

Organizational Strategies to Foster Mental and Physical Well-being

Think about current care practices that your workplace builds into daily or weekly routines. What has worked? What has been challenging? Where are the opportunities to shift and change?

Here are additional ways in which organizations can foster the emotional and physical well-being of employees and/or volunteers.

- Provide staff and volunteers with the resources they need to do their jobs
- Ensure that staff and volunteers are/feel adequately supported (this can include effective supervision, team meetings, access to professional development)
- Train supervisors/managers in how to address employee/volunteer distress
- Facilitate conversations and/or trainings regarding workplace stress, trauma, and self-care
- Foster positive relationships in the workplace
- Incorporate humour and fun
- Practice open and clear communication
- Allow workers to say “no”
- Provide paid mental health days
- Offer free health and wellbeing activities at the workplace such as yoga, meditation or walking groups.
- Be alert to signs of heightened stress or workplace related trauma in employees, don't wait for people to come forward
- Connect staff and volunteers with role models and/or mentors
- Give staff access to mental health supports (for example through a workplace health plan)
- Debrief stressful events automatically as a team
- Ensure that people's workloads and volunteer responsibilities are varied and balanced opportunity