

Restore and Re-energize

Big idea: Offer restoration days to all staff

Big idea: foster a "yes if" culture – blend commitment to excellence and service with clarity about what is needed for success and balance



Overarching need: people want feedback and suggestions to be translated into concrete action – they want to feel like we are all working to re-energize together

Alleviate weight of workload

Increase resources where possible, and where not, reduce the mental and emotional weight of our workloads:

- Expand and strengthen community partnerships to share client resources/load
- Identify client needs that can be channeled to a focused resource (here or outside)
- Cultivate a “yes, if!” culture – pause and understand the conditions necessary to embark on new initiatives
- Hold regular, supportive workload conversation to look for how to share, prioritize, make decisions about what to let go of
- More organization-wide coordination of workloads and planning

Sustainable staffing and resources

- Advocate for resources from government to increase our capacity
- Convert contract to full time staff wherever possible, and work for full staffing
- Equitable and competitive compensation

Connect to meaning and passion

- Demonstrate impact and elevate client stories to remind staff of value of our work
- Set aside protected time to work on the aspects of work that give the most joy and meaning (including innovation, research, teaching, IDEA and other project)
- Incorporate Spotlight Recognition into team meetings, practice councils, committee meetings

Create flexible choices for self-care and work-life harmony

Balance our compassionate, committed culture with staff self-care/harmony

- Give people options for guilt-free opportunities to take time off, draw boundaries, disconnect from work, turn off email – it isn’t the same for everyone, but everyone should be encouraged
- Allow each team to make individual decisions about flex hours and work from home as appropriate rather than global policy

Transparent dialogue and honesty

Deepen managerial connectivity to staff experience

- Everyone needs to feel safe to bring up issues and problems -- judgement free
- Deepen the culture of trust at all levels of management -- “tell us and we will act”
- Develop training and resources for leaders to engage honestly and fully with staff experience

Re-connect to teams and others

- Coffee times, town halls with specific topics
- Social committee, holiday lunches, etc.

Enhanced benefits and supports

- Enhance benefits like rapid accrual of vacation time, flexible options for self-care, physical activity, etc.
- Benefits for all, including part-time staff.
- Fair, equitable and transparent compensation.
- Incorporate Stress First Aid program videos into team meetings and practice councils.
- Mindful Self-Compassion course /daily 15 minute guided mindfulness

Professional growth and mentorship

- Create a flexible wellness fund team leaders can draw on
- Support staff with individualized growth and development in areas they care about