



# Leading Mental Well-Being

Workshop Series - Module 2

**TOOLKIT FOR EXECUTIVES AKA "TRENDSETTERS"**



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” workshop, 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 organization.

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 workshop into action.

The goal is simple: To create a culture that supports the mental well-being of your workforce. Remember. You as an executive have an important role to play. You’re the “trendsetter” who has the power to set the tone across the organization, 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 company 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 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

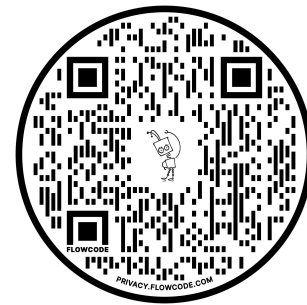
**Review** what you learned — refer to the next 3 pages in your toolkit.

2

**Use** your flip book to spark conversations with peers, team members, friends, employees.

3

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

In the workshop, 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 workshop.

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 workshop.

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

1. Flip book activity: You put yourself in the shoes of the average employee 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 workshop.

Continue investigating your company culture. Keep the conversation going.

### ACTIVITY #1

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

### ACTIVITY #2

Bring the flip book back to your company - 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...."

### ACTIVITY #3

Go deeper, asking people across the organization to take the culture quiz - starting with your mid-level managers. Encourage conversation and shared insights. Perhaps you could provide a mechanism for people to provide feedback, spurred by the quiz.



# Act in small ways.

## **What you did in the workshop.**

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

## **What you can do *after* the workshop.**

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 workshop.

### **ACTIVITY #2**

Touch base with your accountability group. How might you support one another in shifting the culture so that it is one that supports mental well-being?

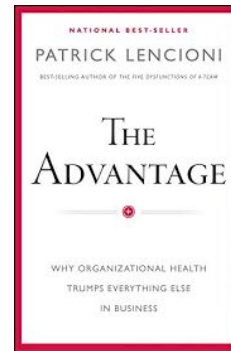
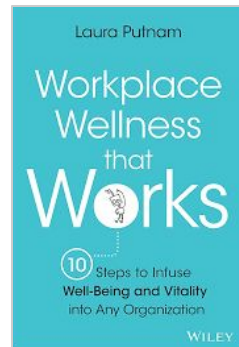
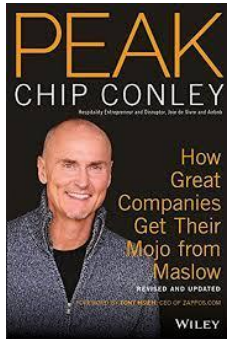
# How to go deeper.

RESOURCES TO LEARN MORE

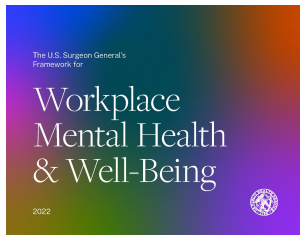


# Articles, videos, and other resources.

## Books to read.



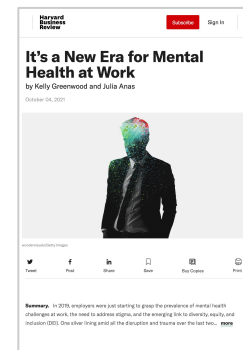
## Reports and articles to check out.



[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](#)

## Ready to invigorate your company?

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:

