

# Supervising Through a Well-Being Lens



## Build Psychological Safety

- > Be trustworthy.
- > Be transparent.
- > Practice swift conflict resolution.
- > Acknowledge that mistakes are OK.

## Give Your Staff Space to Take the Lead

- > Give options.
- > Offer staff control over their work.
- > Promote skill building for gap areas.
- > Thank them for feedback, ideas, and input.

## Communicate Worth

- > Suspend judgment.
- > Recognize value.
- > Be respectful.
- > Be compassionate.
- > Notice strengths.

## Promote Well-Being in the Workplace Through. . .

### HEALTHY BEHAVIOR

Model healthy behavior—protect your personal time.

### CONNECTION

Connect through regular check-ins.

### FLEXIBILITY

Offer flexibility with how, when, and where work is done.

### COMMUNICATION

Communicate more than you think you need to.