task, but at least do a part of it.

starts from the top....leadership buys in and demonstrates the importance of taking care of yourself, i.e. takes lunches and breaks, takes days off etc

Make space. Create structures that make room for individual and group wellness. Coach supervisors on how to discuss and promote wellness for thier staff.

Always stay positive and love yourself. You will never fail.

Self-acceptance and appreciation of my co-workers.

Start small. Prioritize it.

We are working on it! We haven't overcome them but we are sharing information and resources like this discussion/community. Emphasizing work-life balance to the best of our ability.

Just go for it. Make it a priority, schedule it, acknowledge/celebrate small steps and successes

Accountability.

See the connection with retention

Block out time on your calendar for wellness activity. Encouragement and support from leadership.

have someone to do them together

self care

Extend grace to one another, be willing to restart, assume positive intent.

Start at home- start small- do a 10 minute workout and drink water until it becomes a habit

Creating boundaries.