

# Workplace Well Being: My Top Tips

**Seek ways in your existing structure to demonstrate and develop trust, authenticity, inclusion and compassion. Invite staff to meaningfully engage and feel part of a team. Say what you mean and do what you say.**

Weave these tenets into leader, supervisor and new employee training; Create systems to support consistent messaging, and accept confidential comments and suggestions.

**Teach and inspire leaders and supervisors to understand how to best support others and staff, and to be authentic and vulnerable.**

Focus and train on this topic, role-play and give examples at huddles, retreats and team meetings; Establish regular one-on-one check ins with supervisors.

**Demonstrate support, staffing and resources, including financial, for worker safety at all levels. Walk the talk.**

Transparently discuss problems, establish timelines, and set priorities; Integrate like-minded initiatives; Empower front-line staff, safety staff, and safety committee to share needs, hazards, ideas and solutions with top leaders; Place safety leader(s) as high within the organization as other top priorities.

**Develop a workplace community of caring and seek ways to enhance work/family support and job flexibility. Compensate equitably and decently.**

Understand and disseminate EAP, insurance and family leave offerings; Encourage discussions about how to best support employee needs; Develop actions and initiatives to support needs.

*See blog and supporting resources at <https://dedemontgomery.com> by Dede Montgomery*