



Leading Mental Well-Being

Webinar Series — Module 2

TOOLKIT FOR MANAGERS AKA "PERMISSION GIVERS"



Prepared for:



Addressing the growing mental health crisis calls for a culture-first approach.

Culture is at the heart of any safety strategy. The same holds true for mental well-being.

In our Module 2 “Culture First” webinar, you had the chance to reflect on lessons learned with ensuring safety on the job. Then you began exploring ways to promote a culture-first strategy in addressing mental well-being at work. This starts with investigating your company culture. Finally, you had a chance to identify small actions you can take to begin building a culture of mental well-being within your team.

As we discussed, there has been a fundamental shift in how to best address mental health at work. Traditionally, it has been one that centered on providing resources for the individual. Increasingly, however, there is a growing consensus that the focus needs to be on creating a culture of mental well-being.

This toolkit is your “What’s Next?” guide, and is designed to help you put the learnings and insights you gained during the webinar into action.

The goal is simple: To create a culture that supports the mental well-being of your team. Remember. You as an manager have an important role to play. You’re the “permission giver” who has the power to set the tone across the team, advancing a newly shaped culture.

It really does take a “culture-first” approach – and the solution lies with you.

Enjoy your follow-up toolkit to help you moving forward.

Laura & Will

What you should know.

MAIN POINTS COVERED & FURTHER READING



Highlights of what you learned.

We remembered the shift in safety to a culture-first approach.

Strengthening safety culture is the critical path towards zero incidents.

[Further Reading](#)

We need to do the same in promoting mental well-being at work. It requires a culture-first approach.

To meaningfully address mental well-being, companies need to address the culture. This is what's at the heart of growing mental health crisis. Very simply: The way we're working isn't working – for any of us. The nature of work itself is impacting mental well-being for *everyone*.

[Further Reading](#)

Company cultures are at a crossroads. For starters, over two thirds of employees are disengaged with their work.

[Further Reading](#)

To build a better culture, you need to start with investigating your current culture.

Top drivers of burnout in the workplace are about the workplace itself.

[Further Reading](#)

Then, you can begin taking small actions.

The workplace – and in particular, the team – can be an engine of mental health and well-being.

[Further Reading](#)

What you can do.

ACTIVITIES FOR REFLECTION & SHARING



Module 2 Toolkit = Your “What Now?” Guide

1

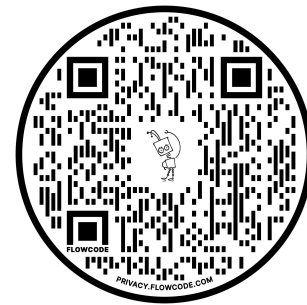
Review what you learned — refer to the next 3 pages in your toolkit.

2

Use your the images to spark conversations with peers, team members, friends, employees.

3

Share the culture quiz with your team, getting their added input to better understand the state of your team culture.



4

Experiment by trying out the small actions you came up with.

5

Reflect on what’s working and what’s not — best to do so with others.

6

Dig deeper, referring to the resources page.

Remember when safety culture was NOT the norm.

What you did in the webinar.

In the webinar, you remembered back to when having a culture of safety was not the norm, engaging in a conversation with your peers. You explored three questions:

1. What was it like before? What is like after?
2. What's the difference that having a culture of safety has made for your company – and for the industry?
3. What had to happen to make this shift?

What you can do *after* the webinar.

Now is a good time to start building on that conversation, inviting others to offer their insights.

ACTIVITY #1

Continue the conversation with your peers. See if these questions lead to other questions – and deeper insights.

ACTIVITY #2

Engage in conversation with your team. Perhaps you could explore these questions at your next team meeting.

Investigate your company culture.

What you did in the webinar.

During the webinar, you had the chance to investigate your company culture. You engaged in two assessment activities:

1. Image activity: You put yourself in the shoes of the average employee and then team member and considered which image best captures their day-to-day experience at work.
2. Culture quiz: You took the culture quiz, exploring the 5 “F” Factors.

What you can do *after* the webinar.

Continue investigating your company culture – and team culture. Keep the conversation going.

ACTIVITY #1

Share your culture quiz results with your peers. Any insights?

ACTIVITY #2

Show the images to your team – and begin asking people the same question (but make it personal to them). “Which of these images best captures your day-to-day experience when you are at work?” Be open to their response, and follow up with: “Tell me more....” You might then ask: “Which of these images best captures where you would like to be?” Again, follow up with “Tell me more....”

Act in small ways.

What you did in the webinar.

Finally, we began taking action, exploring ways to put the Maslow-inspired Culture Pyramid into action.

What you can do *after* the webinar.

Try each of the ideas you came up with on the job! See if you can approach this process with curiosity, being open to what works — and what doesn't.

ACTIVITY #1

Are we creatures of habit — or are we more creatures of culture? Engage in conversation — and a healthy debate — with your peers, colleagues, friends and family. See if you can share insights with them, based on our conversation during the webinar.

ACTIVITY #2

Team up with other team leaders. How might you support one another in shifting the culture so that it is one that supports mental well-being — in every team?

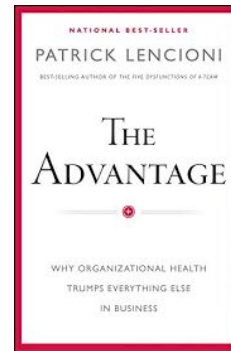
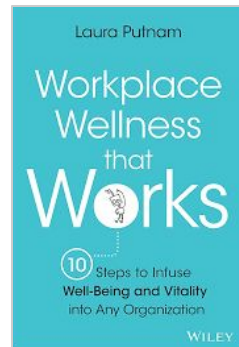
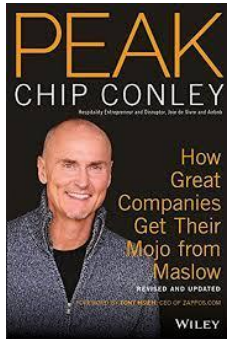
How to go deeper.

RESOURCES TO LEARN MORE

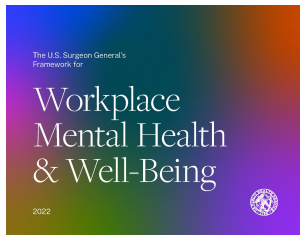


Articles, videos, and other resources.

Books to read.



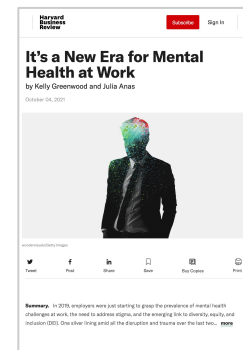
Reports and articles to check out.



[Access here.](#)



[Access here.](#)



[Access here.](#)

Conversations to tune into.

Christine Porath TED Talk — [Why being respectful to your coworkers is good for business.](#)

Jen Fisher TEDx Talk — [The future of work.](#)

LinkedIn Live with Jen Benz — [We are creatures of culture.](#)

Resources to leverage.

Download the Motion Infusion [mental well-being toolkit](#)

Download the Motion Infusion [what every executive needs to know about workplace wellness](#)

Subscribe to Laura's [monthly newsletter](#)

Subscribe to Laura's [Manager Monthly LinkedIn newsletter](#)

Tune into Laura's [monthly LinkedIn Live](#)

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Interested in bringing this training directly to your organization? Great! This program can be delivered to your organization through a live training program or through a licensed product that your own learning and development team can bring to your employees.

About Motion Infusion.

Motion Infusion is a global leader in well-being and engagement programs that actually work. Clients range from Fortune 500 companies to nonprofits, schools, and government entities. Services include keynotes, leadership and team development, and train-the-trainer programs. Additionally, we offer innovative and interactive curriculum products.

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Prepared for:

